

**BOARD OF REGENTS  
MINUTES OF THE MEETING  
March 27-29, 2018**

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Adjourn

**BOARD OF REGENTS  
MINUTES OF THE MEETING  
March 27-29, 2018**

The South Dakota Board of Regents met on March 27-29 at Black Hills State University in Spearfish, South Dakota, with the following members present:

Bob Sutton, President  
Kevin Schieffer, Vice President  
John Bastian, Secretary  
Conrad Adam, Regent  
Jim Morgan, Regent  
Randy Schaefer, Regent  
Jim Thares, Regent  
Pam Roberts, Regent  
Joan Wink, Regent

Also present during all or part of the meeting were Mike Rush, Executive Director and CEO; Guilherme Costa, Board of Regents General Counsel; Paul Turman, System Vice President for Academic Affairs; Nathan Lukkes, System Assistant Vice President for Research and Economic Development; Michele Anderson, System Internal Auditor; Kayla Bastian, System Director of Human Resources; Tasha Dannenbring, System Director of Institutional Research; Leah Ahartz, System Budget Manager; Monte Kramer, System Vice President of Finance and Administration; Dave Hansen, System Chief Information Officer; Molly Hall-Martin, System Director of Student Preparation & Success; Molly Weisgram, System Director of Student Affairs and Executive Assistant to the CEO and Board; Janelle Toman, System Director of Communications; Mary Ellen Garrett, System Accounting Manager; Jay Perry, System Assistant Vice President for Academic Affairs; Scott Van Den Hemel, System Financial Compliance Director; Jammie Raske, System Senior Information Technology Specialist; Barry Dunn, SDSU President; José-Marie Griffiths, DSU President; Tom Jackson Jr., BHSU President; James Rankin, SDSM&T President; Tim Downs, NSU President; James Abbott, USD President; Marjorie Kaiser, SDSD/SDSBVI; Kathy Johnson, Chris Crawford, Lois Flagstad, Jama Khainzan, Terry Hupp, Brandon Bentley, Jane Klug, BHSU; Dick Hanson, Stacy Krusemark, Marcus Garstecki, DSU; Veronica Paulson, Alan LaFave, NSU; Heather Forney, Steve Malott, SDSM&T; Dennis Hedge, Wesley Tschetter, Michaela Willis, Dean Kattelmann, SDSU; Jim Moran, Roberta Ambur, Sheila Gestring, Kim Grieve; Gene Bilodeau, BHSU-RC; Craig Johnson, UC-SF; Alan Aldrich, SDEA/COHE; and other members of the regental system and public and media.

**TUESDAY, MARCH 27, 2018**

**BOARD WORK**

**ROLL CALL:**

Adam – PRESENT  
Bastian – PRESENT  
Morgan – PRESENT  
Roberts – PRESENT  
Schaefer – PRESENT  
Thares – PRESENT  
Wink – PRESENT  
Schieffer – PRESENT  
Sutton – PRESENT

Regent Sutton declared a quorum present and called the meeting to order at 3:08 p.m.

**1-B Approval of the Agenda**

IT WAS MOVED by Regent Bastian, seconded by Regent Thares, to approve the agenda as published. Motion passed.

**1-C Declaration of Conflicts**

Regent Sutton explained that he will abstain from voting on item 6-C.1 BOR Policy Revisions 1:16 and 5:5.1 Revisions (Second Reading) because he benefits from the reciprocity agreement with Minnesota as his daughter is a student at the University of Minnesota.

**1-D Approval of the Minutes – Meetings on December 5-7, 2017; January 12, 2018; January 26, 2018; February 9, 2018; March 9, 2018**

IT WAS MOVED by Regent Schieffer, seconded by Regent Schaefer, to approve the minutes of the meetings on December 5-7, 2017; January 12, 2018; January 26, 2018, February 9, 2018 and March 9, 2018. Motion passed.

**1-E Rolling Calendar**

IT WAS MOVED by Regent Schaefer, seconded by Regent Schieffer, to approve April 2-4 as the date and BHSU in Spearfish as the location of next year's Board of Regents meeting. Motion passed.

A copy of the Rolling Calendar can be found on pages 229 to 233 of the official minutes.

## **1-F Election of Officers**

IT WAS MOVED by Regent Roberts, seconded by Regent Morgan, to elect the following slate of officers: Bob Sutton as President; Kevin Schieffer as Vice President; and John Bastian as Secretary effective March 30, 2018. Motion passed.

## **REGENTS' WORKSHOP**

### **2-A University Auxiliary Business Plans**

Dr. Monte Kramer, System Vice President of Finance and Administration, explained that the intent of the workshop is to provide the Board of Regents a more in-depth view of the universities' auxiliary systems and business operations. This includes all bookstores, food service operations, print shops, retail stores, and any other business operations run with the intent of breaking even or making money. It does not include any athletic operations or fine arts activities.

SDSM&T: Steve Malott, Vice President for Finance & Administration, and Heather Forney, Director of Finance/Controller, provided an overview of the institution's auxiliary system and business operations.

NSU: President Downs and Veronica Paulson, Vice President for Finance & Administration, provided an overview of NSU's auxiliary system and business operations.

DSU: Dr. Marcus Garstecki, Vice President for Student Affairs & Dean of Students, and Stacy Krusemark, Vice President for Finance & Administrative Services, provided an overview of DSU's auxiliary system and business operations.

BHSU: Kathy Johnson, Vice President for Finance & Administration, and Dr. Lois Flagstad, Vice President for Enrollment and Student Affairs, provided an overview of BHSU's auxiliary system and business operations.

USD: Dr. Kim Grieve, Vice President of Student Affairs/Dean of Students, and Sheila Gestring, Vice President for Finance & Administration, provided an overview of USD's auxiliary system and business operations.

SDSU: Wes Tschetter, Vice President for Business & Finance, and Dr. Michaela Willis, Vice President for Student Affairs, provided an overview of SDSU's auxiliary system and business operations.

In response to a question by Regent Schieffer, Dr. Kramer clarified that there is nothing requiring these operations to be profit centers although they are expected to be self-supporting. He said the auxiliary-system-bonded-facilities need to meet the coverage ratios whereas things outside the auxiliary system do not have to meet any ratios nor do they have any required expectations. He said all of the institutions want to have a strong bottom line to reinvest in these services.

A copy of the Regents' Workshop – University Business Auxiliary Plans can be found on pages 234 to 411 of the official minutes.

IT WAS MOVED by Regent Bastian, seconded by Regent Adam, that the Board dissolve into executive session at 5:30 p.m. on Tuesday, March 27, 2018, to discuss personnel matters; that it rise from executive session at 8:00 p.m.; that it reconvene in executive session at 8:00 a.m. on Wednesday, March 28, 2018, to discuss personnel matters, pending and prospective litigation, contractual matters, collective bargaining, and to consult with legal counsel; that it rise from executive session at 12:30 p.m. to resume the regular order of business; and that it report its deliberations while in executive session. Motion passed.

### **WEDNESDAY, MARCH 28, 2018**

The Board reconvened at 1:00 p.m.

#### **CONSENT AGENDA**

Regent Morgan requested that 4-K SDSU Strategic Alignment Request be taken off the consent agenda and be addressed in the Academic and Student Affairs Committee as 6-A.1.

IT WAS MOVED by Regent Schieffer, seconded by Regent Adam, to approve consent agenda items 4-A through 4-L, with the exception of 4-K [which was taken off the consent agenda]. Motion passed.

#### **Academic and Student Affairs**

##### **4-A Student Organization Award Winners for 2017**

Accept the recommendations offered by each institution for student organization awards and announce the names of the award winners.

A copy of the Student Organization Award Winner for 2017 can be found on pages 412 to 413 of the official minutes.

##### **4-B Resolution of Recognition – DSU**

Recognize David Maher (DSU) for his years of dedicated service to South Dakota's system of public higher education.

A copy of the Resolution of Recognition for David Maher can be found on pages 414 to 415 of the official minutes.

#### **4-C (1) New Program Requests – SDSU – Minor in Apparel and Fashion Studies**

Approve SDSU's new program proposal for a minor in Apparel and Fashion Studies as described in Attachment I.

A copy of SDSU's New Program Request for a Minor in Apparel and Fashion can be found on pages **416** to **424** of the official minutes.

#### **4-C (2) New Program Requests – SDSU – Minor in History of Art and Design**

Approve SDSU's new program proposal for a minor in History of Art and Design as described in Attachment I.

A copy of SDSU's New Program Request for a Minor in History of Art and Design can be found on pages **425** to **434** of the official minutes.

#### **4-C (3) New Program Requests – SDSU – Minor in Performing Arts Administration**

Approve SDSU's new program proposal for a minor in Performing Arts Administration as described in Attachment I.

A copy of SDSU's New Program Request for a Minor in Performing Arts Administration can be found on pages **435** to **442** of the official minutes.

#### **4-C (4) New Program Requests – SDSU – Minor in Retail Merchandising**

Approve SDSU's new program proposal for a minor in Retail Merchandising as described in Attachment I.

A copy of SDSU's New Program Request for a Minor in Retail Merchandising can be found on pages **443** to **451** of the official minutes.

#### **4-D (1) New Certificate Requests – NSU – Jazz Pedagogy (Undergrad)**

Approve NSU's undergraduate certificate in Jazz Pedagogy as presented in Attachment I.

A copy of NSU's New Certificate Request in Jazz Pedagogy (Undergrad) can be found on pages **452** to **457** of the official minutes.

#### **4-D (2) New Certificate Requests – NSU – Piano Pedagogy (Undergrad)**

Approve NSU's undergraduate certificate in Piano Pedagogy as presented in Attachment I.

A copy of NSU's New Certificate Request in Piano Pedagogy (Undergrad) can be found on pages **458** to **464** of the official minutes.

#### **4-E New Specialization – SDSU – MS in Human Sciences – Developmental Sciences Specialization**

Approve SDSU's Developmental Sciences Specialization in the Master of Science (MS) in Human Sciences program as presented in Attachment I.

A copy of the SDSU's New Specialization Request – MS in Human Sciences – Developmental Sciences Specialization can be found on pages **465** to **471** of the official minutes.

#### **4-F Rate Approval for DSU Certificates in Cyber Security, Network Services, and Software Development at UC-SF**

Approve DSU's request for a rate exemption as presented for the certificates in Cyber Security, Network Services, and Software Development offered at University Center-Sioux Falls.

A copy of the Rate Approval for DSU Certificates in Cyber Security, Network Services and Software Development at UC-SF can be found on page **472** of the official minutes.

#### **4-G (1) Agreements on Academic Cooperation – SD School of Mines & Technology**

Approve the Agreement on Academic Cooperation between South Dakota School of Mines and Technology and Universidad Nacional del Centro del Peru.

A copy of the Agreements on Academic Cooperation – SD School of Mines & Technology can be found on pages **473** to **475** of the official minutes.

#### **4-G (2) Agreements on Academic Cooperation – South Dakota State University**

Approve the academic agreements between South Dakota State University and 1) INTI International University, Malaysia; 2) KDU College, Malaysia; 3) Kyambogo University of Kampala; 4) Sunway University, Malaysia; 5) Taylor's University, Malaysia; and 6) University of the Philippines, Los Baños.

A copy of the Agreements on Academic Cooperation – South Dakota State University can be found on pages **476** to **497** of the official minutes.

#### **4-H Articulation Agreements - SDSU**

Approve the articulation agreements presented between South Dakota State University and 1) Ridgewater College, 2) the South Dakota Department of Social Services – Division of Child Care, 3) Lake Area Technical Institute, 4) Mitchell Technical Institute, and 5) Southeast Technical Institute.

A copy of the Articulation Agreements – SDSU can be found on pages **498** to **584** of the official minutes.



#### **4-I Inactive Status and Program Termination Requests – DSU, SDSU, USD & BHSU**

Approve the revisions to the Terminal Degrees Table as provided in Attachment I.

A copy of the Inactive Status and Program Termination Requests – DSU, SDSU, USD and BHSU can be found on pages **585** to **622** of the official minutes.

#### **4-J Terminal Degree Table Revisions – SDSU**

Approve the revisions to the Terminal Degrees Table as provided in Attachment I.

A copy of the Terminal Degree Table Revisions – SDSU can be found on pages **623** to **632** of the official minutes.

#### **4-K SDSU Strategic Realignment Request**

<<Moved to 6-A.1 under the Committee on Academic and Student Affairs Committee>>

#### **4-L (1) Naming Request – Department Name Changes – NSU**

Approve NSU's requests to change the History, Political Science, Sociology and Geography department to the Department of History and Social Sciences; and change the Biology, Chemistry & Physics, & Mathematics department to the Science and Mathematics department.

A copy of the Naming Request – Department Name Changes – NSU can be found on pages **639** to **641** of the official minutes.

#### **4-L (2) Naming Request – BHSU – Life Sciences Laboratory**

Approve the request by Black Hills State University to rename the Life Sciences Laboratory as the Kathryn Johnson Life Sciences Laboratory.

A copy of the Naming Request – BHSU – Life Sciences Laboratory can be found on pages **642** to **647** of the official minutes.

#### **4-L (3) Naming Request – USD – Center for Business Analytics**

Approve the request by the University of South Dakota to name the Center as the POET Center for Business Analytics.

A copy of the Naming Request – USD – Center for Business Analytics can be found on pages **648** to **651** of the official minutes.

## **PLANNING, GOVERNANCE AND RESOURCE DEVELOPMENT**

### **5-A Welcome and Presentation by BHSU President Tom Jackson, Jr.**

BHSU President Tom Jackson, Jr. welcomed the audience to BHSU and described the many special aspects of Black Hills State University, including sustainability efforts and undergraduate research. He introduced Kelly Kirk, professor of history, and showed a video about the Veterans Legacy Program.

### **5-B Student Organization Awards – BHSU**

Dr. Lois Flagstad, Vice President for Enrollment & Student Affairs, introduced the Student Organization Awards for BHSU. The Award for Academic Excellence for 2017 was presented to KBHU-TV. The Award for Community Service was presented to the University Honors Club. The Award for Organizational Leadership was presented to the Environmental Sustainability Student Organization.

A copy of the BHSU Student Organization Awards can be found on pages **652** to **653** of the official minutes.

### **5-C Reports on Individual Regent Activities**

Regent Morgan reported that the Board's new Athletic Committee recently met for the first time. He said the USD and SDSU presidents and athletic directors were invited to that meeting. Additionally, he explained that he, Regent Schaefer, and Dr. Rush recently met with the Summit League Commissioner and staff to learn more about the Board's role in monitoring athletic policy.

Regent Roberts explained that she is involved in hosting Marshall Fellows each year. She said that the recent fellows who came to South Dakota a few weeks previous were treated to a dinner with SDSM&T President Rankin, which really highlighted the School of Mines, and was a feature of their trip. She thanked President Rankin for his time and hospitality.

### **5-D Report and Actions of Executive Session**

Upon convening at 5:30 p.m. on Tuesday, March 27, 2018, the Board dissolved into executive session in order to discuss personnel matters. The Board rose from executive session at 8:00 p.m. The Board reconvened in executive session at 8:00 a.m. on March 28, 2018, in order to discuss personnel matters, pending and prospective litigation, contractual matters, collective bargaining, and to consult with legal counsel. The Board rose from executive session at 12:30 p.m.

Regent Bastian reported that while in executive session, the Board considered personnel and administrative actions, pending and prospective litigation, contractual matters, collective bargaining, consulted with legal counsel, and gave directions to its executive director and general counsel concerning these matters.

IT WAS MOVED by Regent Bastian, seconded by Regent Thares, that the Board approve directions given to the executive director and the general counsel with respect to matters discussed in executive session, that it:

1. Deny SDSU NFE Graduate Assistant Title IX/EEO Grievance No. 2018-01.
2. Approve the multi-year contract for USD's head football coach Bob Nielson at an annualized salary of \$280,000 for the period of June 22, 2018 – June 21, 2021.
3. Approve the multi-year contract for USD women's basketball coach Dawn Plitzuweit at an annualized salary of \$210,000 for the period of June 22, 2018 – June 21, 2021.
4. Approve the leave requests for Darci Bultema (NSU); Marcela Faflak (NSU); David Grettler (NSU); Steven Usitalo (NSU); Larry Stetler (SDSMT); Vincent Allan King (BHSU); Sandra Marker (BHSU); Wei Song (BHSU); Rebecca Kuehl (SDSU); and Steven Wingate (SDSU).
5. Approve the requests to grant tenure to Dr. Debra Anderson (SDSU), Dr. John Killefer (SDSU), and Dr. Melinda Tinkle (SDSU).
6. Award an honorary posthumous Bachelor of Science in Economics to Mr. Shawn McClelland (SDSU).
7. Award an honorary Doctorate of Public Service to Marcella LeBeau (SDSU), John Porter (SDSU), Regent Emeritus Harvey C. Jewett IV (USD), and to President James W. Abbott (USD).
8. Approve the request for a one (1) year extension of time for tenure consideration each for Julie Yingling (SDSU) and Wendy Hess (USD).
9. Approve awarding one (1) year of prior service credit toward tenure and one (1) year of prior service credit toward promotion for Dr. Insu Park (DSU); one (1) year of prior service credit toward tenure and one (1) year of prior service credit toward promotion for Dr. Timothy Campbell (USD); and two (2) years of prior service credit toward tenure and two (2) years of prior service credit toward promotion for Dr. John LaCognata (USD).
10. Accept the System Scholarship Committee's recommended recipients and alternates for the 2018-19 Fowler, Bjugstad, and Scarborough scholarships. Award the 2018-2019 Annis Irene Fowler/Kaden Scholarship to Grace Dellman and Malley Moore (First Alternate: Joni Waliezer, Second Alternate: Baylee Enander); award the 2018-2019 Ardell Bjugstad Scholarship to Morgan Reber; and award the 2018-19 Marlin R. Scarborough Memorial Scholarship to Bailey Moody (First Alternate: Jacey Merkle).
11. Accept the resignation of Mark Johnston from the position of DSU vice president for institutional advancement/marketing and communications effective February 21, 2018; accept the appointment of Bob Preloger as the interim vice president for institutional advancement/marketing and communications effective March 12, 2018 at a 60% appointment and salary of \$88,200; and accept the title change and salary increase for Laura McNaughton from USD president's assistant to USD chief of staff at an annualized salary of \$80,000 effective November 22, 2017.
12. Approve the personnel actions as submitted by the Board office, campuses, and special schools. A copy of the personnel actions can be found on pages 67 to 228 of the official minutes.

Motion Passed.

### **5-E Report of the Executive Director**

Dr. Mike Rush, Board of Regents Executive Director and CEO, explained that the 2018 legislative session recently concluded and a report will be provided later in the agenda detailing specifics of the session. He also recognized SDSU and USD for competing in the Summit League Conference Basketball Tournament as well as NSU for finishing second in the NCAA Division II Men's Basketball Tournament.

A copy of the Interim Actions of the Executive Director can be found on pages **654** to **662** of the official minutes

### **5-F BHSU Foundation Report**

Steve Meeker, BHSU Vice President for University Advancement, provided information about the BHSU Foundation and its recent activities.

A copy of the BHSU Foundation Report can be found on pages **663** to **666** of the official minutes.

### **5-G BOR Policy 1:7:5 – Civil Service Advisory Council Revisions (Second Reading)**

Kayla Bastian, System Director of Human Resources, explained that BOR Policy 1:7:5 establishes the Regental Civil Service Advisory Council (RCSAC), which is comprised of representatives from each institution within the regental system. This policy requires that the Executive Director's delegate provide a report to the Board following each semi-annual meeting. However, because RCSAC does not recommend policy changes or take other actions that require BOR approval, it is proposed to remove the semi-annual report requirement from BOR Policy 1:7:5. The RCSAC members are supportive of the policy changes. She said the first reading of BOR Policy 1:7:5 occurred at the December 2017 BOR meeting, and no changes have been added since the first reading.

IT WAS MOVED by Regent Bastian, seconded by Regent Schaefer, to approve the second and final reading of BOR Policy 1:7:5 – Regental Civil Service Advisory Council. Motion passed.

A copy of the BOR Policy 1:7:5 – Civil Service Advisory Council Revisions (Second Reading) can be found on pages **667** to **669** of the official minutes.

### **5-H BOR Policy 1:6 – Appointment, Authority, and Responsibilities of Presidents and Superintendents Revisions (Second Reading)**

Kayla Bastian, System Director of Human Resources, noted that amongst the recommended changes to the policy, the substantive changes are: 1) removal of the prohibition on tenure for university presidents, allowing the Board the flexibility to negotiate tenure terms in presidential appointment contracts without being required to waive this provision of BOR Policy 1.6; 2) removal of the reference to annual renewals to ensure alignment with BOR Policy 4:49; 3) removal of Section 7: due to the changes made in BOR Policy 5:3 in 2013, this is no longer needed; and 4) addition of a definitions section to the policy.

These changes will align BOR policies and ensure that the Board has policies in place that provide the ability to negotiate effectively in a highly competitive labor market.

IT WAS MOVED by Regent Bastian, seconded by Regent Morgan, to approve the second and final reading of BOR Policy 1:6 – Appointment, Authority, and Responsibilities of Presidents and Superintendents. Motion passed.

A copy of the BOR Policy 1:6 – Appointment, Authority, and Responsibilities of Presidents and Superintendents Revisions can be found on pages 670 to 676 of the official minutes.

### **5-I 2018 Legislative Overview**

Dr. Janelle Toman, System Director of Communications, provided an overview of the 2018 legislative session. She noted that 16 of the 17 Board of Regents' pre-filed bills were successful. She recognized the support of the presidents, campuses and students who participated by communicating with legislators, lobbying bills, and testifying in committee. From the Board's perspective, she said many bills were resolved in a favorable manner, but she cautioned that some of these topics may reappear in future years.

A copy of the Legislative Overview can be found on pages 677 to 679 of the official minutes.

## **ACADEMIC AND STUDENT AFFAIRS**

### **6-A Student Federation Report**

Paige Dexter, Student Federation Executive Director, introduced the incoming Student Federation Executive Director, Matt Yetter, who was elected the previous evening.

Paige Dexter explained that the Student Federation approved constitutional changes the previous evening to make the Chair position a paid position. In addition, the Federation clarified the duties of both the Executive Director and Chair and approved the following year's budget.

### **6-A(1) SDSU Strategic Realignment Request**

<<Moved from Consent Agenda, originally labeled 4-K>>

Dr. Paul Turman, System Vice President of Academic Affairs, introduced Dr. Dennis Hedge, SDSU Provost, who explained that as part of a recent strategic planning effort some institutional changes have been proposed. He described the proposed changes and said, if approved, these would be effective July 1, 2018.

IT WAS MOVED by Regent Morgan, seconded by Regent Wink, to approve SDSU's request to reorganize the academic colleges at South Dakota State University. Motion Passed.

A copy of the SDSU Strategic Realignment Request can be found on pages 633 to 638 of the official minutes.

## **6-B Credit Hours to Degree**

Dr. Paul Turman, System Vice President of Academic Affairs, noted that during the October 2011 meeting, the Board approved a set of degree program limits that moved the required number of credit hours from 128 to 120 within the regental system. At the time, the Board sought to reduce the average number of credit hours completed by regental graduates which had held at 144 credit hours for a number of years. Program modifications for all undergraduate majors were approved at the March 2012 meeting, which formalized this requirement. In subsequent years, a Credit Hours to Degree report has been prepared for the Board to track the impact for reducing the total number of credits completed by graduates.

He said data in the report indicate that the average credits hours at graduation has declined from 144.3 in FY12 to 138.6 for the most recent academic year. Transfer students have seen the largest decrease in credit hours declining from 150.3 to 142.9, while non-transfer students have been able to decrease the total credit hours down to 134.5 since this policy decision was advanced by the Board.

He explained that this signifies an average savings of roughly \$2,400 per student, or an overall savings of about 3%. He said this is an affordability effort enacted by the Board and noted that this policy change is always one that is highlighted when discussing efficiency efforts with the legislature.

A copy of the Credit Hours to Degree report can be found on pages **680** to **684** of the official minutes.

## **6-C (1) BOR Policy 1:16 and 5:5:1 Revisions (Second Reading)**

Dr. Paul Turman, System Vice President for Academic Affairs, explained that the proposed revisions to BOR Policy 1:16 include updates to the background information on the Western Regional Graduate Program (WRGP) in relation to other interstate tuition agreements in which South Dakota participates. The proposed revisions to BOR Policy 5:5:1 clarify the process by which regental institutions will inform the Board of programs participating in the WRGP. He said no revisions have been made since the first reading in December 2017.

IT WAS MOVED by Regent Morgan, seconded by Regent Wink, to approve the second and final reading of the proposed revisions to BOR Policies 1:16 and 5:5:1 as presented. Motion passed, Regent Sutton abstained.

A copy of the BOR Policy 1:16 and 5:5:1 Revisions (Second Reading) can be found on pages **685** to **695** of the official minutes.

### **6-C (2) BOR Policy 5:17 – Instructional Funding Revisions (Second Reading)**

Dr. Paul Turman, System Vice President of Academic Affairs, described revisions to BOR Policy 5:17. He said these revisions expand the section types that are managed under the small section size policy. Doctoral granting institutions have been increased to 4% and the three regional comprehensive institutions have been set at 5%. Campuses would be given until the 2018-19 academic year to move into compliance with the addition of off-campus courses. He said expanding the section size policy to include off-campus course sections will ensure that campuses are working to efficiently manage their curriculum.

He drew the Board's attention to the new section 4.1 of policy that requires additional revisions, asking that it consider the following language for this section to now state the following: All on- and off-campus sections with a "selected" instructional method type that fall below the enrollments referenced for each of the degree types below will be classified as low-enrolled.

He noted that the first reading of the policy revisions was reviewed by the Board at its December 2017 meeting. At that time, no issues or revisions were made by the Board, and the only additional revisions being recommended are the addition of definitions in Section 2 of the current policy and the addition in section 4.1 as mentioned above.

IT WAS MOVED by Regent Morgan, seconded by Regent Schieffer, to approve the second and final reading of the proposed revisions to BOR Policy 5:17 Instructional Funding as presented with the additional changes to section 4.1 to add the following language: 4.1. All on- and off-campus sections with a "selected" instructional method type that fall below the enrollments referenced for each of the degree types below will be classified as low-enrolled. Motion passed.

A copy of the BOR Policy 5:17 – Instructional Funding Revisions (Second Reading) can be found on pages **696** to **705** of the official minutes.

### **6-C (3) BOR Policy 2:16 – Teacher Education Programs Revisions (Second Reading)**

Dr. Paul Turman, System Vice President of Academic Affairs, noted that the Board of Education Standards recently approved a new set of administrative rules that provide additional avenues for licensure beyond the certification exams that have been in place since 2005. This flexibility exists for a set of secondary education programs (e.g., music, math, language arts, etc.) but has not been extended to Elementary Education. Having 27 or more hours of completed coursework in a major content area may now be used by students for demonstrating content mastery for the South Dakota Department of Education (SDDOE) licensure/certification. This second option now affords the five teacher education programs the capacity to advance a student for licensure in secondary education programs even if the qualifying scores on the certification are not met.

Because meeting qualifying scores on the Praxis is no longer required to gain licensure from the SDDOE, holding this benchmark for students to student teach in the regental system is no longer warranted. Policy revisions to Section C.7.2 are proposed to provide teacher education programs the option of allowing candidates to student teach if they have met the licensure requirements set forth by the SDDOE. Additionally, Section C.7.3 has been added to maintain that teacher

education programs have the final authority for determining a candidate's preparation to enter the classroom to student teach. No additional changes have been made since the first reading at the December 2017 BOR meeting.

IT WAS MOVED by Regent Morgan, seconded by Regent Wink, to approve the second and final reading of the proposed revisions to Policy 2:16 Teacher Education Programs as presented. Motion passed.

A copy of the BOR Policy 2:16 – Teacher Education Programs Revisions (Second Reading) can be found on pages 706 to 709 of the official minutes.

#### **6-D (1) BOR Policy 2:8 and 2:27 Revisions (First Reading)**

Dr. Paul Turman, System Vice President of Academic Affairs, stated that the two policies included as attachments (BOR Policy 2:8 – Level and Numbering of and Enrollment in Courses, and BOR Policy 2:27 – Program to Program Articulation Agreements) have been revised to meet the new formatting requirements of the BOR Policy Manual. Both policies also have some minor clerical edits. BOR Policy 2:8 also includes a few clarifying revisions, which were caused by the reformatting of the policy and dividing certain sections in the old format into multiple paragraphs. Also in BOR Policy 2:8, a reference in the purpose of the policy was removed, as it simply instructed campuses to use consistent descriptions on levels and numbering of courses as described in the policies by no later than the Fall of 1997, which was no longer relevant.

IT WAS MOVED by Regent Morgan, seconded by Regent Wink, to approve the first and final reading of the proposed revisions to BOR Policies 2:8 and 2:27 as presented. Motion passed with unanimous consent.

A copy of the BOR Policy 2:8 and 2:27 Revisions (First Reading) can be found on pages 710 to 719 of the official minutes.

#### **6-D (2) BOR Policy 2:12 – Distance Education (First Reading)**

Dr. Paul Turman, System Vice President of Academic Affairs, said in an attempt to transition the academic affairs policies into the new format, AAC was asked to review potential revisions to BOR Policy 2:12 Distance Education. When this was initially discussed during the January 2018 AAC meeting, the council noted a number of minor corrections that have now been addressed in the most recent revisions (specifically Section 3.3 and 4.3.1). A number of additional revisions have been made to BOR Policy 2:12 to align with current practice, including that the Board approves all off-campus and online programs consistent with the model discussed at the June 2017 Board meeting.

In addition, revisions have been made to reflect the new U.S. Department of Education licensure and certification regulations that will go into effect in July 2018, which were discussed at the October 2017 Board Meeting. These revisions establish that academic programs at each institution are responsible for determining whether a program meets the licensure criteria in other states. AAC agreed that campus personnel in the affected programmatic units would be most qualified to track



down the requirements for licensure, and then be responsible for reporting those to distance and continuing education offices.

The policy has also been revised to meet the new formatting requirements of the BOR Policy Manual and also includes minor clerical edits beyond those referenced above.

IT WAS MOVED by Regent Morgan, seconded by Regent Wink, to approve the first reading of the proposed revisions to BOR Policy 2:12 as presented. Motion passed.

A copy of the BOR Policy 2:12 – Distance Education (First Reading) can be found on pages 720 to 726 of the official minutes.

#### **6-D (3) BOR Policy 2:5 – Transfer of Credit Revisions (First Reading)**

Dr. Paul Turman, System Vice President of Academic Affairs, explained that throughout the 2015-16 academic year, AAC discussed the need for minor revisions to BOR Policy 2:5 Transfer of Credit, in response to a request from the COPS to adopt a block transfer framework. This approach would allow entering students with an earned Associates degree (AS or AA) to also meet the General Education requirements for the system. Proposed revisions to BOR policy were initially discussed during the October 2015, and a final set of revisions were advanced to the Board of Regents in October 2016 and December 2016 for final approval.

As this discussion unfolded, the primary focus sought to develop pathways for students who had earned an associate's degree. However, since the policy was put into place, a small number of students with an earned Bachelor's degree have sought to return to pursue a second Bachelor's degree program. Unfortunately, under the current policy this block transfer process is not an available option for these students. To address this issue, revisions to this policy are being advanced to extend the block transfer section to also include students who have previously earned a Bachelor's degree. Also, in response to a request from individual Board members, the proposed revisions have been combined into one set of guidelines (rather than separating out associate and bachelor's degree expectations). Additionally, a comprehensive edit of the policy has also been undertaken to eliminate duplication and align definitions throughout.

IT WAS MOVED by Regent Morgan, seconded by Regent Adam, to approve the first reading of the proposed revisions to BOR Policy 2:5 Transfer of Credit as presented. Motion passed.

A copy of the BOR Policy 2:5 – Transfer of Credit Revision (First Reading) can be found on pages 727 to 745 of the official minutes.

#### **6-D (4) BOR Policy 2:10 – Grades and Use of Grade Point Averages Revisions (First Reading)**

Dr. Paul Turman, System Vice President of Academic Affairs, explained that at the August 2017 AAC Retreat, an item was brought forward to consider whether High School Dual Credit (HSDC) students with GPAs below 2.0 should be placed on probation when they first enter the system as degree-seeking students. This led to a broader discussion on the impact of academic probation,

especially for those students with a limited number of credit hours within the System. Initially, one low grade has the potential to significantly impact a student's cumulative GPA, and the premise of a graduated scale based on class rank was identified as a potential solution by AAC members. Such an approach would allow for students who have taken fewer credit hours to meet a slightly lower GPA threshold, which would then increase along with their class level. A similar system is in place with the NCAA and a number of institutions in the region.

The version being proposed in BOR Policy 2:10 would require freshmen and sophomores to have a cumulative GPA of 1.8. Juniors and seniors would be required to then retain the current threshold of a 2.0 GPA. In addition, language was added that gives students with prior credit a one-term grace period in which they will not be placed on probation. This would apply to traditional transfer students from outside the system, as well as high school dual credit students. If the students still could not meet the threshold required after one term in the regental system, they would be placed on probation at that time. Other changes to the policy include the new BOR Policy format, and the removal of a reference to BOR Policy 2:28 (which has been repealed).

Dr. Turman explained that with approval of these changes, BOR Policy 2:3 will also require some revision in order to align with revised BOR Policy 2:10.

Recognizing that the label of being on probation could be psychologically defeating, regents acknowledged these revisions as an effort to increase student success. They felt that if the current threshold of 2.0 for juniors and seniors was maintained, they did not see any problem with this change.

IT WAS MOVED by Regent Morgan, seconded by Regent Schaefer, to approve the first reading of the proposed revisions to BOR Policy 2:10 as presented. Motion passed.

A copy of the BOR Policy 2:10 – Grades and Use of Grade Point Averages Revisions (First Reading) can be found on pages 746 to 757 of the official minutes.

### **6-E Obsolete Course Review**

Dr. Paul Turman, System Vice President of Academic Affairs, noted that in December 2017, campuses received an updated set of Obsolete Courses and personnel were asked to provide justifications for retaining common and unique courses. Additionally, during the February 2018 AAC meeting, the council discussed a number of options for further refining the list in future years. A set of AAC Obsolete Course Guidelines will be developed this coming year to manage this process going forward. Similar to the Program Productivity Review process, an annual review of obsolete courses across the system serves two functions. First, it allows for a structured approach for cleaning-up course catalogs on each campuses, ensuring that courses included in approved degree programs will be available to students. Second, as new courses are approved, departments are able to better allocate resources to those courses that are most attractive to student interests.

Through this process, a total of 663 obsolete courses have been removed from the system's common course catalog this past February.

A copy of the Obsolete Course Review can be found on pages 758 to 759 of the official minutes.

#### **6-F General Education Revisions**

Dr. Paul Turman, System Vice President of Academic Affairs, noted that as the process unfolded for the General Education Redesign, new requests for General Education courses had been placed on hold, and per Board policy, only come forward to the Board once each year for consideration. Over the past two years, eight new course requests have surfaced from BHSU and USD for new General Education courses. At their February 2017 meeting, the General Education Committee discussed the eight new courses and recommended that six be added to the current slate of courses offered in the system. This recommendation was further supported by AAC.

One goal for the Board has been to maintain a limited set of General Education courses for the system. During the past four years, a total of eight courses have been removed through the approved matrix (function of the obsolete course review process). Therefore, the addition of these six courses does not unnecessarily expand the slate of courses from which students select. Approval would allow students to select one of these courses to meet the General Education goals beginning in Fall 2018.

IT WAS MOVED by Regent Morgan, seconded by Regent Wink, to approve adding the six new courses to the system General Education goals as presented beginning Fall 2018. Motion passed.

A copy of the General Education Revision can be found on pages 760 to 761 of the official minutes.

#### **6-G Dual Credit In-District Program Approvals**

Dr. Paul Turman, System Vice President of Academic Affairs, said that since the various discussions in 2017 with the Board, representatives from the University Center-Sioux Falls have been working to develop an MOU with the Harrisburg School District for In-District Delivery of High School Dual Credit (HSDC) coursework. A current draft of the MOU is presented for approval by the Board. The University Center-Sioux Falls would also like to request approval to offer SOC 100 – Introduction to Sociology and PHIL 220 – Philosophy in Harrisburg this coming academic year. In addition, Dakota State University is requesting to offer a CSC 150 – Computer Science I and CSC 250 – Computer Science II at Harrisburg in Fall 2018 to further expand the slate of course offerings at that location. As outlined in the AAC Dual/Concurrent Credit Administration Guidelines, both the MOU with the district and any additional course expansion must be approved by the Board.

Regent Roberts asked whether there is a standard contract form or whether each school district is negotiating their own agreements. Dr. Turman explained that this is the first MOU put in place to align with Board standards. He anticipates that this agreement would be used in the future as the template if other districts would like to partner similarly. He noted that if the dual credit programming would go away, the system would not be beholden to the agreement.

IT WAS MOVED by Regent Morgan, seconded by Regent Schieffer, to approve the MOU between the University Center-Sioux Falls and the Harrisburg School District, and the expansion of the two computer science courses to be offered for the first time in Fall 2018. Motion passed.

A copy of the Dual Credit In-District Program Approvals can be found on pages 762 to 767 of the official minutes.

#### **6-H (1) New Program Requests – NSU – BFA in Studio Art**

Dr. Jay Perry, System Assistant Vice President for Academic Affairs, stated that Northern State University (NSU) is requesting authorization to offer the Bachelor of Fine Arts (BFA) in Studio Art. NSU currently offers a Bachelor of Arts (BA) in Art; the BFA would be a new degree to the university. NSU received approval for the intent to plan at the October 2016 Board meeting. The proposed program does not require the creation of any new courses as the program is a redesign of the existing BA in Art.

The BFA in Studio Art will allow students to explore a depth of artistic endeavors as well as a breadth of historical and theoretical approaches to the discipline. NSU reports that employment in art occupations will increase by 4% nationally through 2024. Art careers for which BFA graduates would be eligible include but are not limited to designers, art directors, arts managers, independent artists, and museum curators. NSU will pursue NASAD accreditation for the BFA and development of the program following NASAD standards. The existing BA in Studio Art will terminate upon NASAD accreditation of the BFA.

IT WAS MOVED by Regent Morgan, seconded by Regent Schaefer, to approve NSU's new program proposal for a Bachelor of Fine Arts (BFA) in Studio Art as described in Attachment I. Motion passed.

A copy of the New Program Request – NSU – BFA in Studio Art can be found on pages 768 to 781 of the official minutes.

#### **6-H (2) New Program Requests – NSU – BA in Criminal Justice**

Dr. Jay Perry, System Assistant Vice President for Academic Affairs, stated that Northern State University (NSU) is requesting authorization to offer a Bachelor of Arts (BA) in Criminal Justice. NSU currently offers a specialization in Criminal Justice within the Sociology major; NSU indicates a full major will better prepare students for careers in criminal justice and related professions. NSU reports that South Dakota law enforcement and criminal justice agencies increasingly seek applicants with college degrees for new openings and promotions. NSU received approval for the intent to plan at the December 2017 Board meeting. The proposed program requires the creation of five new courses. NSU requests authorization to offer the major on campus.

IT WAS MOVED by Regent Morgan, seconded by Regent Thares, to approve NSU's new program proposal for a Bachelor of Arts (BA) in Criminal Justice as described in Attachment I. Motion passed.

A copy of the New Program Request – NSU – BA in Criminal Justice can be found on pages **782** to **797** of the official minutes.

#### **6-H (3) New Program Requests – USD – MS in Business Analytics**

Dr. Jay Perry, System Assistant Vice President for Academic Affairs, stated that the University of South Dakota (USD) is requesting authorization to offer a Master of Science (MS) in Business Analytics. The purpose of the program is to prepare graduates to implement data science solutions to business problems by using applied mathematics, statistics, computer science, and computing technology. USD notes that management analyst and market research analyst positions are expected to grow between 8% and 20% in South Dakota through 2024, and over 25 businesses in the I-29 corridor have expressed support for the program.

USD requests authorization to offer the program on campus. The Executive Director waived Board approval of the intent to plan. Per Board Policy 2:1, the Board engaged an external consultant with expertise in the academic discipline to review the proposal. The consultant, Dr. Dursun Delen of Oklahoma State, conducted a site visit, interviewed faculty and staff, and issued a report of his findings. USD reviewed the consultant's report and issued a response, including acknowledging program changes based on the consultant's recommendations.

IT WAS MOVED by Regent Morgan, seconded by Regent Adam, to approve USD's new program proposal for a Master of Science (MS) in Business Analytics as described in Attachment I. Motion passed.

A copy of the New Program Request – USD – MS in Business Analytics can be found on pages **798** to **825** of the official minutes.

#### **6-H (4) New Program Requests – USD – MS & PhD in Sustainability**

Dr. Jay Perry, System Assistant Vice President for Academic Affairs, stated that the University of South Dakota (USD) requests authority to offer a Master of Science (MS) and Doctor of Philosophy (PhD) in Sustainability. The proposed graduate program builds upon USD's academic and research leadership in sustainability in the state and region. USD is the only regental institution and one of only sixteen schools nationally with an undergraduate degree in Sustainability; USD would be the first such doctoral program in the central United States. USD notes that companies employing full-time sustainability professionals in North America have increased 400% since 2000. The program requires the creation of seven new courses.

The Board approved the intent to plan at the May 2017 meeting. Per BOR Policy 2:1, the Board engaged external consultants with expertise in the academic discipline to review the proposal. The consultants, Dr. Arnim Wiek of Arizona State University and Dr. Jon Jensen of Luther College, conducted a site visit, interviewed faculty and staff, and issued a report of their findings. USD reviewed the consultants' report and issued a response, including acknowledging program changes based on the consultants' recommendations.

In response to a question by Regent Morgan, Dr. Jim Morgan, USD Provost, indicated that in addition to the bachelor's degree in Sustainability there are several other bachelor's degrees that would feed into these master's and PhD programs.

IT WAS MOVED by Regent Morgan, seconded by Regent Adam, to approve USD's new program proposal for a Master of Science (MS) and Doctor of Philosophy (PhD) in Sustainability as described in Attachment I. Motion passed.

A copy of the New Program Request – USD – MS & PhD in Sustainability can be found on pages **826** to **868** of the official minutes.

#### **6-I (1) Intent to Plan Requests – DSU – BS in Cyber Leadership and Intelligence**

Dr. Jay Perry, System Assistant Vice President for Academic Affairs, stated Dakota State University (DSU) requests permission to plan a Bachelor of Science (BS) degree in Cyber Leadership and Intelligence. The interdisciplinary program will provide students with knowledge of cyber systems and world cultures, international politics, human behavior, and leadership. Graduates will assist government leaders, corporation executives, states, and localities in developing anticipatory strategies to defend organizations from cyber disruption by various kinds of criminals, non-state actors, or nations. DSU notes the U.S. Department of Labor estimates employment opportunities for Information Security Analysts will grow 10% in South Dakota by 2026, while employment opportunities for Computer and Information Systems Managers will grow by 5.4%.

IT WAS MOVED by Regent Morgan, seconded by Regent Schieffer, to authorize DSU to develop a proposal for a Bachelor of Science (BS) in Cyber Leadership and Intelligence as presented. Motion passed.

A copy of the Intent to Plan Requests – DSU – BS in Cyber Leadership and Intelligence can be found on pages **869** to **881** of the official minutes.

#### **6-I (2) Intent to Plan Requests – NSU – BFA in Digital Media**

Dr. Jay Perry, System Assistant Vice President for Academic Affairs, stated that Northern State University (NSU) is requesting authority to develop a program proposal for a Bachelor of Fine Arts (BFA) in Digital Media. NSU received approval for intents to plan for BFAs in Studio Art and Art Education at the October 2016 Board meeting. The program would represent a conversion of the existing specialization in Graphic Design within the BA in Art to a standalone major.

The BFA in Digital Media degree program would prepare graduates in highly technical areas of art and design such as commercial photography, video production and editing, web design and programming, 2D animation, illustration, graphic design, and product/packaging design. NSU notes that South Dakota job growth is projected to exceed national job growth through 2024 in occupations such as art designers, graphic designers, multimedia artists/animators, and art directors.

IT WAS MOVED by Regent Morgan, seconded by Regent Thares, to authorize NSU to develop a proposal for a Bachelor of Fine Arts (BFA) in Digital Media as presented. Motion passed.

A copy of the Intent to Plan Requests – NSU – BFA in Digital Media can be found on pages 882 to 891 of the official minutes.

### **6-I (3) Intent to Plan Requests – USD & SDSMT – BS in Biomedical Engineering**

Dr. Jay Perry, System Assistant Vice President for Academic Affairs, stated that the University of South Dakota (USD) and South Dakota School of Mines & Technology (SDSMT) request permission to plan a joint Bachelor of Science (BS) degree in Biomedical Engineering. The program will bridge the medical and engineering disciplines to produce graduates to advance human health and well-being. Biomedical Engineering is an interdisciplinary degree that will provide graduates with job opportunities nationally and in South Dakota; the Governor’s Office of Economic Development identifies bioscience as one of the state’s “key industries.” USD and SDSMT have offered graduate programs in Biomedical Engineering since 2006. USD received approval to offer an AS in Integrated Science at the University Center in Sioux Falls in 2017; the AS was designed to be stackable into the planned BS in Biomedical Engineering. The program will also collaborate with the GEAR Center in Sioux Falls, home to USD’s Department of Biomedical Engineering, and in close proximity to the city’s growing biomedical sector. Board staff noted that Biomedical Engineering involves interdisciplinary approaches as it is neither purely the study of Engineering Sciences nor Medical/Health sciences and approval of the program would not serve as an endorsement for USD to add additional programming related to Engineering or SDSMT to add medical programming beyond that which is already in their institutional missions.

IT WAS MOVED by Regent Morgan, seconded by Regent Wink, to authorize USD and SDSMT to develop a proposal for a Bachelor of Science (BS) in Biomedical Engineering as presented. Motion passed.

A copy of the Intent to Plan Requests – USD & SDSMT – BS in Biomedical Engineering can be found on pages 892 to 902 of the official minutes.

### **6-J Proactive Admissions Update**

Molly Hall-Martin, System Director of Student Preparation & Success, explained that during the August 2017 meeting, the Board approved the second reading of the updated admissions policy to provide the policy framework that would allow for the admission of high school students based on their performance on the Smarter Balanced assessment test administered to all South Dakota students at the conclusion of the eleventh grade. Since then, Proactive Admissions letters were mailed to 4,439 students in September with an application deadline of December 1. The December 1 deadline was established as a benchmark to compare application rates to previous years. 2,457 students from South Dakota public high schools submitted online applications to regental institutions prior to December 1, 2017, compared to 2,055 by the same date in 2016. Only students enrolled at public high schools with the appropriate data agreements with the South Dakota

Department of Education were eligible for Proactive Admissions. Students at private or Tribal/BIE high schools did not receive letters.

A copy of the Proactive Admissions Update can be found on pages **903** to **904** of the official minutes.

### **6-K College Application Week Update**

Molly Hall-Martin, System Director of Student Preparation & Success, provided an overview of the matriculation data for the South Dakota College Application Week program. Since the Board of Regents began coordinating this program in 2014, the number of participating high schools has grown steadily every year from 9 high schools during the pilot year to 80 schools participating during the 2017 campaign. Participating high schools have consistently seen a number of their students matriculating to regental institutions or other in-state institutions.

She noted that high schools participating since the pilot year of the program have seen significant gains in postsecondary matriculation, increasing from 40.9% prior to implementation to 45% after three years.

Additionally, she said while matriculation rates for students from Tribal or BIE schools continue to be significantly lower than other students, the percentage of students from Tribal or BIE schools enrolling in postsecondary education has increased from 27.1% to 32.5%.

A copy of the College Application Week Update can be found on pages **905** to **911** of the official minutes.

## **BUDGET AND FINANCE**

### **7-A Building Committee Report**

Dr. Monte Kramer, System Vice President of Finance and Administration, stood by for questions on the updated Capital Project List. The Board members had no questions.

A copy of the Building Committee can be found on pages **912** to **913** of the official minutes.

### **7-B Capital Project List**

Dr. Monte Kramer, System Vice President of Finance and Administration, stood by for questions on the updated Capital Project List. The Board members had no questions.

A copy of the Capital Project List can be found on pages **914** to **918** of the official minutes.

### **7-C FY18 General Bill Amendments**

Leah Ahartz, System Budget Manager, explained the one-time adjustments made to the Board of Regents' FY18 budget as outlined in the amendments to HB1044. In summary, general funds for



utilities were increased by \$264,764 and funding for REED technology was reduced by \$370,656. Because Bureau of Information and Technology (BIT) billings were also reduced by \$370,656, the funding for REED resulted in a net zero change.

A copy of the FY18 General Bill Amendments can be found on pages 919 to 920 of the official minutes.

#### **7-D FY19 Budget Summary**

Leah Ahartz, System Budget Manager, highlighted some of the changes to the Board of Regents' general fund base. Excluding salary policy, the Board of Regents received an increase to the general fund base of \$2,894,336, which represents a 1.4% increase. The Board received an additional \$1,845,543 to fund the 1.2% employee compensation package for general funded employees. With all the increases, the total additional funding received was \$4,739,879, which represents a 2.3% increase.

A copy of the FY19 Budget Summary can be found on pages 921 to 925 of the official minutes.

#### **7-E 2017-2018 Regional Tuition Survey**

Mary Ellen Garrett, System Accounting Director, presented the annual tuition survey of the four-year public institutions in the surrounding states, excluding any reduced tuition programs or agreements between states. She said when comparing South Dakota's average undergraduate resident tuition and mandatory fees cost to the surrounding seven states, South Dakota ranks second highest with only Minnesota's costs being higher. For nonresident undergraduate and graduate students, South Dakota remains the lowest cost for tuition and mandatory fees and for total cost. For graduate resident students, South Dakota's average tuition and mandatory fees rank fourth lowest in the region. In the past ten years, South Dakota has seen an increase of 48.1% in undergraduate resident tuition and mandatory fees. The total cost of undergraduate resident tuition has increased 52.7% in the past ten years.

A copy of the 2017-2018 Regional Tuition Survey can be found on pages 926 to 980 of the official minutes.

#### **7-F Surrounding States' Tuition and Fee Rates and Agreements**

Mary Ellen Garrett, System Accounting Director, provided information from a recent study comparing the tuition and fee rates charged by in-state universities compared to that charged at the universities in the surrounding states. Taking into consideration reduced tuition programs offered by the universities in the surrounding states, twelve out-of-state universities have tuition and fee rates less than what a South Dakota student would pay if he/she had chosen to attend a South Dakota university.

Referring to the chart showing lowest cost to South Dakota students, Regent Sutton indicated that some out-of-state institutions have high requirements so that very few South Dakota students

actually qualify. More specifically he referenced Western Undergraduate Exchange (WUE) programs. He recommended that this be examined and detailed in future year's reports.

A copy of the Surrounding States' Tuition and Fee Rates and Agreements can be found on pages **981** to **984** of the official minutes.

### **7-G FY19 Tuition & Fees Overview**

Mary Ellen Garrett, System Accounting Director, provided an overview of the factors taken into consideration when determining tuition and any increase that the Board may approve.

A copy of the FY19 Tuition & Fees Overview can be found on pages **985** to **991** of the official minutes.

### **7-H FY19 On-Campus Tuition & Mandatory Fees**

[ATTENTION: Monday, April 9, 2018. There is an error on Attachment I to BOR agenda 7-H – FY19 On-Campus Tuition and Mandatory Fees, approved during the March 2018 Board meeting. The correct version of the expansion of resident rates to non-resident students was approved in December by the Board. The Board approved Colorado and Montana tuition rates for new freshmen or first-time transfers for BHSU and SDSM&T at the resident rate. However, Colorado and Montana tuition rates for new freshmen or first-time transfers were incorrectly stated for DSU, SDSU, and USD and should not have been approved at the resident rate. The following is a summary of the correction that will be approved in May.

	Rates Approved in Error			Corrected Rates to Be Approved in May	
	Montana	Colorado		Montana	Colorado
DSU	\$243.30	\$243.30	DSU	\$342.40	\$342.40
SDSU	\$248.35	\$248.35	SDSU	\$360.50	\$360.50
USD	\$248.35	\$248.35	USD	\$360.50	\$360.50

This error will be officially corrected at the next regularly scheduled Board meeting, which will take place May 8-10, 2018. No reliance should be placed on the incorrect information contained in Board item 7-H - FY19 On-Campus Tuition and Mandatory Fees.]

Regent Roberts indicated that a revised item 7-H (labeled Option 2) had been distributed. The only change in this version is an Executive Director recommended \$1.00 General Activity Fee (GAF) increase over inflation for Northern State University.

Mary Ellen Garrett, System Accounting Director, presented the proposed FY19 on-campus tuition and mandatory fees. She said that the FY19 proposal for tuition and mandatory fees attempts to keep the cost to students as low as possible in consideration of student access, service to students, and the delivery of the highest quality education possible to our students. The recommended FY19 tuition and fee increases provide necessary funding to cover the salary policy and inflation on the operating budgets. Additional discretionary funds are provided to both SDSU and USD to address higher costs driven by their research missions and the related opportunities provided to students.

Including the \$1.00 GAF increase for NSU, the impact to students within the public university system is an average cost increase to tuition and mandatory fees of \$251.82 per year, or 2.9%.

Dr. Kramer explained that the recommendations are based on conversations with legislators about better managing the cost increases for students. He explained that it is important for people to understand that 52% of the system budget comes from tuition and fees and not state funds. The system has to address inflationary costs. In this proposal, he explained that the only discretionary increases are the \$1.00 GAF for NSU and the \$5 per credit hour for SDSU and USD. Everything else is to pay for salary policy and inflation.

Regent Adam asked whether the Bond and Utility fee for SDSU is a mandatory fee. Dr. Kramer explained the Bond and Utility fee for SDSU is mandatory, but SDSU felt that the fairest way to assess this cost was through GAF. He agreed that it artificially inflates the GAF fee.

Dr. Rush said this on-campus tuition and mandatory fees recommendation reflects the concern of the Board over the last several years to keep costs as low as possible. He commented on the additional recommended GAF increase at NSU and indicated that there are NSU students in the audience who would like to address the Board.

NSU students Kayla Sproles Alysha Martinez, Zackery North, and Tyler Harris expressed their support for the GAF increase at NSU and explained that they originally requested a \$3.05 increase. They described their efforts to get student input on a possible increase. After conducting a student body vote, a majority of students supported an increase of \$3.05.

Recognizing that the NSU students originally requested a GAF increase of \$3.05 rather than \$1.00, regents asked how the difference impacts services. Students described the services that could be implemented with additional funds.

IT WAS MOVED by Regent Roberts, seconded by Regent Adam, to approve the FY19 On-Campus Tuition and Mandatory Fees as presented in the attachment 7-H option 2.

Regents asked clarifying questions about the reason \$1.00 was recommended over \$3.05. Dr. Rush explained that the recommendation of \$1.00 was a compromise that was not unlike what was done with SDSU and USD when they requested a higher GAF increase in December. Additionally, he said he was being mindful to keep the increase under 3%. With a \$3.00 GAF increase for NSU, the impact to students within the public university system is an average cost increase to tuition and mandatory fees of \$256.13 per year, or 3.0%

AMENDMENT TO THE MOTION: IT WAS MOVED by Regent Bastian, seconded by Regent Thares, to amend the motion to strike \$1.00 and replace with \$3.00 for the NSU GAF increase.

ROLL CALL:

Adam – AYE  
Bastian – AYE  
Morgan – AYE

Roberts – NAY  
Schaefer – ABSENT  
Thares – AYE  
Wink – AYE  
Schieffer – NAY  
Sutton – NAY

Motion passed.

IT WAS MOVED by Regent Roberts, seconded by Regent Adam, to approve the FY19 On-Campus Tuition and Mandatory Fees as presented in the attachment 7-H option 2 as amended.

ROLL CALL:

Adam – AYE  
Bastian – AYE  
Morgan – AYE  
Roberts – AYE  
Schaefer – ABSENT  
Thares – AYE  
Wink – AYE  
Schieffer – AYE  
Sutton – AYE

Motion passed.

A copy of the FY19 On-Campus Tuition & Mandatory Fees can be found on pages **992** to **1001** of the official minutes.

### **7-I FY19 System, Discipline, Delivery, and Vehicle Registration Fees**

Mary Ellen Garrett, System Accounting Director, reviewed the system fees, discipline fees, delivery fees, and vehicle registration fees. She said the recommended increase in fees as outlined in the item is sufficient to cover the 1.2% salary policy increase and the 1.8% inflationary increase (CPI per BFM) on operating expenses.

IT WAS MOVED by Regent Roberts, seconded by Regent Morgan, to approve the FY19 System, Discipline, Delivery, and Vehicle Registration Fees as presented in the attachment.

ROLL CALL:

Adam – AYE  
Bastian – AYE  
Morgan – AYE  
Roberts – AYE  
Schaefer – ABSENT

Thares – AYE  
Wink – AYE  
Schieffer – AYE  
Sutton – AYE

Motion passed.

A copy of the FY19 System, Discipline, Delivery and Vehicle Registration Fees can be found on pages **1002** to **1010** of the official minutes.

### **7-J FY19 Off-Campus Tuition Rates**

Mary Ellen Garrett, System Accounting Director, explained the proposed increase for off-campus tuition is commensurate with the 1.5% increase for on-campus tuition at the comprehensive universities. She said the increase is sufficient to cover salary policy and inflation on operating expenses.

IT WAS MOVED by Regent Roberts, seconded by Regent Schieffer, to approve the FY19 Off-Campus Tuition Rates as presented in the attachment.

ROLL CALL:

Adam – AYE  
Bastian – AYE  
Morgan – AYE  
Roberts – AYE  
Schaefer – ABSENT  
Thares – AYE  
Wink – AYE  
Schieffer – AYE  
Sutton – AYE

Motion passed.

A copy of the FY19 Off-Campus Tuition Rates can be found on pages **1011** to **1013** of the official minutes.

### **7-K FY19 Housing and Food Service Rates**

Mary Ellen Garrett, System Accounting Director, said the proposed housing and food services rates for FY19 allow the universities to address an inflationary increase on operating expenses, to fund the salary increase, to meet M&R needs, and to cover the required debt service.

IT WAS MOVED by Regent Roberts, seconded by Regent Schieffer, to approve the FY19 Housing and Food Service Plan rates as presented in the attachment.

ROLL CALL:

Adam – AYE  
Bastian – AYE  
Morgan – AYE  
Roberts – AYE  
Schaefer – ABSENT  
Thares – AYE  
Wink – AYE  
Schieffer – AYE  
Sutton – AYE

Motion passed.

A copy of the FY19 Housing and Food Service Rates can be found on pages **1014** to **1021** of the official minutes.

#### **7-L FY19 Special Schools Nonresident Tuition**

Mary Ellen Garrett, System Accounting Director, said the Bureau of Finance and Management calculated the annual Consumer Price Index (CPI) for the last fiscal year at 1.8%. This inflationary increase is sufficient to cover the salary policy increase and the increase on operating expenses while meeting the needs of the students.

IT WAS MOVED by Regent Roberts, seconded by Regent Adam, to approve the FY19 nonresident instructional tuition rate to be \$36,433 and the residence cost to be set at \$14,726 for the School for the Blind and Visually Impaired as presented in the item.

ROLL CALL:

Adam – AYE  
Bastian – AYE  
Morgan – AYE  
Roberts – AYE  
Schaefer – ABSENT  
Thares – AYE  
Wink – AYE  
Schieffer – AYE  
Sutton – AYE

Motion passed.

A copy of the FY19 Special Schools Nonresident Tuition can be found on pages **1022** to **1023** of the official minutes.

## **7-M FY19 Graduate Assistant Stipends**

Mary Ellen Garrett, System Accounting Director, reminded the Board that in the past the Board has increased the minimum amount of the graduate assistant stipends by the rate of increase in resident graduate tuition. For BHSU, DSU, and NSU, the recommended FY19 minimum graduate assistant stipend is \$3,758 per semester and \$939 per four-week summer session. For SDSM&T, the recommended FY19 minimum graduate assistant stipend is \$3,907 per semester and \$976 per four-week summer session. For USD, the recommended FY19 minimum graduate stipend is \$3,898 per semester and \$974 per four-week summer session. SDSU currently waives tuition and fees for their graduate assistants and fellows as compensation for their work, therefore, the salary minimum does not apply to SDSU.

IT WAS MOVED by Regent Roberts, seconded by Regent Thares, to approve the FY19 minimum graduate assistant stipends at BHSU, DSU, and NSU for FY19 in the amount of \$3,758 per semester and \$939 per four-week session; SDSM&T FY19 minimum graduate assistant stipends in the amount of \$3,907 per semester and \$976 per four-week session; and USD FY19 minimum graduate assistant stipends in the amount of \$3,898 per semester and \$974 per four-week session. Motion passed.

A copy of the FY19 Graduate Assistant Stipends can be found on pages **1024** to **1025** of the official minutes.

## **7-N (1) BOR Policy 5:5:2 – Tuition & Fees: Off-Campus Tuition Revisions (First Reading)**

Dr. Monte Kramer, System Vice President of Finance & Administration, explained that proposed revisions to BOR Policy 5:5:2 include a requirement that off-campus revenue from credit hours taken by on-campus students be committed to support on-campus priorities such as salary competitiveness, maintenance and repair, and technology.

IT WAS MOVED by Regent Roberts, seconded by Regent Adam, to approve the first reading of the recommended changes to BOR Policy 5:5:2 – Tuition and Fees: Off-Campus Tuition. Motion passed.

A copy of the BOR Policy 5:5:2 – Tuition & Fees: Off-Campus Tuition Revisions (First Reading) can be found on pages **1026** to **1029** of the official minutes.

## **7-N (2) BOR Policy 5:21 – System Collection Policy Revisions (First Reading)**

Dr. Monte Kramer, System Vice President of Finance & Administration, explained that changes to BOR Policy 5:21 include clarification that a hold would be placed on a student's account if the student is no longer enrolled at the university and the balance is less than \$250.

IT WAS MOVED by Regent Roberts, seconded by Regent Adam, to approve the first reading of the recommended changes to BOR Policy 5:21 – System Collection Policy. Motion passed.

A copy of the BOR Policy 5:21 – System Collection Policy Revisions (First Reading) can be found on pages **1030** to **1035** of the official minutes.

#### **7-N (3) BOR Policy 5:25 – Auxiliary Revenue System Revisions (First Reading)**

Scott Van Den Hemel, System Financial Compliance Director, explained changes incorporated into revisions to BOR Policy 5:25 include moving some of the information previously in the definitions section to the body of policy per the Board's request.

IT WAS MOVED by Regent Roberts, seconded by Regent Adam, to approve the first reading of the revisions made to BOR Policy 5:25 – Auxiliary Revenue System. Motion passed.

A copy of the BOR Policy 5:25 – Auxiliary Revenue System Revisions (First Reading) can be found on pages **1036** to **1045** of the official minutes.

#### **7-N (4) BOR Policy 6:3 – Higher Education Facilities Fund Revisions (First and Final Reading)**

Dr. Monte Kramer, System Vice President of Finance and Administration, said BOR Policy 6:3 had been updated and approved by the Board at the March-April 2016 BOR meeting. The changes presented now are simply formatting changes.

IT WAS MOVED by Regent Roberts, seconded by Regent Adam, to approve the first and final reading of the formatting revisions made to BOR Policy 6:3 – Higher Education Facilities Fund. Motion passed with unanimous consent.

A copy of the BOR Policy 6:3 – Higher Education Facilities Fund Revisions (First and Final Reading) can be found on pages **1046** to **1048** of the official minutes.

#### **7-O Residence Hall Occupancy Report for Fall 2017/Spring 2018**

Scott Van Den Hemel, System Financial Compliance Director, presented statistics regarding the residence hall occupancy for the fall 2017 and spring 2018 terms. System-wide, a total of 828 students did not return to the residence halls from the first semester to the second semester, representing a drop of 8.11%. NSU had the best retention rate from fall to spring for the current year.

A copy of the Residence Hall Occupancy Report for Fall 2017/Spring 2018 can be found on pages **1049** to **1052** of the official minutes.

#### **7-P FY17 CAFR Review**

Scott Van Den Hemel, System Financial Compliance Director, advised that the audit performed by the Department of Legislative Audit found no audit findings or mandatory adjustments for the BOR system for FY17. This is the third year in a row that the BOR system has had no audit findings which is a testament to the high quality work performed by campus and BOR staff.



A copy of the FY17 CAFR Report can be found on pages **1053** to **1054** of the official minutes.

### **7-Q SDSU Stadium Financials**

Dr. Monte Kramer, System Vice President of Finance & Administration, said this is a follow-up to the action the Board took in December 2013 when it approved the financing for the SDSU football stadium, which required that an annual pro forma be provided by SDSU comparing the estimated revenue and expenditures to the actual revenue and expenditures. He explained that the Board action from December 2013 also included a requirement that SDSU set up a debt service auxiliary fund. He said this debt service auxiliary fund has been established and currently contains \$2.6 million, which could cover an entire year of debt service if needed.

He provided additional updates on the original pro forma, explaining that this year's information shows the actual revenues were approximately \$1,000,000 less than the estimated revenues, due in part to the removal of the foundation gift of \$400,000. Ticket sales were also a factor as they were lower than projected. However, concession sales were higher than expected.

He also explained that another requirement of the pro forma was a commitment by SDSU to set aside funds for the 2% maintenance and repair. SDSU plans to request changing the current base number (\$52,000,000) used to calculate the 2% maintenance and repair; the total includes the field and other non-building costs. The Board office has recommended that SDSU set up a separate fund to hold the M&R funds to pay for future M&R expenditures. The impact of lower revenues has reduced the coverage ratio from a projected 1.25 to an actual 1.07 for FY17.

Wes Tschetter, SDSU Vice President of Finance, shared additional updates and projections moving forward. He noted that SDSU would likely return to the Board in May or June to request consideration of future financial models.

In response to a question by Regent Sutton about “demand games”, Wes Tschetter explained that they include the game against NDSU and the game scheduled during Hobo Day weekend, commented that the weather was poor for the demand games, which contributed to the reasons SDSU missed its target revenue projections. Wes added that SDSU will improve its marketing of demand games next year to help achieve target revenue projections.

A copy of the SDSU Stadium Financials can be found on pages **1055** to **1059** of the official minutes.

### **Campus Community Forum**

The Board responded to questions from the campus community.

**THURSDAY, MARCH 29, 2018**

The Board reconvened at 7:30 a.m.

### **Breakfast Meeting with Area Legislators**

Representative Tim Johns (District 31) met with board members to informally discuss the recent legislative session. Students representing the Black Hills State Presidential Student Ambassadors, the BHSU Students' Association, and the South Dakota Student Federation shared information about their college-going experience and future plans.

After the Board relocated to the Jacket Legacy Room, the agenda was amended by acclamation. The following two items would be added to the agenda: 7-BB BHSU Performance Contracting Preliminary Facility Statement and 7-CC SDSU UC-SF Nursing Space Remodel Preliminary Facility Statement.

### **7-R DSU Athletics Master Plan**

Dr. Monte Kramer, System Vice President of Finance and Administration, explained that DSU's athletic master plan provides an opportunity to make informed decisions about existing facilities and plans for future growth.

DSU President José-Marie Griffiths provided an overview of the proposed master plan and explained that it could occur in multiple phases and, as designed, allows for fundraising and continued use of existing facilities.

In response to a question from Regent Adam, President Griffiths described e-sports programming.

A copy of the DSU Athletics Master Plan can be found on pages **1060** to **1071** of the official minutes.

### **7-S NSU Unimproved Real Property Purchase**

Dr. Monte Kramer, System Vice President of Finance and Administration, explained NSU's request to approve the purchase of unimproved real estate in Brown County. House Bill 1062 authorized the purchase of 0.86 acres, more or less, of unimproved real property known as Lot 1, Young's Railroad Addition to the City of Aberdeen, for the sum of \$25,000 in other fund expenditure authority from gifts to the BOR for purchase of this property. He said General Counsel has reviewed the proposed structure of the transaction and is of the opinion that it conforms to the legal limitations on the Board's authority.

IT WAS MOVED by Regent Roberts, seconded by Regent Adam, to approve NSU's request to purchase 0.86 acres, more or less, of unimproved real property known as Lot 1, Young's Railroad Addition to the City of Aberdeen, Brown County, South Dakota. Donations of \$25,000 will be used for this purchase. Motion passed.

A copy of the NSU Unimproved Real Property Purchase can be found on pages **1072** to **1074** of the official minutes.

**7-T (1) Easement Resolution Sioux Valley-Southwestern Electric Easement Resolution - SDSU**

Nathan Lukkes, System Assistant Vice President of Research & Economic Development, said Sioux Valley-Southwestern Electric is seeking to replace and relocate a section of its existing distribution line that runs across a portion of the land occupied by SDSU. The land in question is located in rural Brookings County and is currently used for cattle grazing. The new location of the distribution line does not unnecessarily interfere with SDSU's use of the land.

He explained that SDSU requests that the Board of Regents adopt the Resolution set forth in Attachment I requesting the grant of an easement to Sioux Valley-Southwestern Electric to place, construct, operate, repair, maintain, relocate and replace thereon an electrical transmission and distribution line or system. The foregoing will allow Sioux Valley-Southwestern Electric to relocate its power line on SDSU's grassland property near Volga.

IT WAS MOVED by Regent Roberts, seconded by Regent Morgan, to approve and adopt the Resolution set forth in Attachment I, requesting the Commissioner of School and Public Lands to proceed with the easement as stated therein. Motion Passed.

A copy of the Easement Resolution Sioux Valley-Southwestern Electric Easement Resolution - SDSU can be found on pages **1075** to **1082** of the official minutes.

**7-T (2) Easement Resolution City of Sioux Falls Easement Resolution – USD Discovery District**

Nathan Lukkes, System Assistant Vice President of Research & Economic Development, said the USD Research Park, Inc. (dba the USD Discovery District) requests that the Board of Regents adopt the Resolution set forth in Attachment I requesting the grant of an easement to the City of Sioux Falls for street/highway right-of-way, water, sanitary and storm sewers, drainage, other utilities or structures associated with the operation and maintenance of the street/highway. The foregoing also acknowledges the City's ability to issue permits to third party utilities operating within the easement area in accordance with its ordinances, which is consistent with the City's current administration of third party utilities within right-of-ways. Any such permit would be subservient to the easement. The foregoing will facilitate the City of Sioux Falls taking responsibility for the operation and maintenance of those portions of W. Nobel Street and N. Frances Avenue shown in Exhibit I to Attachment I, to include the water, sanitary and storm sewers, drainage, other utilities or structures associated with the operation and maintenance of the street.

IT WAS MOVED by Regent Roberts, seconded by Regent Thares, to approve and adopt the Resolution set forth in Attachment I, requesting the Commissioner of School and Public Lands to proceed with the easement as stated therein. Motion Passed.

A copy of the City of Sioux Falls Easement Resolution - USD Discovery District can be found on pages **1083** to **1096** of the official minutes.

#### **7-U SDSU Pierson Hall HVAC Upgrade Preliminary Facility Statement**

Dean Kattelman, SDSU Associate Vice President of Facility Services, explained that SDSU is submitting a Preliminary Facility Statement for the upgrade of the heating, ventilating, and air conditioning systems in Pierson Hall, a traditional dormitory on the SDSU campus.

Dr. Monte Kramer, System Vice President of Finance & Administration, explained that no building committee is needed for this project as SDSU will be requesting the Office of the State Engineer to exempt the project from the capital improvement process. Board action is required in order for the state engineer to consider this exemption.

IT WAS MOVED by Regent Roberts, seconded by Regent Bastian, to approve SDSU's Preliminary Facility Statement for upgrading the Pierson Hall HVAC, at a cost of \$2,578,000 to be funded with M&R dollars and to exempt the project from the Board's Capital Improvements Policy. Motion passed.

A copy of the SDSU Pierson Hall HVAC Upgrade Preliminary Facility Statement can be found on pages **1097** to **1102** of the official minutes.

#### **7-V SDSU University Student Union Renovation and Remodeling Preliminary Facility Statement**

Dr. Michaela Willis, SDSU Vice President for Student Affairs, explained SDSU's request to approve the Preliminary Facility Statement for partial renovation of the University Student Union. She provided background on the project and explained that the renovation will be taken in several phases. She noted that the cost for this project will be paid through auxiliary system maintenance and repair funds.

IT WAS MOVED by Regent Roberts, seconded by Regent Morgan, to approve SDSU's Preliminary Facility Statement for renovation of space within the University Student Union to be funded with Auxiliary System maintenance and repair funds. Motion Passed.

A copy of the SDSU University Student Union Renovation and Remodeling Preliminary Facility Statement can be found on pages **1103** to **1107** of the official minutes.

#### **7-W SDSU Purchase of Agricultural Real Property in Brookings County**

Wes Tschetter, SDSU Vice President for Finance and Business, said SDSU requests authorization to purchase unimproved agricultural real property in Brookings County. The property will be purchased using \$665,000 of research park payout proceeds received in FY17. This purchase was approved by the Legislature in SB49 and signed by the Governor on February 14, 2018. The bill contained an emergency clause which makes it effective when signed.

The site comprising 73.11 acres, more or less, of unimproved agricultural real property described as: the West Half of the Southeastern Quarter of Section 4, Township 110 North, Range 50 West,

in Brookings County South Dakota, EXCLUDING therefrom the West 484' of the East 2148' of the South 620'.

The acquisition will be made in accordance with applicable law and BOR Policy 6:2 regarding acquisition of real property. The necessary elements of the acquisition per policy have been fulfilled.

IT WAS MOVED by Regent Roberts, seconded by Regent Morgan, to approve the purchase of 73.11 acres of agricultural real property in Brookings County at a cost not to exceed \$665,000 plus incidental expenses, described as: the West Half of the Southeastern Quarter of Section 4, Township 110 North, Range 50 West, in Brookings County South Dakota, EXCLUDING therefrom the West 484' of the East 2148' of the South 620'. Motion passed.

A copy of the SDSU Purchase of Agricultural Real Property in Brookings County can be found on pages **1108** to **1109** of the official minutes.

#### **7-X USD North Commons Renovation Facility Design Plan**

Roberta Ambur, USD Vice President of Administration and Technology, reviewed USD's Facility Design Plan to renovate the North Commons at an estimated cost of \$2,293,081 to be funded with Higher Education Facilities Fund (HEFF) M&R proceeds. It was noted that there have been no major changes to the design or costs from what was included in the Facility Program Plan approved by the Board at the June 2017 meeting.

IT WAS MOVED by Regent Roberts, seconded by Regent Adam, to approve the USD's Facility Design Plan to renovate the North Commons at an estimated cost of \$2,923,081 to be funded with HEFF M&R proceeds. Motion passed.

A copy of the USD North Commons Renovation Facility Design Plan can be found on pages **1110** to **1117** of the official minutes.

#### **7-Y FY2017 SDSM&T NCAA Agreed-Upon Procedures Report**

Shelly Anderson, System Internal Auditor, explained that NCAA Division II Bylaw 6.2.3. states that "At least once every three years, all expenses and revenues for or on behalf of a Division II member institution's intercollegiate athletics programs, including those by any affiliated or outside organization, agency or group of individuals (two or more), shall be subject to agreed-on procedures approved by the Division II membership... conducted for the institution by a qualified independent accountant who is not a staff member of the institution and who is selected either by the institution's president or chancellor or by an institutional administrator from outside the athletics department designated by the president or chancellor." She said the report provided fulfills the FY17 reporting requirement for SDSM&T and has been approved by the SDSM&T President.

A copy of the FY2017 SDSM&T NCAA Agreed-Upon Procedures Report can be found on pages **1118** to **1125** of the official minutes.

## **7-Z Maintenance and Repair Working Group Report**

Regent Pam Roberts introduced the item by explaining that the maintenance and repair working group was appointed by President Sutton at the December 2017 BOR meeting. She recognized the staff and working group members for their time spent on this topic.

Dr. Monte Kramer, System Vice President of Finance and Administration, explained that the working group met twice to review a number of proposals and recommendations for consideration offered by the Business Affairs Council.

He walked the Board through the issues and recommendations considered by the work group. These included the following:

(1) Develop our own goal relative to the State's contribution to maintenance and repair and meet with future administration leadership to start a dialogue on what is reasonable and can be supported;

- Regent Schieffer reinforced the fact that a dialog needs to happen with the incoming administration, including both the Governor's office and legislative leadership. He said in order to have this dialog the Board needs better information including comparative data from other states. He said this is an incredibly important issue and considerable staff resources should be dedicated to it in order to understand how other states are doing this. The numbers behind this need to inform this serious policy discussion.
- Regent Thares said asking the state to pay for half of the maintenance and repair expenses is not unreasonable when 95% of these state buildings over the last 20 years, representing an investment of \$1 billion, were paid by private sources.
- Regent Roberts said she does not think the Board has done a good job of sharing its story with the legislature on how it funds buildings and maintenance and repair.
- Regent Sutton said the most important thing is that up to this point the Board has accepted the Higher Education Facilities Fund (HEFF) fund as the planned source of funds to pay for maintenance and repair costs. This is no longer viable and sustainable. The Board has an obligation to find a sustainable solution for maintaining these buildings. Additionally, he said this is only the start of the maintenance and repair discussion as he expects this topic will appear on the May, June, August, and maybe even October Board agendas. He said the Board is just starting to get a better grasp on the issue.
- There was a consensus of the Board that the deeper dive into comparative data suggested by Regent Schieffer was necessary and supported.

(2) For any building not yet approved, require that the institutions identify and implement a maintenance and repair funding plan as well as a facility operating budget and funding plan as part of any new building not funded entirely with HEFF;

- Regent Sutton said he likes having a plan, but he recognizes the difficulty for the state to commit to paying maintenance and repair expenses for any project the Board approves. In response, Dr. Kramer said the Board needs to be more transparent in its legislation about the expectation for maintenance and repair. Therefore, he suggests that when a new project comes before the legislature, the Board should identify the commitment needed by the state. At that point, the legislature will have to decide if it is willing to make the commitment. That said, he recognized that this is a risk, especially when we already have donor dollars in hand. This requires a very thoughtful approach and a true partnership with the state.
- Dr. Kramer said the Board should think more about taking older buildings offline to allow maintenance and repair funding to be available to be moved around to other buildings. He said this session was the first time legislators discussed tearing down buildings before new buildings can be built.
- Regent Schieffer recommended amending the motion to strike “approve” and replace with “built” in order to include buildings that are in the pipeline.
- Regent Sutton said he did not disagree with the premise of Regent Schieffer’s suggestion, but had concerns that buildings approved but not yet built, such as MadLabs, could be delayed by the suggested amendment. Regent Schieffer clarified his intention that this suggested amendment would simply require a plan before these projects were built. It is not intended to hold up the projects.
- Regent Roberts proposed that the motion as recommended on the agenda item will be made as proposed by the work group, but if Regent Schieffer would like to amend it and call for discussion from the presidents and others, that would be appropriate.
- Regent Bastian said the Board needs to understand the maintenance and repair commitment for the buildings approved. Dr. Kramer indicated that the total project costs are roughly \$162 million, and the total maintenance and repair impact is \$2.6 million annually.
- Regent Thares said it is also important to understand when the 2% for new buildings should be factored into the calculations, considering a new building will not need to use these funds for several years. In response, Regent Sutton said the system is so far behind on maintenance and repair funds already that they might not be able to defer adding those into the calculations immediately.

(3) After the completion of the 2012 Ten-Year Plan and as lease obligations are satisfied, return the dollars to the universities in-line with how they are generated. Allow the universities to use the dollars to meet their 2% requirement or invest in replacement facilities as long as it does not negatively impact the 2% goal. All replacement or new facilities must be approved by the Board along with a maintenance and repair funding plan;

- Dr. Kramer explained that some campuses want to have more control, whereas others like the current arrangement because it is the known commodity. He said this decision is hard

to implement because some facilities are not owned by the campuses nor are they paid for but they have to be paid for by someone (e.g., UC-SF and UC-RC). He said campuses whose revenues are decreasing and therefore are getting a disproportionate amount from HEFF will not support the recommendation. He explained three possible approaches: (1) give all money back to campuses and let them handle it, (2) use a modified plan that returns more of the money to campuses but keeps some to pay for centers, or (3) use the status quo. He said in the long run, the proposed plan will allow campuses to keep more of their money.

(4) Capture the local and private investments into maintenance and repair and include them in the amounts spent in meeting the 2% goal. When the project is a major renovation project, recognize the investment over a period not to exceed five years;

- Dr. Kramer provided an example. He said USD is making an investment of \$6.4 million into Dakota Dome for renovation, but this investment is not currently being captured in the maintenance and repair investment by the campus.

(5) Revisit the methodology used to determine the replacement values with the State, specifically with the Bureau of Finance and Management, and determine if there are other options for calculating the values used for the 2% calculation; and

- Regent Schieffer questioned capital investment versus maintenance and repair investment. He said he disagrees with how this is currently accounted for as many of the work items are gutting and replacing what is there, rather than just repairing what is existing. In response, Dr. Kramer said anything done to a building today, without expansion, is considered maintenance and repair as defined by the state. It is not handled any differently at the Capitol Building or other state facilities.
- Regent Schieffer said that by lumping all these things into maintenance and repair we are increasing our future maintenance and repair obligation. He explained that this is a fine starting point, but if the Board does not address these issues in its planning, it is creating opportunities for others to dissent and then the work loses credibility.
- Regent Sutton reinforced the fact that the Board does not classify maintenance and repair any differently than how other state entities do. Further, he asked Dr. Kramer to confirm that maintenance and repair improvements do not get picked up in replacement values. Dr. Kramer said that insurance values are considered replacement values and this does not include maintenance and repair upgrades.

(6) Add revenues as a third component of the current allocation formula (Revenues/Replacement Values/GSF) starting in FY20. This will start returning dollars to the institutions generating the dollars as well as recognize utilization. This aligns with the long-term goal of putting the universities in charge of decisions related to maintenance and repair and new facilities (Issue 3).

Once recommendations and issues were overviewed, Regent Roberts said that this is a work in process and would appreciate the Board's future participation.



Regent Wink said this is one of the most important and most difficult issues before the Board this year and thanked the work group members for their dedication to the issue.

As a comment on Regent Schieffer's proposed amendment, Regent Adam express his belief that the \$162 million dollars of current projects should be captured in the motion.

Regent Thares responded by saying that to incorporate the projects that are already approved is unfair and problematic.

Regent Schieffer agreed with Regent Thares. He then asked for clarification on the recommended motion, in particular about the meaning of the word "implementation." Dr. Kramer said that "implementation" means following through with the agreed upon plan.

Regent Schieffer said that at the least he would like a detailed plan for the buildings that have been approved that identifies how to address their maintenance and repair obligation.

Further discussion ensued about how to handle the recently approved but not yet built projects. Regent Sutton said the Board could leave the current motion as is but also ask to see what a plan would be for the \$162 million in order to understand the possible options for handling maintenance and repair.

IT WAS MOVED by Regent Roberts, seconded by Regent Morgan, to approve the recommendations of the working group as follows: (1) Develop our own goal relative to the State's contribution to maintenance and repair and meet with future administration leadership to start a dialogue on what is reasonable and can be supported; (2) For any building not yet approved, require that the institutions identify and implement a maintenance and repair funding plan as well as a facility operating budget and funding plan as part of any new building not funded entirely with HEFF; (3) After the completion of the 2012 Ten-Year Plan and as lease obligations are satisfied, return the dollars to the universities in-line with how they are generated. Allow the universities to use the dollars to meet their 2% requirement or invest in replacement facilities as long as it does not negatively impact the 2% goal. All replacement or new facilities must be approved by the Board along with a maintenance and repair funding plan; (4) Capture the local and private investments into maintenance and repair and include them in the amounts spent in meeting the 2% goal. When the project is a major renovation project, recognize the investment over a period not to exceed five years; (5) Revisit the methodology used to determine the replacement values with the State, specifically with the Bureau of Finance and Management, and determine if there are other options for calculating the values used for the 2% calculation; and (6) Add revenues as a third component of the current allocation formula (Revenues/Replacement Values/GSF) starting in FY20. This will start returning dollars to the institutions generating the dollars as well as recognize utilization. This aligns with the long-term goal of putting the universities in charge of decisions related to maintenance and repair and new facilities (Issue 3). Motion Passed.

Dr. Rush said one component of the committee discussion that has not been addressed is the plan for the new buildings that have recently been built.

Regent Schieffer agreed and explained that he felt newly built plans should be considered, although he was in the minority when it was discussed with the work group. That said, he explained that he is comfortable starting with the recently approved buildings.

Regent Sutton reinforced the importance of addressing the maintenance and repair expenses in a new way. He said if the Board continues its traditional method, financial disaster is in the horizon.

The Board discussed Regent Schieffer's motion to address a maintenance and repair plan for recently approved buildings. Regent Schaefer expressed some confusion on what the motion specifically requests of the institutions with approved buildings.

Other regents agreed that the proposed action does not provide clear direction, although there was some agreement that the end goal is to formulate alternative plans on how to deal with maintenance and repair obligations in the future.

Regent Schieffer said this action would prepare the Board to implement the next step. He said the Board is looking for the plan it should have had in place before it approved these buildings.

Regent Bastian agreed that this is an extremely important issue. He agreed that the Board needs to consider alternate plans but said the motion does not clearly articulate to the institutions what information the Board wants. He recommended that this be given more thought before the directive is made.

Regent Sutton said the working group will continue to meet and suggested that this discussion be referred back to the Board during a future meeting.

Alternately, Regent Adam said supporting this motion would give a broad directive of what the Board is trying to do.

Regent Morgan felt the directive was clear and formal action was not necessary.

Regent Bastian reinforced his belief that defeating the proposed motion does not signal lack of urgency. He said he does not think the Board understands what the motion really is and would like this to be addressed by the working group.

Regent Roberts called the question.

IT WAS MOVED by Regent Schieffer, seconded by Regent Adam, that for any building approved by the Board but not yet built, the Board requires that the institutions develop a detailed maintenance and repair funding plan as well as a facility operating budget and funding plan and a plan for its implementation. Motion Failed.

In summary, Regent Sutton said this issue needs to be addressed by the working group before the May 2018 Board meeting and a report provided at the May Board meeting in Vermillion.

Dr. Rush said he deeply appreciates the Board's attention to this topic. He provided additional perspective by saying that South Dakota has done more with maintenance and repair than any state.

A copy of the Maintenance and Repair Working Group Report can be found on pages **1126** to **1143** of the official minutes.

#### **7-AA Active Duty Military Distance Rate**

Dr. Monte Kramer, System Vice President of Finance and Administration, explained that we currently have an active duty military rate at the Centers of \$250. This is a significant reduction from the current \$335 per undergraduate credit offered at the Centers. At the December 2017 Board meeting, the Board approved a pilot program to be offered by Dakota State University for active duty military taking online courses. The proposed tuition rate of \$250 per credit hour equals the federal tuition assistance benefit for active duty military. The finance vice presidents discussed the \$250 Active Duty Military rate at the January 2018 Business Affairs Council meeting and agreed that our current rate of \$335 per credit in not competitive and that we should adopt an internet rate of \$250 per credit for active duty military across the system.

IT WAS MOVED by Regent Roberts, seconded by Regent Morgan, to approve a system-wide reduced tuition rate of \$250.00 per credit hour for active duty military taking distance (online) courses effective summer of 2018 term. Motion passed.

A copy of the Active Duty Military Distance Rate can be found on pages **1144** to **1145** of the official minutes.

#### **7-BB BHSU Performance Contract Preliminary Facility Statement**

Dr. Monte Kramer, System Vice President of Finance & Administration, provided rationale for why this item was a late addition. He said the extent of what this item does is acknowledge to the Office of the State Engineer that the Board recognizes this project as a maintenance and repair issue and does not require a building committee.

In response to a question by Regent Adam, Kathy Johnson, BHSU Vice President Finance and Administration, said these projects will provide a payback within 15 years, as required by state law.

IT WAS MOVED by Regent Roberts, seconded by Regent Morgan, to approve BHSU's Performance Contract Preliminary Facility Statement as presented in Attachment I and authorize the exemption from the capital improvement requirement. Motion Passed.

A copy of the BHSU Performance Contract Preliminary Facility Statement can be found on pages **1146** to **1148** of the official minutes.

## **7-CC SDSU UC-SF Nursing Space Remodel Preliminary Facility Statement**

Dr. Monte Kramer, System Vice President of Finance & Administration, again provided rationale for why this item was a late addition. He said the extent of what this item does is acknowledge to the Office of the State Engineer that the Board recognizes this project as a maintenance and repair issue and does not require a building committee.

Dean Kattelman, SDSU Associate Vice President of Facility Services, said with approval of this item the Board will be giving authority to the institution and the State Engineer's office to interview and hire an architect immediately and without a building committee.

The Board and USD asked questions and received clarification that the only thing this action would do is authorize hiring of an architect.

IT WAS MOVED by Regent Roberts, seconded by Regent Morgan, to approve SDSU's Preliminary Facility Statement for the UC-SF Nursing Space Remodel to be funded with M&R dollars and to exempt the project from the Board's Capital Improvements Policy. Motion Passed.

A copy of the SDSU UC-SF Nursing Space Remodel Preliminary Facility Statement can be found on pages **1149** to **1150** of the official minutes.

Regent Sutton asked that in the future if there are going to be additional items added to the agenda, especially at the end, there needs to be a process by which the Board votes on whether to add these additional items.

## **ADJOURNMENT**

IT WAS MOVED by Regent Adam, seconded by Regent Schieffer, to adjourn the meeting. Motion passed.

Meeting adjourned at 11:40 a.m.

P2RNJOB

South Dakota Board of Regents

BOR Routine

03/07/2018 08:45:00

Date Range : 22-OCT-17 thru 21-FEB-18  
For :BHSU

Ver: 072011.28a

## Career Service Benefit Eligible (CSA1)

## Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Shawn Covell	BE9478	00	Adj Instr PE 100 Archery	Overload for Teaching	893.08	22-JAN-18
Marissa McFarland	BE9884	00	Admissions Assistant	Appointment	29764.23	22-JAN-18
Jared Olstad	BE9291	00	Facility Worker	Appointment	22796.36	27-NOV-17
Petrika Peters	BE9478	00	Adj Instr SOC 463	Hire Temp Appointment	3228.00	22-JAN-18
Leah Shockey	BE9912	00	Senior Accountant	Appointment	41994.39	02-JAN-18
Jeffrey Slowick	BE9289	00	Program Assistant I	Appointment	33008.97	22-JAN-18
Garrett Stevens	BE9484	00	Adjunct Instructor	Hire Temp Appointment	6456.00	22-JAN-18
Dave Swaney	BE9748	00	Facility Worker	Appointment	22796.36	11-DEC-17
Timothy Tyler	BE9450	00	Grounds Keeper	Appointment	27039.48	26-OCT-17
Dennis Wallace	BE9760	00	Facility Worker	Appointment	22796.36	22-OCT-17

## Career Service Benefit Eligible (CSA1)

## Permanent Salary Adjustment(SP)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Matthew Bright	BE9949	0	Facility Worker	Sal Adj to 5% Range at 6 mo	22796.36	23503.55	707.19	
Melissa Cosme-Ruiz	BE9315	00	Marketing Specialist - SD CEO	Title Change	30159.42	30159.42	0.00	
Melissa Hampton	BE9800	00	Senior Accountant	Sal Adj to 5% Range at 6 mo	40996.01	41807.20	811.19	
Blake Hartman	BE9679	00	Media and Design Assistant	Sal Adj to 5% Range at 6 mo	28162.66	29577.03	1414.37	
Faith Kaiser	BE9967	00	Facility Worker	End of Probation Adjust	22796.36	23940.34	1143.98	
Raena Martinez	BE9818	00	Senior Secretary	Reclassification	26103.50	30159.42	4055.92	
Marissa McFarland	BS9708	00	Student Admissions Assistant	Minimum Wage Increase	3150.00	3186.00	36.00	
Teisha Moxley	BE9688	00	Facility Worker	Sal Adj to 5% Range at 6 mo	22796.36	23503.55	707.19	
Patricia Poper	BE9982	00	Facility Worker	Sal Adj to 5% Range at 6 mo	22796.36	23503.55	707.19	
Ven Thompson	BE9414	00	Information Technology Special	Reclassification	58777.20	60540.52	1763.32	
James Wright	BE9860	00	Facility Worker	Sal Adj to 5% Range at 6 mo	22796.36	23503.55	707.19	

## Career Service Benefit Eligible (CSA1)

## Temporary Salary Adjustments(ST)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
There were no records found for this group.								

## Career Service Benefit Eligible (CSA1)

## Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Diane Mabey	BE9799	00	Child Care Coordinator	TV001	21-JAN-18
Mandi Markel	BE9748	00	Facility Worker	TV001	09-NOV-17
Timothy Mercy	BE9859	00	Building Maint Specialist	TV000	21-JAN-18
Timothy Mercy	BE9859	20	Telephone Stipend	TV000	21-JAN-18
Jacqueline Schumacher	BE9289	00	Program Assistant I	TV000	13-DEC-17
Sean Taylor	BE9692	00	Facility Worker	TI002	15-FEB-18
Shawn Covell	BE9478	00	Adj Instr PE 100 Archery	TV013	21-FEB-18
Marissa McFarland	BS9708	00	Student Admissions Assistant	TV012	21-JAN-18
Garrett Stevens	BE9484	00	Adj. MIS 105 B601	TV013	21-DEC-17

Career Service Non-Benefit Eligible (CSA2)  
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Amy Butts	BE9387	00	RC Bookstore Sales Clerk	Hire Temp Appointment	3186.00	27-DEC-17
Lindsey Eggebraaten	BE9401	00	Temporary Child Care Worker	Hire Temp Appointment	9828.00	08-JAN-18
Angela Faulkner	BE9356	00	SFS Assist - Temp	Hire Temp Appointment	28800.00	05-FEB-18
Erika Franck	BE9136	00	Temporary Landscape Architect	Hire Temp Appointment	16640.00	22-OCT-17
Nathanael Hardy	BE9401	00	Child Care Worker	Hire Temp Appointment	3360.00	01-FEB-18
Olivia Hughes	BE9387	00	Bookstore Sales Clerk	Hire Temp Appointment	5880.00	29-NOV-17
Thomas Klaudt	BE9387	00	Temp Sales Clerk	Hire Temp Appointment	2205.00	08-JAN-18
Patrice Maki	BE9184	00	Sales Clerk SPJZ	Hire Temp Appointment	4000.00	07-FEB-18
Darla Michelson	BE9387	00	RC Bookstore Sales Clerk	Hire Temp Appointment	4200.00	22-NOV-17
Aaron Montoya	BE9376	00	Weight Room Supervisor	Hire Temp Appointment	1000.00	18-JAN-18
Jasmine Schmalenberger	BE9401	00	Child Care Worker	Hire Temp Appointment	2100.00	12-FEB-18
Jessica Stori	BE9139	00	Black Hills Food Hub Coord	Appointment	15599.70	03-NOV-17
Justin Tremel	BE9232	00	Temporary Archivist	Hire Temp Appointment	9000.00	22-DEC-17
Lucinda Wilson	BE9387	00	Temp Bookstore Sales Clerk	Hire Temp Appointment	367.50	02-JAN-18

Career Service Non-Benefit Eligible (CSA2)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Anastasia Buchholz	BE9184	00	JZSP Temp Sales Clerk	TV013	21-DEC-17
Justin Tremel	BE9232	00	Temporary Archivist	TV013	21-DEC-17
Lucinda Wilson	BE9387	00	Temp Bookstore Sales Clerk	TV013	19-JAN-18

Non-Faculty Benefit Eligible (NFE1) (NFE1)  
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Chad Bischoff	BE9586	00	East Complex Director	Hire Temp Appointment	27500.00	23-OCT-17
Christopher Dawes	ME9190	00	Instructional Designer	Hire Temp Appointment	500.00	22-DEC-17
Alexander Kline	BE9138	00	Head Women's Golf Coach	Appointment	30000.00	22-JAN-18
Deborah Liddick	BE9930	00	Asst Dir, Facilities & Sust	Appointment	52500.00	11-DEC-17
Richard Loose	BE9478	00	Adj Inst ED 431/531	Overload for Teaching	3228.00	22-JAN-18
Zachary Meyer	BE9567	0	Math Specialist	Appointment	30150.00	11-JAN-18
Hans Nelson	BE9155	00	Director, Corporate Relations	Appointment	55000.00	01-NOV-17
Brooke Pond	BE9137	00	BHSU GEAR UP Reg Coordinator	Hire Temp Appointment	4320.00	22-OCT-17
Brooke Pond	BE9141	0	Regional Coordinator, GearUp	Hire Temp Appointment	47500.00	02-JAN-18
Carol Racanelli	BE9280	00	Coord, Academic Programming	Appointment	39115.00	27-NOV-17
Jay Smith	BE9376	00	GD Asst	Hire Temp Appointment	2800.00	22-OCT-17
Megan Vetter	BE9189	00	Campus Visit & Comm Coord.	Appointment	34000.00	22-JAN-18
Dana Weber	BE9202	00	Recruitment/Retention Spec	Appointment	35000.00	22-DEC-17
Rebecca Zaynor	BE9258	00	Staff Accountant	Appointment	53000.00	06-DEC-17
Katie Ziemnik	BS9987	00	Game Day Asst	Hire Temp Appointment	3600.00	22-OCT-17

Non-Faculty Benefit Eligible (NFE1) (NFE1)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Lorrin Anderson-Naasz	BE9189	00	Campus Visit & Comm Coord.	TV001	08-DEC-17
Lorrin Anderson-Naasz	BE9189	20	Campus Visit & Comm Coord.	TV001	08-DEC-17
Melissa Haught	BE9202	00	Retention & Recruit Splst CBNS	TV001	03-NOV-17
Korie Lebeda	BE9277	00	SAAC Coordinator	TV001	26-JAN-18
Korie Lebeda	BE9593	00	Asst Women's Volleyball Coach	TV001	26-JAN-18
Deborah Liddick	BE9567	00	Math Specialist	SA011	10-DEC-17
Katherine Pavel	BE9280	00	Coord, Academic Programming	TV000	21-NOV-17
Laura Van Oudenaren	BE9141	00	Regional Coordinator, GearUp	TV001	09-FEB-18
Megan Vetter	BE9865	00	Campus Visit & Comm Coord	SA012	22-DEC-17
Megan Vetter	BE9865	00	Campus Visit & Comm Coord	SA012	21-JAN-18
Megan Vetter	BE9865	20	Telephone Stipend	SA012	21-JAN-18
Dana Weber	BE9884	00	Admissions Assistant	SA011	21-DEC-17

Jayce Winsell	BE9716 00	Admissions Counselor II	SA011	21-FEB-18
Jayce Winsell	BE9716 20	Telephone Stipend	SA011	21-FEB-18
Rebecca Zaynor	BE9912 00	Senior Accountant	SA011	05-DEC-17
Christopher Dawes	ME9190 00	Instructional Designer	TV013	21-JAN-18
Katherine Greer	BE9930 00	Assistant Director	TV009	21-FEB-18
Melissa Haught	BE9243 00	School of Bus Grad Coordinator	TV013	03-NOV-17
Tracy Hunt	BE9478 00	Adj Instr PSYC 461	TV013	21-DEC-17
Helen Nesson-Merriman	BE9322 00	Director, SD CEO	TR001	28-OCT-17
Brooke Pond	BE9137 00	BHSU GEAR UP Reg Coordinator	TV013	21-DEC-17
Katie Ziemnik	BS9987 00	Game Day Asst	TV012	21-NOV-17

Student Employment and NFE Non-Benefit Eligible (NFE2)  
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Tyler Afdahl	BS9585	00	Math Tutor	Hire Temp Appointment	1800.00	22-DEC-17
Roxie Ahlbrecht	BE9160	00	Sanford Lab Science Presenter	Hire Temp Appointment	250.00	22-JAN-18
Mialisoa Andriamanantena	BS9715	00	Library Clerk	Hire Temp Appointment	1730.00	22-DEC-17
Mikaelah Andriamanantena	BS9715	00	Library Clerk	Hire Temp Appointment	1770.00	08-JAN-18
Al Asama	BS9587	00	Office Assistant	Hire Temp Appointment	1770.00	05-JAN-18
Ariel Aufdengarten	BS9715	00	Library Clerk	Hire Temp Appointment	1770.00	08-JAN-18
Druanna Barzeski	BS9963	00	Child Care Worker	Hire Temp Appointment	1416.00	24-JAN-18
Reilley Baty	BW9966	00	FWS Operations Specialist	Hire Temp Appointment	3114.00	22-NOV-17
Aisha Baum	BW9810	00	Writing Consultant	Hire Temp Appointment	1416.00	17-JAN-18
Brody Benson	BS9574	00	Math Mentor	Hire Temp Appointment	1440.00	17-JAN-18
Taylor Bock	BS9963	00	Child Care Worker	Hire Temp Appointment	1770.00	08-JAN-18
Brianna Bolish	BW9967	00	Child Care Worker	Hire Temp Appointment	1770.00	10-JAN-18
Jamil Bond	BW9990	00	Game Day Asst	Hire Temp Appointment	778.50	22-NOV-17
Tyler Bortz	BS9769	00	U.G. Research Fellow - BRIN	Hire Temp Appointment	2400.00	22-OCT-17
Micah Brandsrud	BS9828	0	Student Recycling	Hire Temp Appointment	3780.00	06-NOV-17
Erin Broberg	BS9997	01	Writing Center	Hire Temp Appointment	1416.00	17-JAN-18
Avery Brockberg	BS9974	00	Night Assistant	Hire Temp Appointment	2422.00	21-NOV-17
Elizabeth Cameron	BS9714	00	Library Clerk Supv	Hire Temp Appointment	1930.00	08-JAN-18
Jesse Caron	BE9271	00	Admin Office Assitant	Hire Temp Appointment	692.00	18-DEC-17
Cassandra Carter	BS9769	00	U.G. Research Fellow - BRIN	Hire Temp Appointment	2400.00	22-OCT-17
Sequoyah Chavez	BS9968	00	Office	Hire Temp Appointment	3186.00	08-JAN-18
Sequoyah Chavez	BW9683	00	Office Assistant	Hire Temp Appointment	1770.00	08-JAN-18
Anthony Checchi	BE9208	00	Research Assistant	Hire Temp Appointment	4800.00	14-DEC-17
Anthony Checchi	BE9421	00	Lab Assistant	Hire Temp Appointment	1600.00	22-JAN-18
Hayes Chohon	BS9708	00	Student Admissions Assistant	Hire Temp Appointment	1416.00	08-JAN-18
Katie Christy	BS9563	00	Student Sustainability Worker	Hire Temp Appointment	3000.00	22-DEC-17
Haley Clark	BS9781	00	Rec Sports Official	Hire Temp Appointment	1770.00	22-JAN-18
Jessie Clark	BG9999	00	Grad Assistant MSIG	Hire Temp Appointment	7083.33	01-JAN-18
Megan Cutler	BS9683	00	Student Mail Services	Hire Temp Appointment	1239.00	08-JAN-18
Courtney Dahlgren	BS9769	00	U.G. Research Fellow- BRIN	Hire Temp Appointment	2400.00	22-OCT-17
Shawn DeWitt	BE9301	00	CAMSE FA17 ED661 Instructor	Hire Temp Appointment	2500.00	22-DEC-17
Allison Deal	BW9708	0	SFS Office Assistant	Hire Temp Appointment	370.00	14-DEC-17
Carissa Deming	BS9973	00	Bookstore Sales Clerk	Hire Temp Appointment	2700.00	29-JAN-18
Maxwell Dohman	BS9911	00	Student Building Maintenance	Hire Temp Appointment	4560.00	14-DEC-17
Randall Doran	BE9619	00	Adj Instr - Math 102	Hire Temp Appointment	6456.00	22-JAN-18
Logan Dreier	BS9715	00	Library Clerk	Hire Temp Appointment	150.00	22-OCT-17
Jess Edens	BW9670	00	Peer Advisor	Hire Temp Appointment	2800.00	22-OCT-17
Jackson Ehrlin	BS9715	00	Library Clerk	Hire Temp Appointment	150.00	22-OCT-17
Cameron Fanning	BW9681	00	Technology assistant	Hire Temp Appointment	1770.00	09-JAN-18
Keyshawn Farmer	BS9543	00	Facilities Special Projects	Hire Temp Appointment	1600.00	22-NOV-17
Claire Fergusson	BS9587	00	Office Assistant	Hire Temp Appointment	1780.00	05-JAN-18
Caleb Gallagher	BS9708	00	Student Admissions Assistant	Hire Temp Appointment	2768.00	30-OCT-17
Janice Gbedemah	BS9811	00	ECON Tutor	Hire Temp Appointment	2000.00	22-DEC-17
Victoria Geary	BS9828	00	Student Recycling	Hire Temp Appointment	3600.00	22-NOV-17
Melissa Gellermann	BS9987	00	GDA-Training Room	Hire Temp Appointment	708.00	22-JAN-18
Carol George	BW9772	00	Office Assistant	Hire Temp Appointment	2422.00	22-NOV-17
Austin Goddard	BS9575	00	YC Lifeguard	Hire Temp Appointment	1950.00	22-DEC-17
Austin Goddard	BS9962	00	Operations Specialist	Hire Temp Appointment	1770.00	20-FEB-18
Austin Goddard	BS9987	00	Game Day Asst	Hire Temp Appointment	1770.00	22-DEC-17
Cassity Goetz	BW9824	00	Office Assistant	Hire Temp Appointment	1416.00	23-JAN-18
Isaac Grassel	BW9915	00	FWS Building Maintenance	Hire Temp Appointment	1900.00	22-DEC-17
Chelsey Groseclose	BE9390	00	Counselor	Hire Temp Appointment	17640.00	06-NOV-17

Anna Hafele	BE9208 00	Research Assistant	Hire Temp Appointment	4800.00	01-DEC-17
Zona Hairgrove	BS9963 00	Child Care Worker	Hire Temp Appointment	1416.00	09-FEB-18
Erick Hairston	BW9914 00	FWS Grounds Assistant	Hire Temp Appointment	1520.00	14-FEB-18
Amanda Hill	BS9580 00	Administrative Office Support	Hire Temp Appointment	1770.00	22-DEC-17
Kevin Hubbard	BE9591 00	Asst Football Coach	Hire Temp Appointment	4000.00	20-FEB-18
Mayson Hudyma	BW9687 00	FWS Mail Services	Hire Temp Appointment	1416.00	22-DEC-17
Grant Hultgren	BS9562 00	Food Service Worker	Hire Temp Appointment	1800.00	08-JAN-18
Bradly Hunt	BW9914 00	FWS Grounds Assistant	Hire Temp Appointment	1900.00	08-JAN-18
Kevin Isely	BW9718 01	FWS Library clerk	Hire Temp Appointment	100.00	22-NOV-17
Alissa Iverson	BE9208 00	Research Assistant	Hire Temp Appointment	4800.00	14-DEC-17
Isaac Iverson	BS9587 00	Office Assistant	Hire Temp Appointment	1239.00	16-JAN-18
Thomas Jackson	BE9354 00	Temporary Mktg & Comm Asst	Hire Temp Appointment	5550.00	11-JAN-18
Mesa Jacobson	BS9574 00	Math Mentor	Hire Temp Appointment	1440.00	08-JAN-18
Madison Jilek	BS9577 00	FAR Assistnt	Hire Temp Appointment	2400.00	22-JAN-18
Hyunglae Jo	BS9828 00	Student Recycling	Hire Temp Appointment	2520.00	06-NOV-17
Brenden Johnson	BS9543 00	Facilities Special Projects	Hire Temp Appointment	1600.00	22-NOV-17
Hannah Johnson	BS9769 00	U.G. Research Fellow-BRIN	Hire Temp Appointment	2400.00	22-OCT-17
Anthony Johnston	BS9543 00	Facilities Special Projects	Hire Temp Appointment	1600.00	22-NOV-17
Kadin Jones	BW9990 00	Game Day Asst	Hire Temp Appointment	1038.00	22-NOV-17
Emily Jons	BS9962 00	Operations Specialist	Hire Temp Appointment	3114.00	22-OCT-17
Emily Jons	BS9987 01	Operations Specialist	Hire Temp Appointment	3114.00	22-OCT-17
Jayden Judy	BS9574 00	Math Center Mentor	Hire Temp Appointment	2880.00	31-OCT-17
Daxton Keegan	BS9998 00	Student Technology Fellow	Hire Temp Appointment	3636.00	08-JAN-18
Katherine Kemp	BW9967 00	Child Care Worker	Hire Temp Appointment	1416.00	29-JAN-18
Megan Kenney	BW9708 00	SFS Office Assstant	Hire Temp Appointment	1770.00	08-JAN-18
Krista Kerutis	BW9675 00	Student Sustainability Asst	Hire Temp Appointment	3000.00	22-JAN-18
Mackenzie Kleen	BS9974 00	Night Assistant	Hire Temp Appointment	2422.00	21-NOV-17
Keely Kleven	BS9587 00	Office Assistant	Hire Temp Appointment	1770.00	05-JAN-18
Sydney Koehn	BS9865 00	Telecounselor	Hire Temp Appointment	2520.00	06-NOV-17
Nile Koenig	BS9865 00	Student Telecounselor	Hire Temp Appointment	1440.00	16-JAN-18
Laura Kramer	BE9421 00	Temp PAL	Hire Temp Appointment	4320.00	10-JAN-18
Christopher Kreitzinger	BW9914 00	FWS Grounds Assistant	Hire Temp Appointment	1520.00	22-DEC-17
Erin Kremers	BS9574 00	Math Mentor	Hire Temp Appointment	1440.00	08-JAN-18
Kaitlyn Kumpf	BW9869 00	Telecounselor	Hire Temp Appointment	1080.00	15-FEB-18
Austin Kusler	BS9715 00	Library Clerk	Hire Temp Appointment	150.00	22-OCT-17
Joshua LaFountain	BS9968 00	Office Assistant	Hire Temp Appointment	720.00	22-OCT-17
Ryan Lahr	BS9575 00	YC Lifeguard	Hire Temp Appointment	3510.00	22-NOV-17
Shea Lahr	BS9575 00	YC Lifeguard	Hire Temp Appointment	3510.00	22-NOV-17
Isaac Langi	BW9914 00	FWS Grounds Assistant	Hire Temp Appointment	1900.00	22-DEC-17
Ricky Larson	BS9987 00	Game Day Asst	Hire Temp Appointment	531.00	08-JAN-18
Phyllis Laughhunn	BW9680 00	Student Admin Support	Hire Temp Appointment	1770.00	09-JAN-18
Raelynn Lawler	BW9677 00	Math Tutor	Hire Temp Appointment	1800.00	16-JAN-18
Tiana Lawrence	BS9706 00	Student Engagement Specialist	Hire Temp Appointment	1416.00	16-JAN-18
Taylor Lenz	BS9974 00	Night Assistant	Hire Temp Appointment	2422.00	21-NOV-17
Jessica Levey	BS9574 00	Math Mentor	Hire Temp Appointment	1440.00	16-JAN-18
Guanxuan Liang	BS9581 00	Technology Assistant	Hire Temp Appointment	1770.00	22-DEC-17
Jada Maher	BS9847 00	Rodeo Asst.	Hire Temp Appointment	2422.00	22-OCT-17
Jada Maher	BS9987 00	Game Day Asst	Hire Temp Appointment	1211.00	07-NOV-17
Fraser Malcolm	BS9715 00	Library Clerk	Hire Temp Appointment	150.00	22-OCT-17
Luke Marcoe	BS9987 00	Game Day Asst	Hire Temp Appointment	1211.00	22-OCT-17
Ian Masters	BW9975 00	Food Service Worker	Hire Temp Appointment	1080.00	09-FEB-18
Patrick Matteson	BW9718 00	Library Clerk	Hire Temp Appointment	1770.00	08-JAN-18
Sidney May	BS9844 00	Peer Tutor - multiple areas	Hire Temp Appointment	1920.00	08-JAN-18
Cristina McDaniel	BS9895 00	School of Business Assistant	Hire Temp Appointment	5670.00	22-NOV-17
Clair McEnelly	BE9160 00	Sanford Lab Science Presenter	Hire Temp Appointment	3750.00	22-OCT-17
Clair McEnelly	BE9160 00	Sanford Lab Science Presenter	Hire Temp Appointment	2375.00	22-NOV-17
Clair McEnelly	BE9160 00	Sanford Lab Science Presenter	Hire Temp Appointment	375.00	22-JAN-18
Patrick Mendes	BS9715 00	Library Clerk	Hire Temp Appointment	150.00	22-OCT-17
Taylor Miles	BS9844 00	Peer Tutor - EDFN 365	Hire Temp Appointment	1920.00	22-JAN-18
Dennis Morton	BS9580 00	Student Adm Support	Hire Temp Appointment	1770.00	22-DEC-17
Mikayla Murphy	BW9997 00	Honors Program	Hire Temp Appointment	2160.00	06-DEC-17
Jeffrey Murray	BS9585 00	Science tutor	Hire Temp Appointment	1800.00	22-DEC-17
Jostin Narvaez Villegas	BS9987 00	Game Day Asst	Hire Temp Appointment	1211.00	22-OCT-17
Trisha Nelson	BE9209 00	Testing Assistant	Hire Temp Appointment	1800.00	22-DEC-17
K'Dyn Newbrough	BS9777 00	AIS - Office Asst	Hire Temp Appointment	2422.00	22-OCT-17
Cade Noble	BS9987 00	Game Day Assistant	Hire Temp Appointment	354.00	22-JAN-18
Joshua O'Byrne	BS9964 00	Student Supervisor	Hire Temp Appointment	1576.00	01-JAN-18
Megan Oliver	BE9387 00	RC Bookstore sales Clerk	Hire Temp Appointment	3675.00	13-NOV-17



Timothy Palmer	BS9811 00	MIS Tutor	Hire Temp Appointment	2000.00	22-DEC-17
Phydell Paris	BE9154 00	Temp Admissions Rep	Hire Temp Appointment	600.00	22-JAN-18
Jessica Paul	BW9823 00	Federal Work Study	Hire Temp Appointment	1416.00	05-FEB-18
Makayla Pavel	BW9719 00	Library Clerk Supv	Hire Temp Appointment	1930.00	08-JAN-18
Christel Peters	BS9835 00	Public Relations Intern	Hire Temp Appointment	720.00	22-OCT-17
Jacob Phelan	BS9987 00	Game Day Asst	Hire Temp Appointment	1062.00	18-JAN-18
Mitchell Pias	BS9543 00	Facilities Special Projects	Hire Temp Appointment	1600.00	22-NOV-17
Courtney Pierce	BE9268 00	AEP Instructor	Appointment	8400.00	02-JAN-18
Sarah Ponwith	BW9997 01	COLA - Work Study	Hire Temp Appointment	600.00	05-DEC-17
Nicholas Pope	BS9828 00	Student Recyclig	Hire Temp Appointment	2400.00	22-JAN-18
Liam Porter	BS9563 00	Student Sustainability Worker	Hire Temp Appointment	1400.00	22-DEC-17
Taylor Powell	BS9818 00	Research Grant MCOM	Hire Temp Appointment	2400.00	12-DEC-17
Kolter Quick	BS9985 00	Parking Office	Hire Temp Appointment	1600.00	29-JAN-18
Abby Rabenberg	BS9844 00	Peer Tutor - MIS	Hire Temp Appointment	2880.00	22-NOV-17
Abby Rabenberg	BS9974 00	Night Assistant	Hire Temp Appointment	2422.00	21-NOV-17
Garrett Ravert	BW9914 00	FWS Grounds Assistant	Hire Temp Appointment	1900.00	22-DEC-17
Tahiry Razafimanjato	BS9828 00	Student Recycling	Hire Temp Appointment	3840.00	06-DEC-17
Jessica Rear	BW9832 00	FWS Recycling	Hire Temp Appointment	3600.00	22-JAN-18
Steven Reed	BW9839 00	Student Marketing Assistant	Hire Temp Appointment	1770.00	08-JAN-18
Dylan Reiners	BS9543 00	Facilities Special Projects	Hire Temp Appointment	1600.00	22-NOV-17
Bethany Reman	BS9890 01	Laboratory Assistant	Hire Temp Appointment	720.00	22-NOV-17
Brooke Richards	BS9715 00	Library Clerk	Hire Temp Appointment	150.00	22-OCT-17
Brooke Richards	BS9715 00	Library Clerk	Hire Temp Appointment	100.00	22-NOV-17
Rachel Ridinger	BS9963 00	Child Care Worker	Hire Temp Appointment	1770.00	08-JAN-18
Hannah Rodgers	BS9964 00	Building Supervisor	Hire Temp Appointment	1576.00	01-JAN-18
Taylor Rae Rowell	BS9989 01	Jacket Journal	Hire Temp Appointment	1520.00	22-JAN-18
Raymond Salvino	BW9719 00	Library Clerk Supv	Hire Temp Appointment	1930.00	08-JAN-18
Andrea Schipper	BS9828 00	Student Recycling	Hire Temp Appointment	2520.00	22-OCT-17
Kyle Schluttner	BS9967 00	On-call Resident Assistant	Hire Temp Appointment	2422.00	21-NOV-17
Amanda Schwend	BW9828 00	FWS Office Assistant	Hire Temp Appointment	2400.00	14-DEC-17
Josephine Sherman	BS9985 00	Parking Office	Hire Temp Appointment	1600.00	22-JAN-18
Tianna Skates	BS9545 00	Peer Advisor CEBS	Hire Temp Appointment	2800.00	22-OCT-17
Derek Skillingstad	BS9546 00	Peer Mentor	Hire Temp Appointment	2400.00	15-JAN-18
Joel Smith	BW9826 00	Photo Lab Asst	Hire Temp Appointment	2768.00	22-OCT-17
Ryan Smith	BG9998 00	GA Football	Hire Temp Appointment	4000.00	22-DEC-17
Ryan Smith	BS9543 00	Facilities Special Projects	Hire Temp Appointment	1600.00	22-NOV-17
Skylar Smith	BS9579 00	AEP Tutor	Hire Temp Appointment	2655.00	08-JAN-18
Mikayla St Pierre	BS9973 00	Boostore sales clerk	Hire Temp Appointment	2700.00	26-JAN-18
Zachary Stanford	BS9828 00	Student Recycling	Hire Temp Appointment	2400.00	22-JAN-18
Jacob Staples	BW9824 00	Office Assistant	Hire Temp Appointment	1416.00	05-FEB-18
Rebecca Stevenson	BS9989 00	Jacket Journal	Hire Temp Appointment	1440.00	22-JAN-18
Judd Stewart	BS9543 00	Facilities Special Projects	Hire Temp Appointment	1600.00	22-NOV-17
Jacqueline Stroup	BS9946 00	Archival Assistant	Hire Temp Appointment	2400.00	22-DEC-17
Samuel Suess	BS9811 00	Stats Tutor	Hire Temp Appointment	2000.00	22-DEC-17
Jessica Sundberg	BW9998 00	Math Mentor	Hire Temp Appointment	1440.00	08-JAN-18
Abigail Switzer	BS9844 00	Peer Tutor - QDA	Hire Temp Appointment	2880.00	22-NOV-17
Tanner Tadra	BS9543 00	Facilities Special Projects	Hire Temp Appointment	1600.00	22-NOV-17
Matthew Tetzlaff	BE9376 00	Event Assistant	Hire Temp Appointment	600.00	21-DEC-17
Christine Thorn	BS9962 00	Operations Specialist	Hire Temp Appointment	1770.00	20-FEB-18
Deborah Thorp	BE9160 00	Sanford Lab Science Presenter	Hire Temp Appointment	375.00	22-NOV-17
Justin Thorstad	BS9834 00	Student Storekeeper Assistant	Hire Temp Appointment	1770.00	22-DEC-17
Thomas Trimble	BS9769 00	Lab Technician for O-Chem Lab	Hire Temp Appointment	800.00	22-OCT-17
Samantha Trinneer	BS9562 00	Food Service Worker	Hire Temp Appointment	3080.00	22-OCT-17
Kyle Vanriel	BS9987 00	Game Day Asst	Hire Temp Appointment	1038.00	22-NOV-17
Dylon Vasknetz	BS9973 00	Sales Clerk BHSU_RC	Hire Temp Appointment	3240.00	03-JAN-18
Bridget Vatne	BS9973 00	BOOKSTORE SALES CLERK	Hire Temp Appointment	1800.00	18-JAN-18
Brianna Voigt	BW9990 00	Game Day Asst	Hire Temp Appointment	885.00	08-JAN-18
Tana Volmer	BS9998 00	Student Technology Fellow	Hire Temp Appointment	3636.00	08-JAN-18
Nichole Walters	BS9814 00	Teammates Coordinator	Hire Temp Appointment	1100.00	22-DEC-17
Nichole Walters	BW9670 00	Peer Advisor CEBS Federal	Hire Temp Appointment	2000.00	08-JAN-18
Shengxiong Wang	BS9587 00	Office Assistant	Hire Temp Appointment	3540.00	05-JAN-18
Darian Warford	BS9543 00	Facilities Special Projects	Hire Temp Appointment	1600.00	22-NOV-17
Minda Warns Bartelt	BS9708 00	Student Admissions Assistant	Hire Temp Appointment	1416.00	08-JAN-18
Allen Wellman	BS9958 00	undergrad tutor	Hire Temp Appointment	1600.00	22-JAN-18
Cody Wellman	BW9869 0	Telecounselor	Hire Temp Appointment	1440.00	17-JAN-18
Kristin Wenzel	BS9987 00	Game Day Asst - VP	Hire Temp Appointment	1211.00	22-OCT-17
Courtney Willson	BE9397 00	Peer Tutor - Psychology	Hire Temp Appointment	1920.00	22-JAN-18
Gloria Wilson	BS9844 00	Peer Tutor - Education	Hire Temp Appointment	3360.00	22-OCT-17

Abbigale Winter	BW9966 00	FWS Operations Specialist	Hire Temp Appointment	3114.00	22-NOV-17
Justin Woodward	BW9824 00	Office Assistant	Hire Temp Appointment	1770.00	16-JAN-18
Katelyn Woten	BS9715 00	Student Library Clerk	Hire Temp Appointment	1384.00	22-NOV-17
Katelyn Woten	BS9811 00	ACCT Tutor	Hire Temp Appointment	2100.00	22-DEC-17
Wepary Wourgou	BS9578 00	Student labor RC Facilities	Hire Temp Appointment	1800.00	22-DEC-17
Seokhui Yun	BS9828 00	Student Recycling	Hire Temp Appointment	2268.00	22-OCT-17
Juliana Zolondek	BW9674 00	Fed Work Study SoB	Hire Temp Appointment	1680.00	01-FEB-18
Tara Ramsey	BE9484 00	Adj BIOL 153	Hire Temp Appointment	10760.00	22-JAN-18

Student Employment and NFE Non-Benefit Eligible (NFE2)  
Permanent Salary Adjustment (SP)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Carly Adams	BW9824 00		Office Assistant	Minimum Wage Increase	2768.00	2832.00	64.00	
Joshua Adkins	BW9826 00		Photo Lab Asst	Minimum Wage Increase	3114.00	3186.00	72.00	
Candace Amdahl	BS9964 00		Information Specialist	Minimum Wage Increase	3114.00	3186.00	72.00	
Autumn Anderson	BW9718 00		Library Clerk	Minimum Wage Increase	3460.00	3540.00	80.00	
Deanna Anderson	BW9822 00		Theatre Tech	Minimum Wage Increase	3114.00	3186.00	72.00	
Mikaelah Andriamanantena	BS9963 00		Child Care Worker	Minimum Wage Increase	3114.00	3186.00	72.00	
Tory Arbach	BS9554 00		JZ-SP Student Employee	Minimum Wage Increase	6228.00	6372.00	144.00	
Matthew Babineau	BW9687 00		FWS Mail Services	Minimum Wage Increase	2646.90	2708.10	61.20	
Alexandra Bartmess	BS9964 00		Information Specialist	Minimum Wage Increase	3114.00	3186.00	72.00	
Druanna Barzeski	BW9718 00		Library Clerk	Minimum Wage Increase	3460.00	3540.00	80.00	
Reilley Baty	BW9966 00		FWS Operations Specialist	Minimum Wage Increase	3114.00	3186.00	72.00	
Brittney Bell	BS9964 00		Information Specialist	Minimum Wage Increase	3114.00	3186.00	72.00	
Haley Bentz	BS9554 00		Student Labor	Minimum Wage Increase	6228.00	6372.00	144.00	
Abigail Bertram	BW9793 00		Student Athletic Trainer	Minimum Wage Increase	2595.00	2655.00	60.00	
Keely Bertram	BS9781 00		Rec Sports Official	Minimum Wage Increase	3114.00	3186.00	72.00	
Adam Bertsch	BS9987 00		Game Day Asst	Minimum Wage Increase	2335.50	2389.50	54.00	
Paige Bielke	BW9967 00		Child Care Worker	Minimum Wage Increase	3114.00	3186.00	72.00	
Wyatt Bills	BS9787 00		BHTV - Producer	Minimum Wage Increase	3114.00	3186.00	72.00	
Wyatt Bills	BS9987 00		GDA - Video Production	Minimum Wage Increase	2335.50	2389.50	54.00	
Jessa Birkholt	BS9963 00		Child Care Worker	Minimum Wage Increase	3150.00	3186.00	36.00	
Amelia Blasingame	BW9967 00		Child Care Worker	Minimum Wage Increase	3114.00	3186.00	72.00	
Molly Bloemendaal	BS9963 00		Child Care Worker	Minimum Wage Increase	3114.00	3186.00	72.00	
Rachel Bloomquist	BS9987 00		Game Day Asst	Minimum Wage Increase	1557.00	1593.00	36.00	
Rachel Bloomquist	BW9687 00		FWS Mail Services	Minimum Wage Increase	2491.20	2548.80	57.60	
Jamil Bond	BW9990 00		Game Day Asst	Minimum Wage Increase	778.50	796.50	18.00	
Walter Bordewyk	BW9824 00		Office Assistant	Minimum Wage Increase	3114.00	3186.00	72.00	
Hayley Bowen	BS9987 00		Game Day Asst	Minimum Wage Increase	1557.00	1593.00	36.00	
Malaisia Boykin	BW9712 00		Admissions Assistant	Minimum Wage Increase	3114.00	3186.00	72.00	
Erin Broberg	BS9835 00		Public Relations Intern	Minimum Wage Increase	3114.00	3186.00	72.00	
Avery Brockberg	BS9974 00		Night Assistant	Minimum Wage Increase	2422.00	2478.00	56.00	
Sage Brooks	BW9708 0		SFS Office Assistant	Minimum Wage Increase	3114.00	3186.00	72.00	
Elizabeth Cameron	BS9715 00		Library Clerk	Minimum Wage Increase	3460.00	3540.00	80.00	
Jesse Caron	BE9271 00		Admin Office Assitant	Minimum Wage Increase	692.00	708.00	16.00	
Cora Carroll	BW9822 00		Art Dept Asst	Minimum Wage Increase	3114.00	3186.00	72.00	
Cassia Catterall	BW9834 00		Student Assistant	Minimum Wage Increase	4671.00	4779.00	108.00	
Diego Chacon Villacis	BS9987 00		Game Day Asst	Minimum Wage Increase	1557.00	1593.00	36.00	
Sequoyah Chavez	BS9974 00		Night Assistant	Minimum Wage Increase	1557.00	1593.00	36.00	
David Christiansen	BS9781 00		Rec Sports Official	Minimum Wage Increase	3114.00	3186.00	72.00	
Vanessa Clark	BW9966 00		Operations Specialist	Minimum Wage Increase	3114.00	3186.00	72.00	
Vanessa Clark	BW9990 00		Game Day Asst	Minimum Wage Increase	3114.00	3186.00	72.00	
Samantha Cole	BS9962 00		Operations Specialist	Minimum Wage Increase	3114.00	3186.00	72.00	
Samantha Cole	BS9987 00		GDA - Student Trainer	Minimum Wage Increase	1557.00	1593.00	36.00	
Molly Connot	BW9712 00		Student Admissions Assistant	Minimum Wage Increase	3114.00	3186.00	72.00	
Drew Couch	BS9987 00		Game Day Asst	Minimum Wage Increase	3114.00	3186.00	72.00	
Miranda Crosby	BS9715 00		Student Library Clerk	Minimum Wage Increase	3460.00	3540.00	80.00	
Mikkayla Debolt	BS9582 00		Senior Resident Assistant	Minimum Wage Increase	1557.00	1593.00	36.00	
Carissa Deming	BS9997 00		Writing Center Consultant	Minimum Wage Increase	3114.00	3186.00	72.00	
Stefan Desnica	BS9962 00		Operations Specialist	Minimum Wage Increase	3114.00	3186.00	72.00	
Stefan Desnica	BS9987 00		Game Day Asst	Minimum Wage Increase	3114.00	3186.00	72.00	
Dominique DiManna	BW9990 00		Game Day Asst	Minimum Wage Increase	1557.00	1593.00	36.00	
Grant Ekroth	BS9835 00		Student Photographer	Minimum Wage Increase	3114.00	3186.00	72.00	
Brooklyn Fauth	BS9963 00		Child Care Worker	Minimum Wage Increase	3150.00	3186.00	36.00	
Nathan Feldt	BW9683 00		Office Assistant	Minimum Wage Increase	3114.00	3186.00	72.00	
Madalyn Fidler	BS9987 00		Game Day Asst	Minimum Wage Increase	1557.00	1593.00	36.00	

Peytin Fleming	BW9839 00	Student Design Assistant	Minimum Wage Increase	2768.00	2832.00	64.00
Peytin Fleming	BW9967 00	Child Care Worker	Minimum Wage Increase	3114.00	3186.00	72.00
Caleb Gallagher	BS9708 00	Student Admissions Assistant	Minimum Wage Increase	2768.00	2832.00	64.00
Rachel Geier	BW9560 00	Digital Media Work Study	Minimum Wage Increase	3460.00	3540.00	80.00
Makeesha Geiger	BS9847 00	Rodeo Assistant	Minimum Wage Increase	4671.00	4779.00	108.00
Carol George	BW9772 00	Office Assistant	Minimum Wage Increase	2422.00	2478.00	56.00
Cassidy Goetz	BW9990 00	Game Day Asst	Minimum Wage Increase	1557.00	1593.00	36.00
Darian Gottfried	BS9987 00	Game Day Assistant	Minimum Wage Increase	2335.50	2389.50	54.00
Kyle Graves	BW9822 00	Theatre Tech	Minimum Wage Increase	3114.00	3186.00	72.00
Kyle Graves	BW9906 00	BHTV - Production Manager	Minimum Wage Increase	3114.00	3186.00	72.00
Garrett Gronlund	BW9785 00	FWS Rec Sports Worker	Minimum Wage Increase	3114.00	3186.00	72.00
Wayne Gubka	BS9974 00	Night Assistant	Minimum Wage Increase	1211.00	1239.00	28.00
Skyler Haden	BS9798 00	Student Health Services	Minimum Wage Increase	3114.00	3186.00	72.00
Kayla Hadley	BW9912 00	CAMSE Student Employee	Minimum Wage Increase	6228.00	6372.00	144.00
Keysha Hadley	BW9824 00	Office Assistant	Minimum Wage Increase	3114.00	3186.00	72.00
Sara Hatle	BW9967 00	Child Care Worker	Minimum Wage Increase	3114.00	3186.00	72.00
Mahyle Hausman	BW9966 00	Operations Specialist	Minimum Wage Increase	3114.00	3186.00	72.00
Maxxwill Hausman	BW9966 00	Operations Specialist	Minimum Wage Increase	3114.00	3186.00	72.00
Faith Hedeem	BW9990 00	Game Day Assistant	Minimum Wage Increase	2335.50	2389.50	54.00
Alli Hedman	BS9967 00	Student RA	Minimum Wage Increase	3114.00	3186.00	72.00
Brittany Henricksen	BS9987 00	Game Day Asst	Minimum Wage Increase	2076.00	2124.00	48.00
Cristian Hernandez	BW9966 00	Operations Specialist	Minimum Wage Increase	3114.00	3186.00	72.00
Cristian Hernandez	BW9990 00	Game Day Asst	Minimum Wage Increase	3114.00	3186.00	72.00
Gabriella Hertz	BW9822 00	Theatre Tech	Minimum Wage Increase	3114.00	3186.00	72.00
Kassie Hicks	BS9964 00	Information Specialist	Minimum Wage Increase	3114.00	3186.00	72.00
Carley Hill	BS9964 00	Information Specialist	Minimum Wage Increase	3114.00	3186.00	72.00
Morgan Hofeldt	BW9967 01	Child Care Worker	Minimum Wage Increase	3114.00	3186.00	72.00
Mallary Hoffmann	BS9708 00	Student Admissions Assistant	Minimum Wage Increase	3114.00	3186.00	72.00
Taylee Hudson	BW9826 00	Photo Lab Asst	Minimum Wage Increase	3114.00	3186.00	72.00
Ashley Ireland	BE9184 00	JZ SP Temp Sales Clerk	Minimum Wage Increase	15224.00	15576.00	352.00
Kevin Isely	BW9718 00	Library Clerk	Minimum Wage Increase	3114.00	3186.00	72.00
Kelsey Jacobs	BS9963 00	Child Care Worker	Minimum Wage Increase	3150.00	3186.00	36.00
Sherri Jacobs	BW9993 00	Disability Receptionist	Minimum Wage Increase	3114.00	3186.00	72.00
Mariah Jahner	BS9963 00	Child Care worker	Minimum Wage Increase	3150.00	3186.00	36.00
Koty Janis	BW9990 00	Game Day Asst	Minimum Wage Increase	3114.00	3186.00	72.00
Cody Jolovich	BS9987 00	Game Day Asst	Minimum Wage Increase	2335.50	2389.50	54.00
Alison Jones	BW9802 00	Receptionist	Minimum Wage Increase	3114.00	3186.00	72.00
Jordan Jones	BS9967 00	On-Duty Resident Assistant	Minimum Wage Increase	1557.00	1593.00	36.00
Kadin Jones	BW9990 00	Game Day Asst	Minimum Wage Increase	1038.00	1062.00	24.00
Kylee Jones	BW9822 00	Theatre Tech	Minimum Wage Increase	3114.00	3186.00	72.00
Emily Jons	BS9962 00	Operations Specialist	Minimum Wage Increase	3114.00	3186.00	72.00
Emily Jons	BS9987 01	Operations Specialist	Minimum Wage Increase	3114.00	3186.00	72.00
Emily Jons	BW9966 00	Operations Specialist	Minimum Wage Increase	3114.00	3186.00	72.00
Rachel Kane	BW9990 00	Game Day Asst	Minimum Wage Increase	2335.50	2389.50	54.00
Tyler Kari	BS9834 00	Student Storekeeper Assistant	Minimum Wage Increase	1245.60	1274.40	28.80
Allison Kephart	BW9708 00	SFS Office Assistant	Minimum Wage Increase	3114.00	3186.00	72.00
Daeyong Kim	BS9835 00	Student Digital Media Asst	Minimum Wage Increase	6228.00	6372.00	144.00
Hannah Kirk	BS3992 00	CEAP - Athletic Training	Minimum Wage Increase	3114.00	3186.00	72.00
Mackenzie Kleen	BS9974 00	Night Assistant	Minimum Wage Increase	2422.00	2478.00	56.00
Mackenzie Kleen	BW9822 00	Theatre Tech	Minimum Wage Increase	3114.00	3186.00	72.00
Rachel Kremer	BW9967 00	Child Care Worker	Minimum Wage Increase	3114.00	3186.00	72.00
Austin Kusler	BS9715 00	Library Clerk	Minimum Wage Increase	2076.00	2124.00	48.00
Baylee Lacompte	BW9687 00	FWS Mail Services	Minimum Wage Increase	2520.00	2548.80	28.80
Ryan Lahr	BS9962 00	Operations Specialist	Minimum Wage Increase	3114.00	3186.00	72.00
Jasmine LeMaire	BW9674 01	R&R Work Study	Minimum Wage Increase	3114.00	3186.00	72.00
Bailey Leavitt	BE9254 00	Sanford Lab Admin Assistant	Minimum Wage Increase	2768.00	2832.00	64.00
Alexandrea Leclair	BS9974 00	Night Assisnat	Minimum Wage Increase	1557.00	1593.00	36.00
Taylor Lenz	BS9974 00	Night Assistant	Minimum Wage Increase	2422.00	2478.00	56.00
Lauren Lesniak	BW9967 00	Child Care Worker	Minimum Wage Increase	3114.00	3186.00	72.00
Kevin Lewey	BW9687 00	FWS Mail Services	Minimum Wage Increase	2024.10	2070.90	46.80
Rishell Lizasuain	BS9582 00	Senior Resident Assistant	Minimum Wage Increase	1730.00	1770.00	40.00
Rishell Lizasuain	BS9967 00	On-Duty Resident Assistant	Minimum Wage Increase	1557.00	1593.00	36.00
Rishell Lizasuain	BS9968 00	Office Assistant	Minimum Wage Increase	3114.00	3186.00	72.00
Justin Logue	BS9974 00	Night Assistant	Minimum Wage Increase	1557.00	1593.00	36.00
Amber Lorius	BS9708 00	Student Admissions Assistant	Minimum Wage Increase	3114.00	3186.00	72.00
Annette Loveday	BW9718 00	Library Clerk	Minimum Wage Increase	3460.00	3540.00	80.00
Morgan Mack	BS9987 00	Game Day Assistant	Minimum Wage Increase	778.50	796.50	18.00
Jada Maher	BS9847 00	Rodeo Asst.	Minimum Wage Increase	2422.00	2478.00	56.00

Jada Maher	BS9987 00	Game Day Asst	Minimum Wage Increase	1211.00	1239.00	28.00
Luke Marcoe	BS9987 00	Game Day Asst	Minimum Wage Increase	1211.00	1239.00	28.00
Theresa Marsh	BS9963 00	Child Care Worker	Minimum Wage Increase	3150.00	3186.00	36.00
Keith Marson	BW9966 00	Operations Specialist	Minimum Wage Increase	3114.00	3186.00	72.00
Keith Marson	BW9990 00	Game Day Asst	Minimum Wage Increase	3114.00	3186.00	72.00
Alyssia Martinez	BS9987 00	Game Day Asst	Minimum Wage Increase	1557.00	1593.00	36.00
Joseph Melia	BW9990 00	Game Day Asst	Minimum Wage Increase	1557.00	1593.00	36.00
Cheyenne Mendelsohn	BS9708 00	Student Admissions Assistant	Minimum Wage Increase	3114.00	3186.00	72.00
Cheyenne Mendelsohn	BS9974 00	Night Assistant	Minimum Wage Increase	1557.00	1593.00	36.00
Alexandria Menke	BS9987 00	GDA - SB mgr	Minimum Wage Increase	1557.00	1593.00	36.00
Gregory Midzak	BW9793 00	Student Athletic Trainer	Minimum Wage Increase	2335.50	2389.50	54.00
Gregory Midzak	BW9990 00	GDA - Triathlon Mgr	Minimum Wage Increase	1557.00	1593.00	36.00
Kennedee Miles	BS9580 00	Admin Office Assistant	Minimum Wage Increase	3150.00	3186.00	36.00
Mason Moir	BS9995 00	COLA - Photo Asst	Minimum Wage Increase	3114.00	3186.00	72.00
Jose Morales Snyder	BW9906 00	BHTV News Director	Minimum Wage Increase	3114.00	3186.00	72.00
Drazen Moratzka	BS9557 00	Student Cashier Assistant	Minimum Wage Increase	3114.00	3186.00	72.00
Drazen Moratzka	BS9987 00	Game Day Asst	Minimum Wage Increase	3114.00	3186.00	72.00
Dennis Morton	BW9680 00	Administrative Office Support	Minimum Wage Increase	3500.00	3540.00	40.00
Jordan Mullen	BS9715 00	Library Clerk	Minimum Wage Increase	3460.00	3540.00	80.00
Adan Munoz	BW9826 00	Photo Lab Asst	Minimum Wage Increase	3114.00	3186.00	72.00
Amber Muth	BW9708 0	SFS Office Assistant	Minimum Wage Increase	3114.00	3186.00	72.00
Nathan Naill	BS9987 00	Game Day Asst	Minimum Wage Increase	1557.00	1593.00	36.00
Jostin Narvaez Villegas	BS9987 00	Game Day Asst	Minimum Wage Increase	1211.00	1239.00	28.00
Arianna Nelson	BS9964 00	Information Specialist	Minimum Wage Increase	3114.00	3186.00	72.00
Dale Nemec	BS9615 00	Volunteer Coordinator	Minimum Wage Increase	3114.00	3186.00	72.00
Kayley Neville	BS9963 00	Child Care Worker	Minimum Wage Increase	3114.00	3186.00	72.00
K'Dyn Newbrough	BS9777 00	AIS - Office Asst	Minimum Wage Increase	2422.00	2478.00	56.00
Karly Niemann	BS9987 00	Game Day Asst	Minimum Wage Increase	2335.50	2389.50	54.00
Lara No Braid	BW9826 00	Photo Lab Asst	Minimum Wage Increase	3114.00	3186.00	72.00
Tarina Nye	BW9822 00	Theatre Tech	Minimum Wage Increase	3114.00	3186.00	72.00
Lydia Oliver	BW9993 00	Disability Receptionist	Minimum Wage Increase	2835.00	2867.40	32.40
Megan Oliver	BE9387 00	RC Bookstore sales Clerk	Minimum Wage Increase	3675.00	3717.00	42.00
Wyatt Osthus	BW9810 00	Writing Center Consultant	Minimum Wage Increase	3114.00	3186.00	72.00
Timothy Palmer	BW9905 00	KBHU Station Manager	Minimum Wage Increase	3114.00	3186.00	72.00
Mariah Palmquist	BS9582 00	Senior Resident Assistant	Minimum Wage Increase	1730.00	1770.00	40.00
Rachel Palyan	BS9963 00	Child Care Worker	Minimum Wage Increase	3150.00	3186.00	36.00
Benjamin Parks	BS9786 00	KBHU - Prod Manager	Minimum Wage Increase	3114.00	3186.00	72.00
Tori Parks	BS9963 00	Child Care Worker	Minimum Wage Increase	3150.00	3186.00	36.00
Makayla Pavel	BW9718 00	Library Clerk	Minimum Wage Increase	3460.00	3540.00	80.00
Micah Pennel	BW9822 00	Music Work Study	Minimum Wage Increase	3460.00	3540.00	80.00
Amber Pennington	BS9819 00	Office Assistant	Minimum Wage Increase	3114.00	3186.00	72.00
Sierra Peters	BW9967 00	Child Care Worker	Minimum Wage Increase	3114.00	3186.00	72.00
Kiley Phares	BS9582 00	Senior Resident Assistant	Minimum Wage Increase	1557.00	1593.00	36.00
Ariel Pozorski	BW9802 00	Receptionist	Minimum Wage Increase	3114.00	3186.00	72.00
Abby Rabenberg	BS9974 00	Night Assistant	Minimum Wage Increase	2422.00	2478.00	56.00
Meghan Ramey	BS9781 00	Rec Sports Official	Minimum Wage Increase	3114.00	3186.00	72.00
Meghan Ramey	BS9963 00	Child Care Worker	Minimum Wage Increase	3114.00	3186.00	72.00
Meghan Ramey	BS9987 00	Game Day Asst	Minimum Wage Increase	1557.00	1593.00	36.00
Garrett Ravert	BS9987 00	Game Day Asst	Minimum Wage Increase	1557.00	1593.00	36.00
Dwan Red Elk	BW9993 0	Disability Receptionist	Minimum Wage Increase	3114.00	3186.00	72.00
Alexandra Richards	BS9781 00	Rec Sports Official	Minimum Wage Increase	3114.00	3186.00	72.00
Alexandra Richards	BS9987 00	Game Day Asst	Minimum Wage Increase	1557.00	1593.00	36.00
Sarah Richards	BS9835 00	Student Photographer	Minimum Wage Increase	4671.00	4779.00	108.00
Teryn Richardson	BS9967 00	On-Duty Resident Assistant	Minimum Wage Increase	1557.00	1593.00	36.00
Jackelin Robles	BS9708 00	Student Admissions Assistant	Minimum Wage Increase	3114.00	3186.00	72.00
Jackelin Robles	BW9906 00	BHTV Station Manager	Minimum Wage Increase	3114.00	3186.00	72.00
Raymond Salvino	BW9718 00	Library Clerk	Minimum Wage Increase	3460.00	3540.00	80.00
Jordan Scheuerman	BS9974 00	Night Assistant	Minimum Wage Increase	1557.00	1593.00	36.00
Kyle Schluttner	BS9967 00	On-call Resident Assistant	Minimum Wage Increase	2422.00	2478.00	56.00
Brittany Schoenfelder	BW9826 00	Photo Lab Asst	Minimum Wage Increase	3114.00	3186.00	72.00
Shelby Schramm	BS9963 00	Child Care Worker	Minimum Wage Increase	3114.00	3186.00	72.00
James Schroeder	BS9834 00	Student Storekeeper Assistant	Minimum Wage Increase	3044.80	3115.20	70.40
Baylee Schultz	BW9802 00	Receptionist	Minimum Wage Increase	3114.00	3186.00	72.00
Paige Schuurmans	BW9824 00	Office Assistant	Minimum Wage Increase	3114.00	3186.00	72.00
Jessica Sea	BW9834 00	Student Print Center Assistant	Minimum Wage Increase	3114.00	3186.00	72.00
Halle Seyer	BS9962 00	Operations Specialist	Minimum Wage Increase	3114.00	3186.00	72.00
Jamy Shassetz	BW9966 00	Operations Specialist	Minimum Wage Increase	3114.00	3186.00	72.00
Halley Shippy	BW9967 00	Child Care Worker	Minimum Wage Increase	3114.00	3186.00	72.00

Abigail Siekmann	BS9962 00	Operations Specialist	Minimum Wage Increase	3114.00	3186.00	72.00
Kyle Slater	BW9824 01	Office Assistant	Minimum Wage Increase	3114.00	3186.00	72.00
Joel Smith	BW9826 00	Photo Lab Asst	Minimum Wage Increase	2768.00	2832.00	64.00
Jayda Snow	BW9967 00	Child Care Worker	Minimum Wage Increase	2768.00	2832.00	64.00
Brittney Somerset	BW9824 00	FWS Behavioral Sciences	Minimum Wage Increase	3114.00	3186.00	72.00
Elizabeth Sorensen	BS9786 00	KBHU Program Director	Minimum Wage Increase	3114.00	3186.00	72.00
Samuel Sorrell	BS9581 00	Technology Assistant	Minimum Wage Increase	3114.00	3186.00	72.00
Wesley Sorrell	BW9718 00	Library Clerk	Minimum Wage Increase	3460.00	3540.00	80.00
Samara Soyland	BS9964 00	Information Specialist	Minimum Wage Increase	3114.00	3186.00	72.00
David Steffen	BS9997 00	Writing Center Consultant	Minimum Wage Increase	3114.00	3186.00	72.00
Lathen Stevens	BW9851 00	Rodeo Assistant	Minimum Wage Increase	4671.00	4779.00	108.00
Rebecca Stevenson	BS9781 00	Rec Sports Official	Minimum Wage Increase	3114.00	3186.00	72.00
Emma Stone	BS9987 00	Game Day Asst	Minimum Wage Increase	3114.00	3186.00	72.00
Emma Stone	BW9785 00	FWS Rec Sports Official	Minimum Wage Increase	3114.00	3186.00	72.00
Jacqueline Stroup	BW9718 00	Library Clerk	Minimum Wage Increase	3114.00	3186.00	72.00
Kathryn Swier	BS9683 00	Student Mail Servcies	Minimum Wage Increase	3307.50	3345.30	37.80
Abigail Switzer	BS9781 00	Rec Sports Official	Minimum Wage Increase	3114.00	3186.00	72.00
Amber Thomas	BS9708 00	Student Admissions Assistant	Minimum Wage Increase	3114.00	3186.00	72.00
Tess Thomas	BS9781 00	Rec Sports Official	Minimum Wage Increase	3114.00	3186.00	72.00
Joshua Vaith	BW9687 00	FWS Mail Services	Minimum Wage Increase	2205.00	2230.20	25.20
Julian Van Driel	BS9974 00	Night Assistant	Minimum Wage Increase	3114.00	3186.00	72.00
Julian Van Driel	BW9822 00	Theatre Tech	Minimum Wage Increase	3114.00	3186.00	72.00
Abigail Van Vliet	BW9967 00	Child Care Worker	Minimum Wage Increase	3114.00	3186.00	72.00
Kelsey VanDenHemel	BS9708 00	Student Admissions Assistant	Minimum Wage Increase	3114.00	3186.00	72.00
Kyle Vanriel	BS9683 00	Student Mail Services	Minimum Wage Increase	1890.00	1911.60	21.60
Kyle Vanriel	BS9987 00	Game Day Asst	Minimum Wage Increase	1038.00	1062.00	24.00
Morgan Vasquez	BW9708 0	SFS Office Assistant	Minimum Wage Increase	3114.00	3186.00	72.00
Bridget Vatne	BW9718 00	Library Clerk	Minimum Wage Increase	3460.00	3540.00	80.00
Amber Wallace	BW9712 00	Student Admissions Assistant	Minimum Wage Increase	3114.00	3186.00	72.00
Taylor Watkins	BS9582 00	Senior Resident Assistant	Minimum Wage Increase	1730.00	1770.00	40.00
Taylor Watkins	BS9708 00	Student Admissions Assistant	Minimum Wage Increase	3114.00	3186.00	72.00
Megan Wattenhofer	BS9997 00	Writing Center Consultant	Minimum Wage Increase	3114.00	3186.00	72.00
Francisco Wendlandt Paredes	BS9987 00	Game Day Asst	Minimum Wage Increase	2335.50	2389.50	54.00
Kristin Wenzel	BS9987 00	Game Day Asst - VP	Minimum Wage Increase	1211.00	1239.00	28.00
Racquel Wientjes	BS9781 00	Rec Sports Official	Minimum Wage Increase	3114.00	3186.00	72.00
Abbigale Winter	BW9966 00	FWS Operations Specialist	Minimum Wage Increase	3114.00	3186.00	72.00
Tate Witcraft	BW9838 00	FWS Storekeeper Assistant	Minimum Wage Increase	2768.00	2832.00	64.00
Katelyn Woten	BS9715 00	Student Library Clerk	Minimum Wage Increase	1384.00	1416.00	32.00
Katelyn Woten	BW9810 00	Writing Center Consultant	Minimum Wage Increase	3114.00	3186.00	72.00
Dylan Wright	BS9781 00	Rec Sports Official	Minimum Wage Increase	3460.00	3540.00	80.00
Sabrina Wyman	BW9708 0	SFS Office Assistant	Minimum Wage Increase	3114.00	3186.00	72.00
Lanaya Young	BS9968 00	Office Assistant	Minimum Wage Increase	3114.00	3186.00	72.00
Lanaya Young	BS9974 00	Night Assistant	Minimum Wage Increase	1557.00	1593.00	36.00

Student Employment and NFE Non-Benefit Eligible (NFE2)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Laura Kramer	BE9273	00	Program Assistant I	TV001	09-JAN-18
Jake Lindfors	BG9998	00	GA Mens Basketball	TI002	21-JAN-18
Tyler Afdahl	BS9585	00	RC - Math tutor	TV012	21-DEC-17
Roxie Ahlbrecht	BE9160	00	Sanford Lab Science Presenter	TV013	21-FEB-18
Mialisoa Andriamanantena	BS9715	00	Library Clerk	TV012	21-DEC-17
Ai Asama	BS9587	00	Office Assistant	TV012	21-DEC-17
Ariel Aufdengarten	BW9975	00	Food Service Worker	TV012	21-DEC-17
Brittney Bell	BS9844	00	Peer Mentor	TV012	13-DEC-17
Halley Bentz	BS9554	00	Student Labor	TV012	21-FEB-18
Abigail Bertram	BS9844	00	Peer Mentor	TV012	13-DEC-17
Macallie Bettcher	BW9828	00	FWS Office Assistant	TV012	13-DEC-17
Hannah Bohlinger	BW9832	00	FWS Recycling	TV012	13-DEC-17
Ashlyn Bonnett	BW9822	00	Jacket Journal	TV012	21-NOV-17
Isobel Boreen	BW9869	00	Telecounselor	TV012	08-FEB-18
Bradley Branson	BW9683	00	Office Assistant	TV012	13-DEC-17
Halley Burrier	BS9997	00	Writing Center Consultant	TV012	06-FEB-18
Michaela Byrne	BS9844	00	Peer Mentor	TV012	13-DEC-17
Scott Carey	BW9990	00	Game Day Asst	TV012	13-DEC-17

Jesse Caron	BE9271 00	Admin Office Assitant	TV013	21-JAN-18
Diego Chacon Villacis	BS9987 00	Game Day Asst	TV012	21-JAN-18
Anthony Checchi	BW9823 00	FWS Research Assistant SONS	TV012	21-DEC-17
Katie Christy	BS9563 00	Student Sustainability Worker	TV012	21-DEC-17
Paula Clary	BE9158 00	Assistant Soccer Coach	TV013	21-DEC-17
Shawn DeWitt	BE9301 00	CAMSE FA17 ED661 Instructor	TV013	21-JAN-18
Allison Deal	BS9574 00	Math Mentor	TV012	13-DEC-17
Allison Deal	BW9708 0	SFS Office Assistant	TV012	20-DEC-17
Allison Deal	BW9708 00	SFS Office Assistant	TV012	13-DEC-17
Donald Decker	BS9945 00	Office Assistant	TV012	05-JAN-18
Lyric Delgarito	BW9975 00	Food Service Worker	TV012	21-DEC-17
Maxwell Dohman	BW9915 00	FWS Building Maintenance	TV012	13-DEC-17
Logan Dreier	BS9715 00	Library Clerk	TV012	21-NOV-17
Jackson Ehrlin	BS9715 00	Library Clerk	TV012	21-NOV-17
Cameron Fanning	BW9681 00	Technology assistant	TV012	21-FEB-18
Keyshawn Farmer	BS9543 00	Facilities Special Projects	TV012	21-DEC-17
Claire Fergusson	BS9587 00	Office Assistant	TV012	21-DEC-17
Michaela French	BS9844 00	Peer Mentor	TV012	13-DEC-17
Tori Fulton	BS9844 00	Peer Mentor	TV012	13-DEC-17
Landon Gallentine	BS9844 00	Peer Mentor	TV012	13-DEC-17
Janice Gbedemah	BS9811 01	ECON Tutor/MBA support staff	TV012	21-DEC-17
Isaac Grassel	BW9838 00	FWS Storekeeper Assistant	TV012	21-DEC-17
Wayne Gubka	BS9708 00	Student Admissions Assistant	TV012	21-DEC-17
Ann'D Hager	BS9844 00	Peer Mentor	TV012	13-DEC-17
Jacob Hart	BW9988 00	Parking Office	TV012	21-DEC-17
Amanda Hill	BS9580 00	Administratiave Office Support	TV012	21-DEC-17
Faith Hummel	BS9844 00	Peer Mentor	TV012	13-DEC-17
Kevin Isely	BW9718 01	FWS Library clerk	TV012	21-DEC-17
Alissa Iverson	BS9769 00	Undergraduate Research Fellow	TV012	21-NOV-17
Alissa Iverson	BS9997 00	WAC Assistant	TV012	21-DEC-17
Isaac Iverson	BS9587 00	Office Assistant	TV012	21-DEC-17
Colton Jacobs	BS9581 00	Technology Assistant	TV012	21-DEC-17
Brenden Johnson	BS9543 00	Facilities Special Projects	TV012	21-DEC-17
Anthony Johnston	BS9543 00	Facilities Special Projects	TV012	21-DEC-17
Emily Jons	BS9987 00	GDA - VB Mgr	TV012	21-DEC-17
Minayo Kawamura	BS9962 00	Operations Specialist	TV012	13-DEC-17
Karli Kilby	BS9844 00	Peer Mentor	TV012	13-DEC-17
Laura Kramer	BE9421 00	Temp PA1	TV013	21-FEB-18
Christopher Kreitzinger	BW9914 00	FWS Grounds Assistant	TV012	13-DEC-17
Alexis Krogman	BS9985 00	Parking Office	TV012	09-JAN-18
Austin Kusler	BS9910 00	Student Grounds Assistant	TV012	23-OCT-17
Joshua LaFountain	BS9968 00	Office Assistant	TV012	13-DEC-17
Joshua LaFountain	BW9683 00	Office Assistant	TV012	13-DEC-17
Kaylee Lamb	BS9997 00	Writing Center Consultant	TV012	21-DEC-17
Isaac Langi	BW9914 00	FWS Grounds Assistant	TV012	13-DEC-17
Kristi Laqua	BW9687 00	FWS Mail Services	TV012	30-NOV-17
Kasey Larson	BW9975 00	Food Service Worker	TV012	21-DEC-17
Benjamin Lewien	BE9591 00	Asst Football Coach	TV013	21-DEC-17
Guanxuan Liang	BS9581 00	Technology Assistant	TV012	21-DEC-17
Danielle Litaba	BS9835 00	Student Web Assistant	TV012	21-DEC-17
Fraser Malcolm	BS9715 00	Library Clerk	TV012	21-NOV-17
Ian Masters	BW9975 00	Food Service Worker	TV012	21-FEB-18
Angie McDonnell	BS9844 00	Peer Mentor	TV012	13-DEC-17
Clair McEnelly	BE9160 00	Sanford Lab Science Presenter	TV013	21-NOV-17
Clair McEnelly	BE9160 00	Sanford Lab Science Presenter	TV013	21-DEC-17
Clair McEnelly	BE9160 00	Sanford Lab Science Presenter	TV013	21-FEB-18
Patrick Mendes	BS9715 00	Library Clerk	TV012	21-NOV-17
Sierra Miles	BS9987 00	Game Day Asst	TV012	21-DEC-17
Maddison Miller	BW9687 00	FWS Mail Services	TV012	29-DEC-17
Dennis Morton	BS9580 00	Student Admin Support	TV012	21-DEC-17
Jeffrey Murray	BE9271 00	Science Tutor	TV013	21-DEC-17
Trisha Nelson	BS9564 00	Testing Assistant	TV012	21-DEC-17
Morghan Oleson	BS9706 00	Student Engagement Specialist	TV012	21-DEC-17
Timothy Palmer	BS9811 02	MIS Tutor - School of Business	TV012	21-DEC-17
Phydell Paris	BE9154 00	Temp Admissions Rep	TV013	21-FEB-18
Phydell Paris	BS9844 00	Peer Assistant	TV012	13-DEC-17
Chaein Park	BS9910 00	Student Grounds Assistant	TV012	13-DEC-17
Christel Peters	BS9835 00	Public Relations Intern	TV012	21-DEC-17

Christel Peters	BW9839	00	Public Relations Intern	TV012	13-DEC-17
Mitchell Pias	BS9543	00	Facilitites Special Projects	TV012	21-DEC-17
Courtney Pierce	BE9268	00	AEP Instructor	TV013	15-DEC-17
Liam Porter	BS9563	00	Student Sustainability Worker	TV012	21-DEC-17
Garrett Ravert	BW9914	00	FWS Grounds Assistant	TV012	13-DEC-17
Tahiry Razafimanjato	BS9828	00	Student Recycling	TV012	21-JAN-18
Dylan Reiners	BS9543	00	Facilities Special Projects	TV012	21-DEC-17
Brooke Richards	BS9715	00	Library Clerk	TV012	21-NOV-17
Brooke Richards	BS9715	00	Library Clerk	TV012	21-DEC-17
Trevor Richardson	BS9544	00	Student BH Food Hub	TV012	21-DEC-17
Trevor Richardson	BS9828	00	Student Recycling	TV012	21-DEC-17
Jade Roady	BW9869	00	Student Telecounselor	TV012	21-DEC-17
Sandrine Rudin	BS9563	00	Student Sustainability Worker	TV012	21-DEC-17
Robert Russell	BS9579	00	AEPP Tutor	TV012	21-DEC-17
Robert Russell	BS9587	00	Office Assistant	TV012	21-DEC-17
Andrea Schipper	BW9718	00	Library Clerk	TV012	21-DEC-17
Andrea Schipper	BW9719	00	Library Clerk Supv	TV012	21-DEC-17
Amanda Schwend	BW9828	00	FWS Office Assistant	TV012	13-DEC-17
Nathaniel Scott	BW9718	00	Library Clerk	TV012	21-DEC-17
Nathaniel Scott	BW9719	00	Library Clerk Supv	TV012	21-DEC-17
Abigail Siekmann	BG9998	00	GA - SID	TV012	15-FEB-18
Ryan Smith	BG9998	00	GA Football	TV012	31-JAN-18
Ryan Smith	BS9543	00	Facilities Special Projects	TV012	21-DEC-17
Skylar Smith	BS9579	00	AEPP Tutor	TV012	21-DEC-17
Heather Sohl	BS9574	00	Math Mentor	TV012	21-DEC-17
Joshua Staab	BS9574	00	Math Mentor	TV012	21-DEC-17
Judd Stewart	BS9543	00	Facilities Special Projects	TV012	21-DEC-17
Alyssa Strobels	BS9683	00	Student Mail Services	TV012	26-OCT-17
Jacqueline Stroup	BS9946	00	Archival Assistant	TV012	21-DEC-17
Samuel Suess	BS9811	01	Tutor STATS (BADM 321)	TV012	21-DEC-17
Tanner Tadra	BS9543	00	Facilities Special Projects	TV012	21-DEC-17
Joelle Thomas	BS9551	00	CAB-Exec Team Wknd Event Ofcr	TV012	21-DEC-17
Deborah Thorp	BE9160	00	Sanford Lab Science Presenter	TV013	21-DEC-17
Selena Tobacco	BW9975	00	Food Service Worker	TV012	21-DEC-17
Thomas Trimble	BS9769	00	Lab Technician for O-Chem Lab	TV012	21-DEC-17
Arthur Turner	BS9844	00	Peer Tutor - Physics	TV012	21-DEC-17
Arthur Turner	BW9998	00	Math Mentor	TV012	21-DEC-17
Nichole Walters	BS9814	00	Teammates Coordinator	TV012	21-DEC-17
Nichole Walters	BW9824	00	Office Assistant	TV012	21-DEC-17
Shengxiong Wang	BS9587	00	Office Assistant	TV012	21-DEC-17
Darian Warford	BS9543	00	Facilities Special Projects	TV012	21-DEC-17
Chaderick Warneke	BS9585	00	Tutor	TV012	21-DEC-17
Allen Wellman	BS9958	00	UG Tutor - Biol, Chem, Stats	TV012	21-DEC-17
Courtney Wilson	BS9844	00	Peer Tutor - Psychology	TV012	21-DEC-17
Katelyn Woten	BS9715	00	Student Library Clerk	TV012	21-JAN-18
Katelyn Woten	BS9811	00	Tutor - Accounting	TV012	21-DEC-17
Wepary Wourgou	BS9578	00	Student Labor	TV012	21-DEC-17
Seokhui Yun	BS9828	00	Student Recycling	TV012	21-DEC-17

Faculty Benefit Eligible (FAC1)  
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
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Amy Asunskis	BE9168	01	Teaching Overload Extension	Hire Temp Appointment	1050.00	22-NOV-17
Daniel Asunskis	BE9321	01	OL Chem 107	Overload for Teaching	1703.56	22-JAN-18
Daniel Asunskis	BE9321	02	Teaching Overload Extended	Hire Temp Appointment	2661.67	22-NOV-17
Daniel Asunskis	BE9816	01	SONS Summer Chair	Supplemental Appointment	3000.00	22-NOV-17
Stephen Babbitt	BE9978	06	Prof - MCOM 494	Supplemental Appointment	169.39	22-NOV-17
Michael Baum	BE9633	02	Asst. Prof Art 494	Supplemental Appointment	87.49	22-NOV-17
Michael Baum	BE9633	03	Overload Ruddell Gallery	Supplemental Appointment	1000.00	22-JAN-18
Adam Blackler	BE9740	01	Course Redesign	Hire Temp Appointment	1000.00	22-OCT-17
Adam Blackler	BE9740	02	Asst Prof Hist 492	Overload for Teaching	3951.00	22-JAN-18
Mary Caton-Rosser	BE9623	01	Course Redesign Work MCOM 151	Hire Temp Appointment	1000.00	22-JAN-18
Mary Caton-Rosser	BE9623	12	Asoc Prof MCOM 494	Supplemental Appointment	505.59	22-NOV-17
Scott Clarke	BE9922	01	course redesign work MCOM 151	Hire Temp Appointment	1000.00	22-JAN-18
William Cockrell	BE9223	01	Instr SOC 100	Overload for Teaching	3372.00	22-JAN-18
Laura Colmenero-Chilberg	BE9940	01	Prof PSYC 221	Overload for Teaching	5764.00	22-JAN-18

Jason Daniels	BE9951	01	Course Redesign	Hire Temp Appointment	1000.00	22-OCT-17
Nicholle Dragone	BE9669	01	Course Resign Work	Hire Temp Appointment	1000.00	22-NOV-17
Daniel Durben	BE9914	01	Professor of Physics - Overloa	Hire Temp Appointment	2617.80	22-NOV-17
Gina Gibson	BE9622	08	Ass Prof MCOM 494	Supplemental Appointment	123.63	22-NOV-17
Carrie Gray-Wood	BE9778	00	Instructor, Geography	Hire Temp Appointment	30000.00	22-JAN-18
Rachelle Greer	BE9426	02	SPCM 101 B291	Overload for Teaching	500.00	22-JAN-18
Christopher Hahn	BE9880	05	Asst Prof, Music 100 Online	Overload for Teaching	4076.00	22-JAN-18
Douglas Heltibridle	BE9427	01	Instructor - Math 102	Overload for Teaching	500.00	22-JAN-18
Du-lu Hsiao	BE9957	01	Asst. Professor Spanish	Overload for Teaching	2632.00	22-JAN-18
Vincent Hustad	BE9248	01	Biol Overload	Overload for Teaching	3360.00	22-JAN-18
Albert Juhrend	BE9838	07	Ass. Prof - THEA 494	Supplemental Appointment	142.96	22-NOV-17
Vincent King	BE9829	02	Prof WRTG 494	Supplemental Appointment	145.11	22-NOV-17
Faye LaDuke Pelster	BE9697	01	Paraprofessional Grant Duties	Overload for Teaching	4304.00	22-JAN-18
Faye LaDuke Pelster	BE9788	02	Principal Investigator/Grant	Supplemental Appointment	1385.31	22-DEC-17
Faye LaDuke Pelster	BE9788	03	Principal Investigator/Grant	Supplemental Appointment	5541.24	22-JAN-18
Barbara Looney	BE9314	01	Asst. Professor GS100	Overload for Teaching	2829.86	22-NOV-17
Urla Marcus	BE9402	01	Course Redesign Work	Hire Temp Appointment	1000.00	22-NOV-17
Urla Marcus	BE9402	01	Instr INED 411/511	Overload for Teaching	5504.00	22-JAN-18
Jerry Rawlings	BE9558	04	Asst Prof - MCOM 494	Supplemental Appointment	102.00	22-NOV-17
Nicole Royer	BE9944	01	Instr SOC 452	Overload for Teaching	3416.00	22-JAN-18

Faculty Benefit Eligible (FAC1)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Cheryl Anagnopoulos	BE9988	01	Professor PSYC 302 & 302L	TV013	21-DEC-17
Amy Asunskis	BE9168	01	Teaching Overload Extension	TV013	21-DEC-17
Amy Asunskis	BE9168	02	Chemistry Teaching Overload	TV013	21-DEC-17
Daniel Asunskis	BE9321	01	Chemistry Teaching Overload	TV013	21-DEC-17
Daniel Asunskis	BE9321	02	Teaching Overload Extended	TV013	21-DEC-17
Daniel Asunskis	BE9321	10	Chemistry Teaching Overload	TV013	21-DEC-17
Daniel Asunskis	BE9816	01	SONS Summer Chair	TV013	21-DEC-17
Stephen Babbitt	BE9978	06	Prof - MCOM 494	TV013	21-DEC-17
Michael Baum	BE9633	02	Asst. Prof Art 494	TV013	21-DEC-17
Michael Baum	BE9633	03	Overload Ruddell Gallery	TV013	21-FEB-18
Adam Blackler	BE9740	01	Course Redesign	TV013	21-NOV-17
Mary Caton-Rosser	BE9623	01	Course Redesign Work MCOM 151	TV013	21-FEB-18
Mary Caton-Rosser	BE9623	12	Asoc Prof MCOM 494	TV013	21-DEC-17
Eric Clapham	BE9680	01	Professor PSYC 202	TV013	21-DEC-17
Scott Clarke	BE9922	01	course redesign work MCOM 151	TV013	21-FEB-18
William Cockrell	BE9223	01	Instr PSYC 101	TV013	21-DEC-17
Jason Daniels	BE9951	01	Course Redesign	TV013	21-NOV-17
Jason Daniels	BE9951	02	Asst Prof History 121	TV013	21-DEC-17
John Dixon	BE9616	07	Teaching Overload Chemistry	TV013	21-DEC-17
Nicholle Dragone	BE9669	00	Asst Prof,Engl/Native Am Lit	TV009	21-FEB-18
Nicholle Dragone	BE9669	01	Course Resign Work	TV013	21-DEC-17
Daniel Durben	BE9914	01	Professor of Physics - Overloa	TV013	21-DEC-17
Brian Eberhard	BE9953	01	Asst Prof ED 748	TV013	21-DEC-17
Emilia Flint	BE9641	01	Assist Prof PSYC 101	TV013	21-DEC-17
Gina Gibson	BE9622	08	Ass Prof MCOM 494	TV013	21-DEC-17
Carrie Gray-Wood	BE9619	00	ADJ Instr - Geog 101,210,459	TV013	21-DEC-17
Rachelle Greer	BE9426	01	Instr SPCM 101	TV013	21-DEC-17
Rachelle Greer	BE9426	02	SPCM 101 B291	TV013	21-FEB-18
Douglas Heltibridle	BE9427	01	Instructor - Math 102	TV013	21-FEB-18
James Hess	BE9868	01	Professor PSYC 331	TV013	21-DEC-17
Du-lu Hsiao	BE9957	01	Asst. Professor Spanish	TV013	21-DEC-17
Albert Juhrend	BE9838	07	Ass. Prof - THEA 494	TV013	21-DEC-17
Vincent King	BE9829	02	Prof WRTG 494	TV013	21-DEC-17
Faye LaDuke Pelster	BE9788	02	Principal Investigator/Grant	TV013	21-JAN-18
Faye LaDuke Pelster	BE9788	04	Principal Investigator	TV013	21-NOV-17
Barbara Looney	BE9314	01	Asst. Professor GS100	TV013	21-DEC-17
Urla Marcus	BE9402	01	Course Redesign Work	TV013	21-DEC-17
Urla Marcus	BE9402	05	Instructor INED 411	TV013	21-DEC-17
Sandra Marker	BE9793	06	Teaching Overload Sustainabili	TV013	21-DEC-17
Kathleen Matthew	BE9841	01	Paraprofessional Grant Duties	TV013	21-DEC-17
Ronda Mehrer	BE9782	05	Instructor, Engl 101 - Online	TV013	21-DEC-17



Jerry Rawlings	BE9558 04	Asst Prof - MCOM 494	TV013	21-DEC-17
Nicole Royer	BE9944 01	Instr. SOC 100	TV013	21-DEC-17
Shane Sarver	BE9722 01	Professor-overload	TV013	21-DEC-17
Daniel Swenson	BE9882 02	Asst Prof Overload 2017FA	TV013	21-DEC-17

Faculty Non-Benefit Eligible (FAC2)  
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Dennis Aldinger	BE9619	01	Adj Inst Math 102/281	Hire Temp Appointment	3228.00	22-JAN-18
Kathryn Baum Fjelstad	BE9619	00	Adj Inst - Engl 101	Hire Temp Appointment	6456.00	22-JAN-18
Karel Bielstein	BE9484	00	Adj GEOL 201	Hire Temp Appointment	6456.00	22-JAN-18
Nicole Bisgaard	BE9619	00	Adj Inst - Math 102	Hire Temp Appointment	3228.00	22-JAN-18
Jeoffrey Bispham	BE9478	00	Adj Instr SLDR 775	Hire Temp Appointment	3951.00	22-JAN-18
Erica Bobby	BE9619	04	Adj Instructor -SPCM 101	Hire Temp Appointment	3228.00	22-JAN-18
Vanessa Braband	BE9484	00	Adjunct Instructor - Chemistry	Hire Temp Appointment	5268.00	22-OCT-17
Vanessa Braband	BE9484	00	Adj chem	Hire Temp Appointment	9219.00	22-JAN-18
Danielle Brady	BE9478	00	Adj Instr PSYC 101	Hire Temp Appointment	11853.00	22-JAN-18
Brianne Brasher	BE9619	00	Adj Instr - SPCM	Hire Temp Appointment	3228.00	22-JAN-18
Brianne Brasher	BE9619	01	Adj Inst - SPCM 101 B607	Hire Temp Appointment	3228.00	22-JAN-18
Elizabeth Breed	BE9478	00	Adj Instr ECE 328	Hire Temp Appointment	3228.00	22-JAN-18
Andrzej Buks	BE9484	00	ADJ INST BADM 407	Hire Temp Appointment	3228.00	22-JAN-18
James Castleberry	BE9478	00	Adj Instr SOC 201	Hire Temp Appointment	3951.00	22-JAN-18
Lana Christensen	BE9478	00	Adj Paraprof.Grant Duties	Hire Temp Appointment	4304.00	22-JAN-18
Lindsey Clouse	BE9619	01	Adj Instr Engl 101/201	Hire Temp Appointment	6456.00	22-JAN-18
Justin Conroy	BE9478	00	Adj Inst INED 411/511	Hire Temp Appointment	6456.00	22-JAN-18
Linda Corey	BE9478	00	Adj Instr Student Tchr Supervi	Hire Temp Appointment	5768.00	22-JAN-18
Janet DeCory	BE9619	00	Adj Emeritas - AIS 225	Hire Temp Appointment	3951.00	22-JAN-18
Stephen Digioia	BE9478	00	Adj Inst SOC 400/100	Hire Temp Appointment	1076.00	22-DEC-17
Stephen Digioia	BE9478	00	Adj Instr SOC 350/400	Hire Temp Appointment	6456.00	22-JAN-18
Stephen Digioia	BE9619	01	Adj Instructor - Pols 100 32	Hire Temp Appointment	9684.00	22-JAN-18
Clay Dykstra	BE9619	00	Adj Instructor- Art 350	Hire Temp Appointment	3228.00	22-JAN-18
Naomi Even-Aberle	BE9619	00	Adj Instr ARTH 121 / 111	Hire Temp Appointment	3228.00	22-JAN-18
Lisbeth Fayer	BE9484	00	Adj Biol	Hire Temp Appointment	15804.00	22-JAN-18
Jennifer Fischer	BE9619	01	Adj Instr Engl 033/101C	Hire Temp Appointment	6456.00	22-JAN-18
Megan Fixen	BE9484	00	Adjunct Instructor	Hire Temp Appointment	3951.00	22-JAN-18
Nicholas Flatley	BE9619	01	Adj Inst - ARTH 100 B603	Hire Temp Appointment	7902.00	22-JAN-18
Douglas Foley	BE9478	00	Adj Instr Studnt Tchr Supervis	Hire Temp Appointment	4328.00	22-JAN-18
Douglas Foley	BE9478	01	Adj Instr student tchr supervi	Hire Temp Appointment	723.00	22-OCT-17
Brian Gebhart	BE9619	00	Adj Instr - MCOM 220	Hire Temp Appointment	3228.00	22-JAN-18
Kayla Grams	BE9478	00	Adj Instr HMS 351	Hire Temp Appointment	6456.00	22-JAN-18
Charles Griffin	BE9478	00	Adj Inst SLDR 740	Hire Temp Appointment	3951.00	22-JAN-18
Karl Grimmelmann	BE9619	00	Adj Inst Mcom 305	Hire Temp Appointment	3228.00	22-JAN-18
Seth Harwood	BE9619	00	Adj Inst MCOM 450265/357	Hire Temp Appointment	12912.00	22-JAN-18
Erica Hastert	BE9619	01	Adj Instr Math 102 Online	Hire Temp Appointment	15804.00	22-JAN-18
Jennifer Hill	BE9619	00	Adj Instructor Hist 151	Hire Temp Appointment	3951.00	22-JAN-18
Thomas Hopewell	BE9478	00	Adj Inst SLDR 695	Hire Temp Appointment	3951.00	22-JAN-18
Michael Huxford	BE9478	00	Adj Instr PSYC 101	Hire Temp Appointment	3951.00	22-JAN-18
Brandyn Johnson	BE9619	01	Adj Inst - Engl 101/201/210	Hire Temp Appointment	11853.00	22-JAN-18
Mary Kwenda	BE9619	04	Adj Instr - GS 491/Engl 201	Hire Temp Appointment	6456.00	22-JAN-18
Jennifer Leberknight	BE9484	00	Adj Chem	Hire Temp Appointment	15804.00	22-JAN-18
Nancy Martin	BE9478	00	Adj Instr Student Tchr Supervi	Hire Temp Appointment	720.00	22-JAN-18
David Martinson	BE9619	00	Adj Instr Muap	Hire Temp Appointment	1075.00	22-JAN-18
Therese Maskulka	BE9484	00	Adjunct BADM 370 marketing	Hire Temp Appointment	3951.00	22-JAN-18
Shannon Maxwell	BE9478	00	Adj PSYC 368,451,452	Hire Temp Appointment	11853.00	22-JAN-18
Francey McOwen-Standart	BE9478	00	Adj Inst SOC 100	Hire Temp Appointment	6456.00	22-JAN-18
Jessica Miles	BE9619	02	Adj Instr - Engl 201/101C/	Hire Temp Appointment	12912.00	22-JAN-18
Lori Miller	BE9619	00	Adj Inst MUAP100,200,210,215	Hire Temp Appointment	5733.00	22-JAN-18
Tonya Mullaney	BE9478	00	Adj Inst SPED 100	Hire Temp Appointment	6456.00	22-JAN-18
Megan Nicolaisen	BE9619	00	Adj Instr MCOM 330	Hire Temp Appointment	3228.00	22-JAN-18
Stephen Parker	BE9619	00	Prof Emer Muap	Hire Temp Appointment	1314.00	22-JAN-18
Patricia Parks	BE9478	00	Adj Instr Studnt Tchr Supervis	Hire Temp Appointment	5768.00	22-JAN-18
Paul Peterson	BE9619	00	Adj Muap	Hire Temp Appointment	2150.00	22-JAN-18
Tifanie Petro	BE9478	00	Adj Inst HMS 200	Hire Temp Appointment	3228.00	22-JAN-18
Peter Ragnone	BE9619	02	Adj Inst - Phil 100/200	Hire Temp Appointment	6456.00	22-JAN-18
Jennifer Randle	BE9619	01	Adj Instr - Math 095	Hire Temp Appointment	3228.00	22-JAN-18
Mary Redmond	BE9478	00	Adj Instr Studnt Tchr Supervis	Hire Temp Appointment	4328.00	22-JAN-18

Beverly Running Bear	BE9619 00	ADJ Inst - AIS/LAKL 101	Hire Temp Appointment	4304.00	22-JAN-18
Elizabeth Scheetz	BE9484 00	Adj Inst Geol 201 lab	Hire Temp Appointment	1076.00	22-JAN-18
Natalie Scheidler	BE9619 01	Adj Instr Hist 151/152	Hire Temp Appointment	3951.00	22-JAN-18
Bernard Schuchmann	BE9484 04	Adjunct Instructor	Hire Temp Appointment	7902.00	22-JAN-18
Irina Sepsyakova	BE9619 00	Adj Instr-Russ 101	Hire Temp Appointment	5268.00	22-JAN-18
Katie Smirnova	BE9619 02	Adj Instr - Muap 150/350	Hire Temp Appointment	438.00	22-JAN-18
Jeffrey Smith	BE9478 00	Adj Inst SLDR 748	Hire Temp Appointment	3951.00	22-JAN-18
Victoria Sprague	BE9478 00	Adj Inst INED 411	Hire Temp Appointment	2421.00	22-JAN-18
Mato Standing High	BE9478 00	Adj Instr INED 411	Hire Temp Appointment	3228.00	22-JAN-18
Stacy Stefani	BE9301 00	CAMSE FA17 ED661 Instructor	Hire Temp Appointment	2183.69	22-NOV-17
Mitchell Stone	BE9619 02	Adj Inst Hist 121/322	Hire Temp Appointment	11853.00	22-JAN-18
Alicia Sutliff-Benusis	BE9619 02	Adj Instr Engl 210 & 222	Hire Temp Appointment	7902.00	22-JAN-18
LeAnn Vette	BE9478 00	Adj Instr Studnt Tchr Supervis	Hire Temp Appointment	720.00	22-JAN-18
Amber Waseen	BE9619 01	Adj - Muap 120/220	Hire Temp Appointment	1433.00	22-JAN-18
Amber Waseen	BE9619 02	Adj Instr - Mus 100/353	Hire Temp Appointment	8608.00	22-JAN-18
Randall Weiss	BE9619 00	Adj Instructor - Hist 151	Hire Temp Appointment	3228.00	22-JAN-18
Connie White	BE9478 00	Adj Instr Studnt Tchr Supervis	Hire Temp Appointment	5768.00	22-JAN-18
Edda Winkelman	BE9619 00	Adj Instr-Span 211	Hire Temp Appointment	3574.00	22-JAN-18
Annie Woodle	BE9619 00	Adj Instr-MCOM 151	Hire Temp Appointment	3228.00	22-JAN-18
Paul Young	BE9484 00	ADJ INST Biol 121, Biol 286	Hire Temp Appointment	6456.00	22-JAN-18
David Zanton	BE9478 00	Adj Instr SPED 460	Hire Temp Appointment	4304.00	22-JAN-18
Betty Zehfus	BE9484 00	Adj Chem	Hire Temp Appointment	8608.00	22-JAN-18

Faculty Non-Benefit Eligible (FAC2)  
Temporary Salary Adjustments(ST)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Erica Bobby	NE9974 00		OCE-SPCM 101 N803T	Shared Employee Agreement	3231.00		3877.20	7108.20
Erica Bobby	NE9974 01		OCE-SPCM101 - N804T	Shared Employee Agreement	3231.00		3877.20	7108.20

Faculty Non-Benefit Eligible (FAC2)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Kathryn Baum Fjelstad	BE9619 00		Adj Inst - Engl 101	TV013	21-DEC-17
John Betterson	BE9478 00		Adj Instr SLDR 728	TV013	21-DEC-17
Karel Bielstein	BE9484 01		Adj. Instructor GEOL 203/203L	TV013	21-DEC-17
Nicole Bisgaard	BE9619 00		Adj Inst - Math 102	TV013	21-DEC-17
Jeoffrey Bispham	BE9478 00		Adj instr SLDR 752	TV013	21-DEC-17
Erica Bobby	BE9619 03		Adj Inst - SPCM 101	TV013	21-DEC-17
Vanessa Braband	BE9484 00		Adjunct Instructor - Chemistry	TV013	21-DEC-17
Danielle Brady	BE9478 00		Adj Instr PSYC 101	TV013	21-DEC-17
Elizabeth Breed	BE9478 00		Adj Instr ECE 328	TV013	21-DEC-17
James Castleberry	BE9478 00		Adj Instr SOC 100,440	TV013	21-DEC-17
Jonathan Clinton	BE9478 00		Adj Instr SPED 410	TV013	21-DEC-17
Lindsey Clouse	BE9619 00		Adj Instr Hum 100/Engl 101/201	TV013	21-DEC-17
Justin Conroy	BE9478 01		Adj Instr INED 411/511	TV013	21-DEC-17
Linda Corey	BE9478 00		Adj Instr-student tchr supervi	TV013	21-DEC-17
Stephen Digioia	BE9478 00		Adj Inst SOC 400/100	TV013	21-JAN-18
Stephen Digioia	BE9478 02		Adj Instr SOC 400	TV013	21-DEC-17
Stephen Digioia	BE9619 01		Adj Instructor - Pols 100	TV013	21-DEC-17
Carol Duncan	BE9619 00		Adj Instr - Engl 101 -	TV013	21-DEC-17
Clay Dykstra	BE9619 00		Adj Instructor- Art 350	TV013	21-DEC-17
Naomi Even-Aberle	BE9619 00		Adj Instr ARTH 121 / 111	TV013	21-DEC-17
Jennifer Fischer	BE9619 00		Adj Inst Engl 101C/033	TV013	21-DEC-17
Nicholas Flatley	BE9619 00		Adj Inst - ARTH 100	TV013	21-DEC-17
Douglas Foley	BE9478 00		Adj Inst-student tchr supervis	TV013	21-DEC-17
Douglas Foley	BE9478 01		Adj Instr student tchr supervi	TV013	21-JAN-18
Ashley Galletta	BE9478 01		Adj Instr SPED 420	TV013	21-DEC-17
Kayla Grams	BE9478 00		Adj Instr SOC 100	TV013	21-DEC-17
Roger Hanzlik	BE9478 00		Adj Instr SOC 150	TV013	21-DEC-17
Seth Harwood	BE9619 00		Adj Inst MCOM 450265/357	TV013	21-DEC-17
Erica Hastert	BE9619 00		Adj Instructor Math 102	TV013	21-DEC-17
Jennifer Hill	BE9619 00		Adj Instructor	TV013	21-DEC-17
Thomas Hopewell	BE9478 00		Adj Instr ED 624, 728	TV013	21-DEC-17

Michael Hummel	BE9478	00	Adj Instr SLDR 710	TV013	21-DEC-17
Michael Huxford	BE9478	00	Adj Instr PSYC 101, 368	TV013	21-DEC-17
Donna Job	BE9478	00	Adj Instr READ 041	TV013	21-DEC-17
Brandyn Johnson	BE9619	01	Adj Instr - Engl 101/201/210	TV013	21-DEC-17
Sheri Keck	BE9478	00	Adj Instr PE 201	TV013	21-DEC-17
Bernice Krambeck	BE9619	00	Adj Instr-Engl 210/101	TV013	21-DEC-17
Mary Kwenda	BE9619	03	Adj Instr- Engl 201/101/491/10	TV013	21-DEC-17
Jennifer Leberknight	ME9634	00	Lecturer	TV013	21-DEC-17
Nora Leinen	BE9619	00	Adj Instr GS 100	TV013	21-DEC-17
Heidi Linnngren	BE9619	00	Adj Instr Pols	TV013	21-DEC-17
David Martinson	BE9619	00	Adj Instr Muap 120/220	TV013	21-DEC-17
Shannon Maxwell	BE9478	00	Adj Instr PSYC 452	TV013	21-DEC-17
Francey McOwen-Standart	BE9478	00	Adj Instr Soc 100/HMS 200	TV013	21-DEC-17
Jessica Miles	BE9619	02	Adj Instr - Engl 201/101C/	TV013	21-DEC-17
Lori Miller	BE9619	00	Adj Instr MUAP100,200,210,215	TV013	21-DEC-17
Phillip Mize	BE9619	00	Adj Instr Math 095	TV013	21-DEC-17
Tonya Mullaney	BE9478	00	Adj Instr SPED 100	TV013	21-DEC-17
Jodi Oliver	BE9619	00	Adj Instr Mcom 151	TV013	21-DEC-17
Patricia Parks	BE9478	00	Adj Instr-student tchr supervi	TV013	21-DEC-17
Paul Peterson	BE9619	00	Adj Instr Muap 105/150/250	TV013	21-DEC-17
Angela Phillips	BE9619	00	Adj Fac - Engl 201	TV013	21-DEC-17
Peter Ragnone	BE9619	00	Adj Instructor - Phil 100/200	TV013	21-DEC-17
Peter Ragnone	UE7056	02	Adjunct Instructor	TV013	21-DEC-17
Jennifer Randle	BE9619	00	Adj Instr - Math 095	TV013	21-DEC-17
Ronald Randle	BE9619	00	Adj Instr - Geog 210, 100	TV013	21-DEC-17
Mary Redmond	BE9478	00	Adj Instr-student tchr supervi	TV013	21-DEC-17
Beverly Running Bear	BE9619	00	ADJ Instr - AIS/LAKL 101	TV013	21-DEC-17
Elizabeth Scheetz	BE9484	05	Adjunct GEOL 203 and 203L (5cr	TV013	21-DEC-17
Natalie Scheidler	BE9619	01	Adj Instr Hist 151/152	TV013	21-DEC-17
Bernard Schuchmann	BE9484	01	Adj. BADM 350 B206 (30)	TV013	21-DEC-17
Katie Smirnova	BE9619	01	Adj Instr - Mus 377	TV013	21-DEC-17
Katie Smirnova	BE9619	02	Adj Instr - Muap 150/350	TV013	21-DEC-17
Katie Smirnova	UE7417	00	NMM Live Performance	TV013	21-FEB-18
Donovin Sprague	BE9603	02	Adj Instr-Ais/Hist251 & 257	TV013	21-DEC-17
Victoria Sprague	BE9618	00	Assistant Director, CAIS	TV009	21-FEB-18
Mato Standing High	BE9478	00	Adj Instr INED411	TV013	21-DEC-17
Stacy Stefani	BE9301	00	CAMSE FA17 ED661 Instructor	TV013	21-DEC-17
Mitchell Stone	BE9619	01	Adj Instr Hist 122/327/480	TV013	21-DEC-17
Alicia Sutliff-Benusis	BE9619	01	Adj. Instr- Engl 221 & 248	TV013	21-DEC-17
Scott Tubbs	BE9619	00	Adj Instr - Hist 151/152	TV013	21-DEC-17
Mary VerHelst	BE9484	00	Adj. Phys 185 & Phys 185L (6cr	TV013	21-DEC-17
LeAnn Vette	BE9478	00	Adj Inst-student tchr supervis	TV013	21-DEC-17
Amber Waseen	BE9619	01	Adj - Muap 120/220	TV013	21-DEC-17
Amber Waseen	BE9619	02	Adj Instr - Mus 100/353	TV013	21-DEC-17
Connie White	BE9478	00	Adj Inst-student tchr supervi	TV013	21-DEC-17
Amber Wilde	BE9478	00	Adj Instr LIBM 421	TV013	21-DEC-17
Edda Winkelman	BE9619	00	Adj Instr-Span 211	TV013	21-DEC-17
Sarah Wolff	BE9619	00	Adj Instr Anth 210	TV013	21-DEC-17
Paul Young	BE9484	02	Adjunct BIOL 123 B001	TV013	21-DEC-17
David Zanton	BE9478	01	Adj Instr SPED 460	TV013	21-DEC-17
Betty Zehfus	BE9484	01	Adj Instr. CHEM 112L B001/2/3	TV013	21-DEC-17

## ECLS 45 Volunteers

Banner ID	Name	Department	Institution
A00210185	Patrick Hunter	College of Business & Nat Sciences	BHSU
A00135481	Maria Montoya Mairena	College of Business & Nat Sciences	BHSU
A00183931	Travis Bieber	College of Ed and Behavior Sciences	BHSU
A00222759	Tatianne Clarke	Food Services	BHSU
A00180203	Dylan Hanson	Intercolleg Athletics	BHSU
A00225058	Betsy Hu	International Studies	BHSU
A00225059	Jambalmaa Khainzan	International Studies	BHSU
A00211002	Nicole Beicht	School of Behavioral Sciences	BHSU
A00186167	John Bohlinger	School of Behavioral Sciences	BHSU
A00055287	Katie Wiedrich	School of Behavioral Sciences	BHSU
A00209349	Allysa Burggraff	School of Natural Sciences	BHSU

P2RNJOB

South Dakota Board of Regents  
BOR Routine  
Date Range: 22-OCT-17 thru 21-FEB-18  
For : DSU

03/07/2018 08:47:46

Ver: 072011.28a

Career Service Benefit Eligible (CSA1)  
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Darla Anderson	DE9832	00	Financial Assistant	Appointment	36669.69	06-NOV-17
Heather Beaner	DE9492	00	Bookstore Associate	Appointment	30596.21	19-NOV-17
Kenneth Carlson	DE9752	00	Facility Worker - Emry Hall	Appointment	25500.31	13-NOV-17
Kaiden Corkill	DE9484	00	Communications Network Spec	Appointment	43512.76	05-DEC-17
Larissa Durkin	DE9477	00	Temp - Program Assistant I	Appointment	32759.37	12-FEB-18
Hunter Hermes	DE9756	00	Facility Worker-Heston Hall	Appointment	25500.31	18-DEC-17
Sharon Johnson	DE9510	00	Print Shop Assistant	Appointment	25999.50	02-JAN-18
Marie Millage	DE9798	00	Financial Program Assist	Appointment	35359.32	22-JAN-18
Jeffrey Mott	DE9736	00	Grounds Keeper	Appointment	27455.47	22-JAN-18
Rose O'Brien	DE9487	00	Recruitment Comm & Visit Coord	Appointment	32759.37	03-JAN-18
Jennifer Ries	DE9565	00	BOR HR Generalist II	Appointment	37626.48	01-NOV-17
Raymond Wagner	DE9479	00	Senior Building Maint Worker	Appointment	35359.32	22-JAN-18
Richard Wise	DE9754	00	Facility Worker - Richardson	Appointment	25500.31	05-FEB-18

Career Service Benefit Eligible (CSA1)  
Permanent Salary Adjustment(SP)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Lora Ersland	DE9822	01	Student Banner Project	Sal Adj-Unusual Circumstance	8000.04			
Virginia Hazlewood-Gaylor	DE9526	00	Senior Secretary	Sal Adj to 5% Range at 6 mo	28162.66	29577.03	1414.37	
Suraj Mahat	DE9524	00	Web Developer	Sal Adj-Unusual Circumstance	39269.64	44511.14	5241.50	
John McNary	DE9819	00	Information Tech Specialist	Title Change	69836.00	69836.00	0.00	
John McNary	DE9819	01	Student Banner Project	Sal Adj-Unusual Circumstance	5000.04			
Nancy Presuhn	DE9778	00	Program Assistant I	Reclassification	33645.74	35983.31	2337.57	
Tyler Steele	DE9768	00	Multimedia Specialist	Sal Adj-Unusual Circumstance	41349.86	45509.52	4159.66	
Jordan Stewart	DE9571	00	Lead Support Desk	Sal Adj-Unusual Circumstance	41338.17	44511.14	3172.97	
Shannon Vostad	DE9787	00	Program Assistant I	Reclassification	33645.75	35983.31	2337.56	

Career Service Benefit Eligible (CSA1)  
Temporary Salary Adjustments(ST)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Ashley Jensen	DE9687	00	Senior Accountant	Temporary Additional Duties	47595.32		594.93	48190.25
Kandy Lurz	DE9557	00	BOR HR Generalist I	Temporary Additional Duties	17085.82		854.29	17940.1
Amy Townsend	DE9644	00	Program Assistant I	Temporary Additional Duties	36438.32		1093.15	37531.47

Career Service Benefit Eligible (CSA1)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Heather Beaner	DE9798	00	Accounting Assistant	SA017	18-NOV-17
Kristin Hildebrandt	DE9668	00	Senior Secretary	TV001	08-NOV-17
Jeffrey Mott	DE9754	00	Facility Worker - Richardson	SA017	21-JAN-18
David Pauley	DE9741	00	Facility Worker-Kennedy Center	TV001	21-FEB-18
Kaiden Corkill	DS8956	00	SL-Networking Assistant	TV012	04-DEC-17

Career Service Non-Benefit Eligible (CSA2) Appointments(AA)					
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal. Effective Date
Aaron Klimes	DS8989	00	Auxiliary Events Tech Support	Hire Temp Appointment	444.00 01-DEC-17

Career Service Non-Benefit Eligible (CSA2) Terminated					
Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Aaron Klimes	DS8989	00	Auxiliary Events Tech Support	TV013	03-DEC-17

Non-Faculty Benefit Eligible (NFE1) (NFE1) Appointments(AA)					
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal. Effective Date
Ryan Conrad	DE9472	00	Assistant Football Coach	Appointment	12325.00 05-FEB-18
Ryan Conrad	DE9474	00	Assistant Track Coach	Appointment	12325.00 05-FEB-18
Dennis Cooper	DE9491	00	Athletic Event Staff	Hire Temp Appointment	3200.00 27-OCT-17
Kathleen Engbrecht	DE9676	01	Instructor - FY18 Overload	Overload for Teaching	4223.60 22-JAN-18
Kacie Fodness	DE9493	00	Musician at Gala	Hire Temp Appointment	100.00 22-JAN-18
Cody Foreman	DE9491	01	Events Manager	Hire Temp Appointment	14000.00 04-NOV-17
Cody Foreman	DE9491	02	Events Manager	Hire Temp Appointment	700.00 14-NOV-17
Milton Glover	DE9491	00	Athletic Event Staff	Hire Temp Appointment	3200.00 27-OCT-17
Carrie Graves-Warden	DE9489	00	Academic Advisor	Appointment	46000.00 12-FEB-18
Dana Hoff	DE9499	00	Professional Advising Coach	Appointment	40000.00 30-OCT-17
Taylor Hunt	DE9473	00	Assist Strength/Cond Coach	Appointment	24650.00 12-FEB-18
Nicholas Huntimer	DE9935	01	Official for MBB JV	Supplemental Appointment	100.00 22-DEC-17
Ceanna Larson	DE9491	00	Athletic Event Staff	Hire Temp Appointment	2800.00 22-OCT-17
Corbett Miller	DE9491	00	Athletic Event Staff	Hire Temp Appointment	3200.00 27-OCT-17
Corbett Miller	DE9848	00	Adjunct Instructor	Hire Temp Appointment	1076.00 22-JAN-18
David Overby	DE9666	00	Adjunct Instructor	Hire Temp Appointment	3228.00 22-JAN-18
Deanna Robinson	DE9802	00	Admissions Specialist	Appointment	35000.00 08-JAN-18
Jack Thompson	DE9558	01	Jump Start Advisor	Appointment	20750.00 22-JAN-18
Jack Thompson	DE9969	00	Diversity/Inclusion Coord	Appointment	20750.00 22-JAN-18
Jayne Valnes	DE9488	00	Research Compliance Manager	Appointment	45000.00 01-FEB-18

Non-Faculty Benefit Eligible (NFE1) (NFE1) Permanent Salary Adjustment(SP)							
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff. New Adj.
Kathryn Callies	DE9983	01	Student Banner Project	Sal Adj-Unusual Circumstance	3000.00		
Amy Crissinger	DE9647	01	Student Banner Project	Sal Adj-Unusual Circumstance	3000.00		
Amy Dockendorf	DE9979	01	Student Banner Project	Sal Adj-Unusual Circumstance	5000.00		
Kathleen Engbrecht	DE9677	01	Student Banner Project	Sal Adj-Unusual Circumstance	3000.00		
Alicia Entringer	DE9497	01	Student Banner Project	Sal Adj-Unusual Circumstance	3000.00		
Melinda Fedeler	DE9591	01	Student Banner Project	Sal Adj-Unusual Circumstance	3000.00		
Denise Grayson	DE9976	01	Student Banner Project	Sal Adj-Unusual Circumstance	5000.00		
Marilyn Halgerson	DE9589	01	Student Banner Project	Sal Adj-Unusual Circumstance	5000.00		
Kati Larsen	DE9530	00	Academic Advisor	Change Salary Rate/Pay Grade	35983.31	40500.00	4516.69
Annette Miller	DE9460	00	State Authorization Coord.	Reclassification	43000.00	43000.00	0.00
Annette Miller	DE9630	00	Program Assistant I	Reclassification	23501.04	33477.79	9976.75

Non-Faculty Benefit Eligible (NFE1) (NFE1) Temporary Salary Adjustments(ST)							
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff. New Adj.
Peter Hoesing	QE9294	00	Adjunct Assist Professor	Shared Employee Agreement	583.33		1166.66 1749.99
Michael Larsen	DE9956	00	Assistant Men's BBall Coach	Temporary Additional Duties	28965.00		789.95 29754.95
Kristi Voss	DE9829	00	Assistant Controller	Temporary Additional Duties	56203.00		702.54 56905.54

Non-Faculty Benefit Eligible (NFE1) (NFE1)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
John Johnston	DE9978	01	VP for Institutional Advance	TV001	21-FEB-18
Jack Thompson	DE9558	00	JUMP Start Advisor	SA011	21-JAN-18
Ryan Conrad	BG9998	00	GA Football	TV012	04-FEB-18
Dennis Cooper	DE9491	00	Athletic Event Staff	TV013	05-FEB-18
Dennis Cooper	DE9959	00	Assistant Football Coach	TV009	05-FEB-18
Mark Edwards	DE9969	00	Diversity Coordinator	TD000	21-NOV-17
Kacie Fodness	DE9493	00	Musician at Gala	TV013	21-FEB-18
Rachel Fricke	DE9491	01	Assistant Game Administrator	TV013	18-NOV-17
Milton Glover	DE9491	01	Athletic Event Staff	TV013	09-JAN-18
Peter Hoesing	QE9294	00	Adjunct Assist Professor	TV013	21-FEB-18
Nicholas Huntimer	DE9935	01	Official for MBB JV	TV013	21-JAN-18
Michael Larsen	DE9519	00	Adjunct Instructor	TV013	21-DEC-17
David Overby	DE9666	00	Adjunct Instructor	TV013	21-DEC-17
Matthew Stone	DE9850	00	Adj Instructor A&S	TV013	21-DEC-17

Student Employment and NFE Non-Benefit Eligible (NFE2)  
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Adeshina Adebowale	DG9983	00	Graduate Research Assis-MSIA	Hire Temp Appointment	7404.00	22-JAN-18
Carrie Ahern	DE9471	00	Instit Research/Data Spec	Hire Temp Appointment	8017.80	19-FEB-18
Holly Anderson	UE8432	00	Macklemore Security	Hire Temp Appointment	25.00	22-OCT-17
Haley Asimakopoulous	DS8927	00	Holiday Break RA	Hire Temp Appointment	200.00	22-NOV-17
Taylor Balling	DS8981	00	Student Labor - Phonathon	Hire Temp Appointment	1416.00	07-FEB-18
Ethelle Bean	DS8955	00	ADA Assistant	Hire Temp Appointment	1770.00	08-JAN-18
Samantha Beinlich	DS8917	01	Senior Resident Assistant	Hire Temp Appointment	833.34	22-NOV-17
Samantha Beinlich	DS8927	00	Holiday Break RA	Hire Temp Appointment	200.00	22-NOV-17
Brett Blackstock	DS8910	00	SL-Learning Assist (Title III)	Hire Temp Appointment	1860.00	08-JAN-18
Jovana Bogdanovic	DG9981	00	Graduate Admin Assistant-MSACS	Hire Temp Appointment	7404.00	22-JAN-18
Sydney Borer	DS8955	00	Student Labor-ADA	Hire Temp Appointment	1770.00	12-JAN-18
Hunter Brindley	DG9983	00	Graduate Research Assis-MSIA	Hire Temp Appointment	7404.00	22-JAN-18
Linda Brozik	DE9493	00	NFE Temp Assistant	Hire Temp Appointment	4307.20	22-JAN-18
Richard Brubakken	DE9541	00	Student Teaching Supervisor	Hire Temp Appointment	5625.00	03-JAN-18
Rachel Bruntz	DE9555	00	Theater Assistant	Hire Temp Appointment	692.00	17-NOV-17
Rachel Bruntz	DS8917	00	Student-Resident Assistant	Hire Temp Appointment	70.00	22-OCT-17
Andrea Bryant	DS8976	00	Student Labor-Trojan Times	Hire Temp Appointment	600.00	22-JAN-18
Tri Bui	DS8934	00	NSF Cyber Student Researcher	Hire Temp Appointment	2460.00	08-JAN-18
Tri Bui	DS8961	00	Student Labor-Tutor	Hire Temp Appointment	1770.00	10-JAN-18
Alec Bultje	DW9993	00	Work Study-Community Cntr	Hire Temp Appointment	1300.00	08-JAN-18
Derrick Burkhardt	DE9555	00	Theater Assistant	Hire Temp Appointment	692.00	17-NOV-17
Nelly Burkitt	DE9555	00	Theater Assistant	Hire Temp Appointment	692.00	17-NOV-17
Dale Butler	DE9555	00	Theater Assistant	Hire Temp Appointment	692.00	18-NOV-17
Dale Butler	DS8991	00	Student Labor-Drama	Hire Temp Appointment	1416.00	22-JAN-18
Bethany Cable	DE9555	00	Theater Assistant	Hire Temp Appointment	692.00	17-NOV-17
Joel Carmona-Rojas	DE9555	00	Theater Assistant	Hire Temp Appointment	692.00	17-NOV-17
Joel Carmona-Rojas	DS8918	00	Student Labor - DSU Live	Hire Temp Appointment	1770.00	17-JAN-18
Michael Cleveland	DW9996	00	Work Study-BIS	Hire Temp Appointment	1300.00	08-JAN-18
Drew Concha	DW9991	00	Work Study-ITS Help Desk	Hire Temp Appointment	2600.00	25-OCT-17
Kasey Cookman	DS8990	00	Student Labor-Intramurals	Hire Temp Appointment	1416.00	23-JAN-18
Kristene Daugaard	DW9972	00	Work Study-America Reads	Hire Temp Appointment	2600.00	23-OCT-17
Alexsiy Davidyuk	DS8913	00	Student Labor-Beacom College	Hire Temp Appointment	2060.00	16-JAN-18
Roger DeGroot	DE9541	00	Student Teaching Supervisor	Hire Temp Appointment	6750.00	02-JAN-18
James Drew	UE8432	00	Macklemore Security	Hire Temp Appointment	25.00	22-OCT-17
Michael Dundas	DS8934	00	NSF Cyber Student Researcher	Hire Temp Appointment	2460.00	08-JAN-18
Alyssa Eining	DW9973	00	Work Study-Student Services	Hire Temp Appointment	1300.00	18-JAN-18
Brady Elder	DS8990	00	Student Labor-Intramurals	Hire Temp Appointment	1416.00	13-FEB-18
Whitney Ellwanger	DE9555	00	Theater Assistant	Hire Temp Appointment	692.00	17-NOV-17
Molly Elwood	DE9555	00	Theater Assistant	Hire Temp Appointment	692.00	17-NOV-17
Martin Erck	DW9980	00	Work Study-Natural Sciences	Hire Temp Appointment	2600.00	23-OCT-17
Patricia Ersland	DE9541	00	Student Teaching Supervisor	Hire Temp Appointment	1125.00	03-JAN-18
Seth Fleming	DS8976	00	Student Labor-Trojan Times	Hire Temp Appointment	425.00	22-JAN-18
Lee Flowers	DW9997	00	Work Study-Athletics	Hire Temp Appointment	1300.00	12-JAN-18

Connor Ford	DS8955	00	Student Labor-ADA	Hire	Temp	Appointment	1416.00	20-FEB-18
Kennedi Ford	DS8909	00	SL-SI Leaders (Tittle III)	Hire	Temp	Appointment	1860.00	08-JAN-18
Patrick Gallo	DS8908	00	Student Labor-DSU Strong	Hire	Temp	Appointment	1860.00	08-JAN-18
Dravin Gardner	DS8927	00	Holiday Break RA	Hire	Temp	Appointment	200.00	22-NOV-17
Michael Garippo	DS8956	00	Junior Network Assistant	Hire	Temp	Appointment	2592.00	02-JAN-18
Michael Garry	DS8909	00	Student Labor - DSU Strong	Hire	Temp	Appointment	1860.00	19-JAN-18
Narayana Murthy Rahul Grandhi	DS8912	00	Graduate Student Labor	Hire	Temp	Appointment	2420.00	22-DEC-17
Dylan Griffith	DS8918	00	Student Labor - DSU Live	Hire	Temp	Appointment	1416.00	17-JAN-18
Charlotte Groce	DE9541	00	Student Teaching Supervisor	Hire	Temp	Appointment	6750.00	02-JAN-18
Brooke Gronli	DS8949	00	Student Labor-Library	Hire	Temp	Appointment	1770.00	08-JAN-18
Rachel Groth	DS8913	00	CGD Research/Maint/Marketing	Hire	Temp	Appointment	1808.00	14-FEB-18
Rachel Groth	DS8955	00	Student Labor-ADA	Hire	Temp	Appointment	1770.00	10-JAN-18
Shirley Haar	DE9541	00	Student Teaching Supervisor	Hire	Temp	Appointment	13500.00	02-JAN-18
Shirley Haar	DE9541	01	Student Teaching Practicum	Hire	Temp	Appointment	498.00	02-JAN-18
Laura Haberman	DE9541	00	Student Teaching Supervisor	Hire	Temp	Appointment	1125.00	29-JAN-18
Danica Hahn	DS8913	00	Student Labor-Beacom College	Hire	Temp	Appointment	2060.00	16-JAN-18
Aoun Haider	DG9984	00	Grad Research Assistant-MSA	Hire	Temp	Appointment	7404.00	22-JAN-18
Alicia Hanson	DS8913	00	Student Labor-Beacom College	Hire	Temp	Appointment	2060.00	16-JAN-18
Joshua Heesch	DS8917	00	Student-Resident Assistant	Hire	Temp	Appointment	70.00	22-OCT-17
Joshua Hidalgo	DE9555	00	Theater Assistant	Hire	Temp	Appointment	692.00	18-NOV-17
Kathy Jensen	DS8961	00	Labor-Tutor	Hire	Temp	Appointment	1416.00	30-JAN-18
Riley Johnson	DS8934	00	NSF Cyber Student Researcher	Hire	Temp	Appointment	2460.00	08-JAN-18
Terry Jones	DS8981	00	Student Labor - Phonathon	Hire	Temp	Appointment	1062.00	24-JAN-18
Marissa Jongeling	DS8957	00	Student Proctor	Hire	Temp	Appointment	1416.00	22-JAN-18
Justin Jungemann	DS8918	00	Student Labor - DSU Live	Hire	Temp	Appointment	1770.00	17-JAN-18
Hope Juntunen	DS8910	00	SL-Learning Assist (Title III)	Hire	Temp	Appointment	1860.00	08-JAN-18
Hope Juntunen	DS8955	00	Student Labor-ADA	Hire	Temp	Appointment	1770.00	18-JAN-18
Bigyan Khanal	DG9984	00	Grad Research Assistant-MSA	Hire	Temp	Appointment	7404.00	22-JAN-18
Elizabeth Klett	DS8976	00	Student Labor-Trojan Times	Hire	Temp	Appointment	425.00	22-JAN-18
Kendra Klumb	DS8951	00	Student Labor - Success Center	Hire	Temp	Appointment	1770.00	08-JAN-18
Isaac Kortan	DW9993	00	Work Study-Community Cntr	Hire	Temp	Appointment	2000.00	09-NOV-17
Morgan Krein	DS8990	00	Student Labor-Intramurals	Hire	Temp	Appointment	1416.00	22-JAN-18
Daniel Kruse	DE9541	00	Student Teaching Supervisor	Hire	Temp	Appointment	1125.00	02-JAN-18
Arica Kulm	DG9980	00	Graduate Admin Assistant-MSIA	Hire	Temp	Appointment	7404.00	22-JAN-18
Arun Lamichhane	DG9998	00	Graduate Research Assist-MSIS	Hire	Temp	Appointment	7404.00	22-JAN-18
Thomas Lange	DS8913	00	Cyber Security Researcher	Hire	Temp	Appointment	2460.00	08-JAN-18
Obatola Layiwola	DS8926	00	Student Labor - CAHIT	Hire	Temp	Appointment	2076.00	05-DEC-17
Nathan Lietha	DS8934	00	Application Developer	Hire	Temp	Appointment	1968.00	22-JAN-18
Taylor Logue	DS8910	00	SL-Learning Assist (Title III)	Hire	Temp	Appointment	1860.00	08-JAN-18
Reno Longe	DW9981	00	Work Study-Library	Hire	Temp	Appointment	2600.00	13-NOV-17
Kaysea Luna	DW9977	00	Work Study-Physical Plant	Hire	Temp	Appointment	2600.00	24-OCT-17
Samantha Luze	DG9997	00	Grad Admin Assist-MSET-Sport	Hire	Temp	Appointment	7404.00	22-JAN-18
Rebecca Lyall	DE9476	00	Temp Counseling Intern	Hire	Temp	Appointment	5600.00	22-DEC-17
Robert Malick	DS8918	00	Student Labor - DSU Live	Hire	Temp	Appointment	1770.00	17-JAN-18
Ryan Marnette	DW9990	00	Work Study-Extended Programs	Hire	Temp	Appointment	1300.00	24-JAN-18
Victoria Martin	DS8976	00	Student Labor-Trojan Times	Hire	Temp	Appointment	650.00	22-JAN-18
Michael McKee	DW9991	00	Work Study-ITS Help Desk	Hire	Temp	Appointment	1300.00	08-JAN-18
Jack Meixell	DW9977	00	Work Study-Physical Plant	Hire	Temp	Appointment	1300.00	05-FEB-18
Kayla Mentele	DS8910	00	Learning Assist-Writing Center	Hire	Temp	Appointment	1820.00	08-JAN-18
Nancy Moose	DS8955	00	ADA Assistant	Hire	Temp	Appointment	1770.00	08-JAN-18
Roger Moose	DS8955	00	ADA Assistant	Hire	Temp	Appointment	1770.00	08-JAN-18
Sydney Moss	DS8955	00	Student Labor-ADA	Hire	Temp	Appointment	1770.00	12-JAN-18
Joseph Muetting	DE9541	00	Student Teaching Supervisor	Hire	Temp	Appointment	1125.00	03-JAN-18
Garrett Mullins	DS8976	00	Student Labor-Trojan Times	Hire	Temp	Appointment	425.00	22-JAN-18
Joseph Nelson	DG9997	00	Grad Admin Assistant-MSET	Hire	Temp	Appointment	7404.00	22-JAN-18
Samantha Nielsen	DE9555	00	Theater Assistant	Hire	Temp	Appointment	692.00	17-NOV-17
Emily Ortmann	DS8911	00	SL-Peer Advis Coach-Title III	Hire	Temp	Appointment	2912.00	30-OCT-17
Chandra Patil	DG9998	00	Graduate Research Assist-MSA	Hire	Temp	Appointment	7404.00	22-JAN-18
John Patterson	DS8949	00	Student Labor-Library	Hire	Temp	Appointment	1770.00	08-JAN-18
Cole Peterson	DE9555	00	Theater Assistant	Hire	Temp	Appointment	692.00	18-NOV-17
Elemæe Pierce	DS8955	00	Student Labor-ADA	Hire	Temp	Appointment	1416.00	22-JAN-18
Keeghan Pingel	DE9555	00	Theater Assistant	Hire	Temp	Appointment	692.00	18-NOV-17
Britley Plautz	DS8990	00	Student Labor-Intramurals	Hire	Temp	Appointment	1770.00	11-JAN-18
Stephanie Plucker	DG9983	00	Grad Teaching Assist-MSIA	Hire	Temp	Appointment	7404.00	22-JAN-18
Stephanie Plucker	DS8934	02	CybHER Assistant	Hire	Temp	Appointment	2952.00	09-JAN-18
Carl Poss	DS8909	00	SL-SI Leaders (Tittle III)	Hire	Temp	Appointment	1860.00	08-JAN-18
Tucker Ramhorst	DS8932	00	Student Labor-Student Union	Hire	Temp	Appointment	1416.00	05-FEB-18
Nathaniel Rauen	DG9997	00	Graduate Administrative Assist	Hire	Temp	Appointment	11106.00	22-JAN-18

Dominique Redlin	DS8918 00	Student Labor - DSU Live	Hire Temp Appointment	1770.00	17-JAN-18
Luke Reiner	DS8976 00	Student Labor-Trojan Times	Hire Temp Appointment	425.00	22-JAN-18
Mary Ryan	DS8955 00	ADA Assistant	Hire Temp Appointment	1770.00	08-JAN-18
Colin Sabers	DW9993 00	Work Study-Community Cntr	Hire Temp Appointment	1300.00	22-JAN-18
Lauren Sanberg	DS8908 00	Student Labor-DSU Strong	Hire Temp Appointment	1860.00	08-JAN-18
Holly Sando	DE9555 00	Theater Assistant	Hire Temp Appointment	692.00	18-NOV-17
Alexandra Schneider	DW9978 00	Work Study-Career Services	Hire Temp Appointment	2600.00	23-OCT-17
Emily Schroeder	DS8934 00	Labor-CybHER Assistant	Hire Temp Appointment	1770.00	13-JAN-18
Emily Schroeder	DS8934 01	Labor-Logo Design	Hire Temp Appointment	250.00	22-DEC-17
Mackenzie Schultz	DG9997 00	Grad Admin Assist-MSET	Hire Temp Appointment	7404.00	22-JAN-18
Sai Venkat Seru	DS8912 00	Graduate Student Labor	Hire Temp Appointment	2420.00	22-DEC-17
FNU Shanti Sree	DG9984 00	Grad Research Assistant-MSA	Hire Temp Appointment	7404.00	22-JAN-18
Jean-Michel Armand Shema ShingDS8949 00		Student Labor-Library	Hire Temp Appointment	1770.00	08-JAN-18
Kristen Sieck	DS8918 00	Student Labor - DSU Live	Hire Temp Appointment	1770.00	17-JAN-18
Jeff Simmons	DE9541 00	Student Teaching Supervisor	Hire Temp Appointment	1125.00	03-JAN-18
Dustin Stage	DS8989 00	Techincal Support	Hire Temp Appointment	484.00	14-DEC-17
Jill Stearns	DS8955 00	ADA Assistant	Hire Temp Appointment	1810.00	08-JAN-18
Jacob Strauss	DW9989 00	Work Study-DSU Foundation	Hire Temp Appointment	1300.00	07-FEB-18
Keegan Struble	DS8976 00	Student Labor-Trojan Times	Hire Temp Appointment	800.00	22-JAN-18
Joseph Swanson	DS8976 00	Student Labor-Trojan Times	Hire Temp Appointment	425.00	22-JAN-18
Vaille Swenson	DS8955 00	Student Labor-ADA	Hire Temp Appointment	1770.00	18-JAN-18
Bikash Tamang	DG9998 00	Graduate Research Assist-MSIS	Hire Temp Appointment	7404.00	22-JAN-18
Alex Thomas	DS8926 00	Student Labor - CAHIT	Hire Temp Appointment	2320.00	08-JAN-18
Lauren Torkelson	DS8913 00	Student Labor-Beacom College	Hire Temp Appointment	2060.00	16-JAN-18
Ronald Tortorello	DG9980 00	Graduate Admin Assistant-MSIA	Hire Temp Appointment	7404.00	22-JAN-18
John Trout	DS8935 00	Labor - Student Ambassadors	Hire Temp Appointment	1770.00	17-JAN-18
Susan Turnipseed	DE9541 00	Student Teaching Supervisor	Hire Temp Appointment	6750.00	03-JAN-18
Dheer Uprety	DG9984 00	Grad Research Assistant-MSA	Hire Temp Appointment	7404.00	22-JAN-18
Jordan Van Oort	DE9555 00	Theater Assistant	Hire Temp Appointment	692.00	17-NOV-17
Viana Waldner	DS8909 00	SL-SI Leaders (Tittle III)	Hire Temp Appointment	1488.00	31-JAN-18
Braedon Wallenstein	DS8990 00	Student Labor-Intramurals	Hire Temp Appointment	1416.00	03-FEB-18
Joshua Ware	DW9991 00	Work Study-ITS Help Desk	Hire Temp Appointment	1300.00	08-JAN-18
Madison Whitcomb	DE9555 00	Theater Assistant	Hire Temp Appointment	692.00	17-NOV-17
Mason Wieman	DS8918 00	Student Labor - DSU Live	Hire Temp Appointment	1770.00	17-JAN-18
Emmanuel Williams	DS8989 00	Labor-Aux Ent	Hire Temp Appointment	384.00	15-DEC-17
Brendan Wilson	DE9555 00	Theater Assistant	Hire Temp Appointment	692.00	17-NOV-17
Brandon Woehl	UE8432 00	Macklemore Security	Hire Temp Appointment	25.00	22-OCT-17
Carlie Wolf	DW9967 00	Work Study-Financial Aid	Hire Temp Appointment	1300.00	20-FEB-18
Benjamin Young	DS8957 00	SL- Student Proctor	Hire Temp Appointment	1416.00	22-JAN-18
Paulina Zach	DS8981 00	Student Labor - Phonathon	Hire Temp Appointment	1062.00	26-JAN-18

Student Employment and NFE Non-Benefit Eligible (NFE2)  
Permanent Salary Adjustment(SP)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Haley Asimakopoulos	DW9985 00		Work Study-Enrollment Srvs	Minimum Wage Increase	2600.00	2600.00	0.00	
Alex Babcock	DS8981 00		Student Labor - Phonathon	Minimum Wage Increase	3114.00	3186.00	72.00	
Jacob Banghart	DW9997 00		Work Study-Athletics	Minimum Wage Increase	2600.00	2600.00	0.00	
Shelby Bartlett	DS8935 00		Labor - Student Ambassadors	Minimum Wage Increase	3114.00	3186.00	72.00	
Bailey Belisario	DS8935 00		Labor - Student Ambassadors	Minimum Wage Increase	3114.00	3186.00	72.00	
John Benson	DS8934 01		Student Researcher	Minimum Wage Increase	4536.00	4608.00	72.00	
Stephanie Boersma	DW9986 00		Work Study-Education	Minimum Wage Increase	2600.00	2600.00	0.00	
Mitchel Bogue	DW9981 00		Work Study-Library	Minimum Wage Increase	2600.00	2600.00	0.00	
William Boldt	DS8934 00		Student Researcher	Minimum Wage Increase	4536.00	4608.00	72.00	
Peyton Brokiewicz	DS8981 00		Student Labor - Phonathon	Minimum Wage Increase	3114.00	3186.00	72.00	
Kaylen Brown	DW9993 00		Work Study-Community Cntr	Minimum Wage Increase	2600.00	2600.00	0.00	
Daniel Burwitz	DS8934 00		Student Researcher	Minimum Wage Increase	4536.00	4608.00	72.00	
Bethany Cable	DW9978 00		Work Study-Career Services	Minimum Wage Increase	2600.00	2600.00	0.00	
Akhilesh Chauhan	DS8972 00		SL-IR Assistant	Minimum Wage Increase	4356.00	4428.00	72.00	
Jared Chavez	DW9965 00		Workstudy-Student Development	Minimum Wage Increase	2600.00	2600.00	0.00	
River Collins	DS8934 00		Student Research Assistant	Minimum Wage Increase	4536.00	4608.00	72.00	
Drew Concha	DW9991 00		Work Study-ITS Help Desk	Minimum Wage Increase	2600.00	2600.00	0.00	
Andrew Cottier	DS8935 00		Labor - Student Ambassadors	Minimum Wage Increase	3114.00	3186.00	72.00	
Nathan Cregut	DS8961 00		Labor-Tutor	Minimum Wage Increase	3150.00	3186.00	36.00	
Nathan Cregut	DS8961 00		Labor-Tutor	Minimum Wage Increase	3186.00	3222.00	36.00	
Grace Crook	DW9969 00		Workstudy - Human Resources	Minimum Wage Increase	2600.00	2600.00	0.00	
Braden Curnow	DW9063 00		WorkStudy-Beacom College	Minimum Wage Increase	2600.00	2600.00	0.00	



Michael Cutshaw	DS8934 01	NSA Student Researcher	Minimum Wage Increase	4536.00	4608.00	72.00
Kristene Daugaard	DS8993 00	Student Labor-Telecounselors	Minimum Wage Increase	3114.00	3186.00	72.00
Kristene Daugaard	DW9972 00	Work Study-America Reads	Minimum Wage Increase	2600.00	2600.00	0.00
Alexsiy Davidyuk	DS8961 00	Labor-Tutor	Minimum Wage Increase	3114.00	3186.00	72.00
Dayna Dyce	DS8957 00	SL-Student Proctor	Minimum Wage Increase	3500.00	3540.00	40.00
Caleb Dykstra	DS8935 00	Labor - Student Ambassadors	Minimum Wage Increase	3114.00	3186.00	72.00
Griffin Egner	DS8934 01	NSA Student Researcher	Minimum Wage Increase	4536.00	4608.00	72.00
David Enersen	DW9997 00	Work Study-Athletics	Minimum Wage Increase	2600.00	2600.00	0.00
Peter Engels	DS8935 00	Labor - Student Ambassadors	Minimum Wage Increase	3114.00	3186.00	72.00
Gabrielle Englund	DS8981 00	Student Labor - Phonathon	Minimum Wage Increase	3114.00	3186.00	72.00
Martin Erck	DW9980 00	Work Study-Natural Sciences	Minimum Wage Increase	2600.00	2600.00	0.00
Andrew Erdmann	DS8993 00	Student Labor-Telecounselors	Minimum Wage Increase	3114.00	3186.00	72.00
April Farmer	DS8935 00	Labor - Student Ambassadors	Minimum Wage Increase	3114.00	3186.00	72.00
Andrew Field	DS8935 00	Labor - Student Ambassadors	Minimum Wage Increase	3114.00	3186.00	72.00
Micah Flack	DS8934 00	Student Researcher	Minimum Wage Increase	4536.00	4608.00	72.00
Luke Fleck	DS8935 00	Labor - Student Ambassadors	Minimum Wage Increase	3114.00	3186.00	72.00
Shemika Frazier	DW9980 00	Work Study-Natural Sciences	Minimum Wage Increase	2600.00	2600.00	0.00
Vinicius Freitas	DS8935 00	Labor - Student Ambassadors	Minimum Wage Increase	3114.00	3186.00	72.00
Vinicius Freitas	DS8949 00	Labor-Library	Minimum Wage Increase	3114.00	3186.00	72.00
Kchandra Furney	DW9978 00	Work Study-Career Services	Minimum Wage Increase	2600.00	2600.00	0.00
Cordell Giese	DW9982 00	Work Study-Liberal Arts	Minimum Wage Increase	2600.00	2600.00	0.00
Erik Goff	DW9963 00	WorkStudy-Beacom College	Minimum Wage Increase	2300.00	2300.00	0.00
Samuel Gottschalk	DS8934 00	NSA Student Researcher	Minimum Wage Increase	4536.00	4608.00	72.00
Kimberly Grambihler	DS8993 00	Student Labor-Telecounselors	Minimum Wage Increase	3114.00	3186.00	72.00
Cody Gregg	DW9982 00	Work Study-Liberal Arts	Minimum Wage Increase	2600.00	2600.00	0.00
Megan Griebel	DS8987 00	Student Labor-Bookstore	Minimum Wage Increase	3114.00	3186.00	72.00
Rachel Groth	DS8932 00	Student Labor-Student Union	Minimum Wage Increase	3114.00	3186.00	72.00
Rachel Groth	DW9981 00	Work Study-Library	Minimum Wage Increase	2600.00	2600.00	0.00
Mason Gulbranson	DW9991 00	Work Study-ITS Help Desk	Minimum Wage Increase	2600.00	2600.00	0.00
Alexa Haag	DS8987 00	Student Labor-Bookstore	Minimum Wage Increase	3114.00	3186.00	72.00
Skylar Hagen	DS8957 00	SL-Course Assistant HIM	Minimum Wage Increase	3114.00	3186.00	72.00
Tavyn Hallan	DW9985 00	Work Study-Enrollment Srvs	Minimum Wage Increase	2600.00	2600.00	0.00
William Hamilton-Smith	DW9063 00	WorkStudy-College of Computing	Minimum Wage Increase	2600.00	2600.00	0.00
Caleb Hanisch	DW9981 00	Work Study-Library	Minimum Wage Increase	2600.00	2600.00	0.00
Nolan Hansen	DS8918 00	Student Labor - DSU Live	Minimum Wage Increase	3460.00	3540.00	80.00
Alicia Hanson	DS8934 01	NSA Student Researcher	Minimum Wage Increase	4536.00	4608.00	72.00
Nathan Harmer	DS8935 00	Labor - Student Ambassadors	Minimum Wage Increase	3114.00	3186.00	72.00
Joshua Hazen	DW9993 00	Work Study-Community Cntr	Minimum Wage Increase	2600.00	2600.00	0.00
Joshua Heesch	DS8935 00	Labor - Student Ambassadors	Minimum Wage Increase	3114.00	3186.00	72.00
Xzayana Henderson	DW9980 00	Work Study-Natural Sciences	Minimum Wage Increase	2600.00	2600.00	0.00
Ian Henseler	DS8994 00	Student Labor-Video Conf Assts	Minimum Wage Increase	3460.00	3540.00	80.00
Jared Hinze	DW9993 00	Work Study-Community Cntr	Minimum Wage Increase	2600.00	2600.00	0.00
Kermit Huddleston	DS8994 00	Student Labor-Video Conf Assts	Minimum Wage Increase	4200.00	4296.00	96.00
Keri Johnson	DW9985 00	Work Study-Enrollment Srvs	Minimum Wage Increase	2600.00	2600.00	0.00
Margaret Johnson	DW9973 00	Work Study-Student Services	Minimum Wage Increase	2600.00	2600.00	0.00
Jordan Jorgensen	DS8934 00	NSA Student Researcher	Minimum Wage Increase	4536.00	4608.00	72.00
Jordan Jorgensen	DS8961 00	Labor-Tutor	Minimum Wage Increase	3150.00	3186.00	36.00
Andrew Jorgenson	DS8934 01	R & D Innovation Grant	Minimum Wage Increase	4536.00	4608.00	72.00
Andrew Jorgenson	DS8934 03	Application Developer	Minimum Wage Increase	4536.00	4608.00	72.00
Abygail Justice	DW9982 00	Work Study-Liberal Arts	Minimum Wage Increase	2600.00	2600.00	0.00
Lee Kampshoff	DW9982 00	Work Study-Liberal Arts	Minimum Wage Increase	2600.00	2600.00	0.00
Amani Kegode	DS8934 00	NSA Student Researcher	Minimum Wage Increase	4536.00	4608.00	72.00
Kelsey Kitzelman	DW9981 00	Work Study-Library	Minimum Wage Increase	2600.00	2600.00	0.00
Kendra Klumb	DS8935 00	Labor - Student Ambassadors	Minimum Wage Increase	3114.00	3186.00	72.00
Isaac Kortan	DW9993 00	Work Study-Community Cntr	Minimum Wage Increase	2000.00	2000.00	0.00
Michael Krause	DW9991 00	Work Study-ITS Help Desk	Minimum Wage Increase	2600.00	2600.00	0.00
Morgan Krein	DS8981 00	Student Labor - Phonathon	Minimum Wage Increase	3114.00	3186.00	72.00
Austin Krieger	DW9991 00	Work Study-ITS Help Desk	Minimum Wage Increase	2600.00	2600.00	0.00
Amada Larson	DW9996 00	Work Study-BIS	Minimum Wage Increase	2600.00	2600.00	0.00
Marwat Lawal	DS8932 00	Student Labor-Student Union	Minimum Wage Increase	3114.00	3186.00	72.00
Obatola Layiwola	DS8926 00	Student Labor - CAHIT	Minimum Wage Increase	2076.00	2124.00	48.00
Lucas Leinen	DW9980 00	Work Study-Natural Sciences	Minimum Wage Increase	2600.00	2600.00	0.00
Hunter Lippert	DW9979 00	Work Study-CAHIT	Minimum Wage Increase	2600.00	2659.96	59.96
Trever Listman	DW9980 00	Work Study-Natural Sciences	Minimum Wage Increase	2600.00	2600.00	0.00
Reno Longe	DW9981 00	Work Study-Library	Minimum Wage Increase	2600.00	2600.00	0.00
Lauren Loos	DS8932 00	Student Labor-Student Union	Minimum Wage Increase	3500.00	3540.00	40.00
Kaysea Luna	DW9977 00	Work Study-Physical Plant	Minimum Wage Increase	2600.00	2600.00	0.00
Leah Marsh	DS8981 00	Student Labor - Phonathon	Minimum Wage Increase	3114.00	3186.00	72.00

Bailee Matucha	DW9973 00	Work Study-Student Services	Minimum Wage Increase	2600.00	2600.00	0.00
Hannah May	DW9982 00	Work Study-Liberal Arts	Minimum Wage Increase	2600.00	2600.00	0.00
Sergio Mendez	DS8932 00	Student Labor-Student Union	Minimum Wage Increase	3276.00	3348.00	72.00
Tiffany Messick	DW9063 00	WorkStudy-College of Computing	Minimum Wage Increase	2600.00	2600.00	0.00
Phyzon Milton	DW9991 00	Work Study-ITS Help Desk	Minimum Wage Increase	2600.00	2600.00	0.00
Cassandra Morgan	DS8935 00	Labor - Student Ambassadors	Minimum Wage Increase	3114.00	3186.00	72.00
Cassandra Morgan	DS8961 00	Labor- Lead Tutor	Minimum Wage Increase	3816.00	3888.00	72.00
Nelofar Muhammadi	DS8930 00	Student Internt'l Programs	Minimum Wage Increase	3806.00	3894.00	88.00
Caitlin Murray	DS8981 00	Student Labor - Phonathon	Minimum Wage Increase	3114.00	3186.00	72.00
Khoi Nguyen	DS8957 00	SL-Student Proctor	Minimum Wage Increase	2450.00	2478.00	28.00
Khoi Nguyen	DS8961 00	Labor-Tutor	Minimum Wage Increase	3114.00	3186.00	72.00
Savanna Niles	DW9995 00	Work Study-Bookstore	Minimum Wage Increase	2600.00	2600.00	0.00
Aarne Nixon	DW9980 00	Work Study-Natural Sciences	Minimum Wage Increase	2600.00	2600.00	0.00
David Noid	DW9997 00	Work Study-Athletics	Minimum Wage Increase	2600.00	2600.00	0.00
Nicholas O'Donnell	DS8956 00	Student Labor - IT Help Desk	Minimum Wage Increase	3636.00	3708.00	72.00
Jordan Oberg	DS8935 00	Labor - Student Ambassadors	Minimum Wage Increase	3114.00	3186.00	72.00
Devin Oien	DW9977 00	Work Study-Physical Plant	Minimum Wage Increase	2600.00	2600.00	0.00
Emmanuel Opoku	DS8911 00	SL-Peer Advis Coach-Title III	Minimum Wage Increase	2912.00	2976.00	64.00
Emily Ortmann	DS8911 00	SL-Peer Advis Coach-Title III	Minimum Wage Increase	2912.00	2976.00	64.00
Gideon Owusu	DW9981 00	Work Study-Library	Minimum Wage Increase	2600.00	2600.00	0.00
Jared Palmer	DS8934 00	NSA Student Researcher	Minimum Wage Increase	4536.00	4608.00	72.00
Raven Patton	DW9997 00	Work Study-Athletics	Minimum Wage Increase	2600.00	2600.00	0.00
Logan Peckenpaugh	DW9981 00	Work Study-Library	Minimum Wage Increase	2600.00	2600.00	0.00
Katrina Perry	DS8935 00	Labor - Student Ambassadors	Minimum Wage Increase	3114.00	3186.00	72.00
Elemæe Pierce	DW9981 00	Work Study-Library	Minimum Wage Increase	2600.00	2600.00	0.00
Briann Pitts	DS8953 00	Student Labor-Nat Sci Lab Fee	Minimum Wage Increase	2768.00	2832.00	64.00
Jesse Plaetz	DW9997 00	Work Study-Athletics	Minimum Wage Increase	2600.00	2600.00	0.00
Jared Rakness	DS8961 00	Labor-Tutor	Minimum Wage Increase	3114.00	3186.00	72.00
Dominique Redlin	DS8994 00	Student Labor-Video Conf Assts	Minimum Wage Increase	4368.00	4464.00	96.00
Andrew Reps	DS8911 00	SL-Peer Advis Coach-Title III	Minimum Wage Increase	2912.00	2976.00	64.00
Andrew Reps	DW9991 00	Work Study-ITS Help Desk	Minimum Wage Increase	2600.00	2600.00	0.00
Robert Richardson	DS8961 00	Student Labor- Peer Tutor	Minimum Wage Increase	3150.00	3186.00	36.00
Robert Richardson	DS8961 00	Student Labor- Peer Tutor	Minimum Wage Increase	3186.00	3222.00	36.00
Ashley Robinson	DW9996 00	Work Study-BIS	Minimum Wage Increase	2600.00	2600.00	0.00
Megan Robinson	DW9996 00	Work Study-BIS	Minimum Wage Increase	2600.00	2600.00	0.00
Tatum Ronke	DS8935 00	Labor - Student Ambassadors	Minimum Wage Increase	3114.00	3186.00	72.00
Logan Sampson	DS8934 01	Student Researcher	Minimum Wage Increase	4536.00	4608.00	72.00
Mitchell Sandberg	DW9978 00	Work Study-Career Services	Minimum Wage Increase	2600.00	2600.00	0.00
Tajia Schamp	DS8993 00	Student Labor-Telecounselors	Minimum Wage Increase	3150.00	3186.00	36.00
Madeline Schmitt	US7983 03	Student Technical Assistant	Minimum Wage Increase	5397.34	5522.13	124.79
Madeline Schmitt	US8046 03	Writing Center Tutor	Sal Adj-Unusual Circumstance	3042.29	1733.50	-1308.79
Alexandra Schneider	DW9978 00	Work Study-Career Services	Minimum Wage Increase	2600.00	2600.00	0.00
Laura Schuck	DS8957 00	Student Proctor	Minimum Wage Increase	3500.00	3540.00	40.00
Shelbee Schultz	DW9972 00	Work Study-America Reads	Minimum Wage Increase	2600.00	2600.00	0.00
Daniel Sebit	DS8935 00	Labor - Student Ambassadors	Minimum Wage Increase	3114.00	3186.00	72.00
Dominic Sharma	DW9991 00	Work Study-ITS Help Desk	Minimum Wage Increase	2600.00	2600.00	0.00
Jean-Michel Armand Shema Shing	DS8911 00	SL-Peer Advis Coach-Title III	Minimum Wage Increase	2912.00	2976.00	64.00
Austin Shirey	DS8981 00	Student Labor - Phonathon	Minimum Wage Increase	3114.00	3186.00	72.00
Kiran Shrikhande	DS8957 00	Student Proctor	Minimum Wage Increase	3500.00	3540.00	40.00
Alissa Slenes	DW9995 00	Work Study-Bookstore	Minimum Wage Increase	2600.00	2600.00	0.00
Christian Small	DS8990 00	Student Labor-Intramurals	Minimum Wage Increase	3114.00	3186.00	72.00
Cody Smith	DW9993 00	Work Study-Community Cntr	Minimum Wage Increase	2600.00	2600.00	0.00
Zayn Snyder	DW9991 00	Work Study-ITS Help Desk	Minimum Wage Increase	2600.00	2600.00	0.00
Trent Steen	DS8934 01	Student Researcher	Minimum Wage Increase	4536.00	4608.00	72.00
Hannah Steffen	DW9993 00	Work Study-Community Cntr	Minimum Wage Increase	2600.00	2600.00	0.00
Nicole Stewart	DS8981 00	Student Labor - Phonathon	Minimum Wage Increase	3114.00	3186.00	72.00
Abbie Strasser	DS8935 00	Labor - Student Ambassadors	Minimum Wage Increase	3114.00	3186.00	72.00
Michael Stydel	DW9977 00	Work Study-Physical Plant	Minimum Wage Increase	2600.00	2600.00	0.00
Ryan Styles	DS8935 00	Labor - Student Ambassadors	Minimum Wage Increase	3114.00	3186.00	72.00
Vaille Swenson	DS8957 00	SL-Course Assistant	Minimum Wage Increase	3150.00	3186.00	36.00
Connor Teel	DW9997 00	Work Study-Athletics	Minimum Wage Increase	2600.00	2600.00	0.00
Tyler Telkamp	DS8961 00	Labor-Tutor	Minimum Wage Increase	3150.00	3186.00	36.00
Lauren Torkelson	DS8934 00	NSA Student Researcher	Minimum Wage Increase	4536.00	4608.00	72.00
John Townsend	DW9980 00	Work Study-Natural Sciences	Minimum Wage Increase	2600.00	2600.00	0.00
Link Tucker	DW9982 00	Work Study-Liberal Arts	Minimum Wage Increase	2600.00	2600.00	0.00
Jacob Tvedt	DS8981 00	Student Labor - Phonathon	Minimum Wage Increase	3114.00	3186.00	72.00
Regina Van Driel	DS8934 02	NSA Student Researcher	Minimum Wage Increase	4536.00	4608.00	72.00
Regina Van Driel	DS8935 00	Labor - Student Ambassadors	Minimum Wage Increase	3114.00	3186.00	72.00

Alexander Van Keulen	DW9981 00	Work Study-Library	Minimum Wage Increase	2600.00	2600.00	0.00
Natalie Van Wyhe	DS8935 00	Labor - Student Ambassadors	Minimum Wage Increase	3114.00	3186.00	72.00
Alexis Vander Wilt	DS8935 00	Labor - Student Ambassadors	Minimum Wage Increase	3114.00	3186.00	72.00
Hans Verhoeven	DS8934 00	NSA Student Researcher	Minimum Wage Increase	4536.00	4608.00	72.00
Brian Vertullo	DS8934 01	Student Researcher	Minimum Wage Increase	4536.00	4608.00	72.00
Ryan Voyles	DS8934 00	NSA Student Researcher	Minimum Wage Increase	4536.00	4608.00	72.00
Kyann Wallace	DW9973 00	Work Study-Student Services	Minimum Wage Increase	2600.00	2600.00	0.00
Roger Wallace	DW9973 00	Work Study-Student Services	Minimum Wage Increase	2600.00	2659.96	59.96
Lindsey Weidner	DS8981 00	Student Labor - Phonathon	Minimum Wage Increase	2768.00	2832.00	64.00
Tyler Wharton	DS8981 00	Student Labor - Phonathon	Minimum Wage Increase	3114.00	3186.00	72.00
Madison Whitcomb	DW9981 00	Work Study-Library	Minimum Wage Increase	2600.00	2600.00	0.00
Miranda Wiedeman	DS8957 00	Student Labor-Extended Program	Minimum Wage Increase	2768.00	2832.00	64.00
Miranda Wiedeman	DS8987 00	Student Labor-Bookstore	Minimum Wage Increase	3540.00	3540.00	0.00
Carrie Wieman	DE9711 00	Cheerleading Advisor	Change Salary Rate/Pay Grade	1400.00	1680.36	280.36
Mason Wieman	DS8994 00	Student Labor-Video Conf Assts	Minimum Wage Increase	3460.00	3540.00	80.00
Joseph Wieneke	DW9980 00	Work Study-Natural Sciences	Minimum Wage Increase	2600.00	2600.00	0.00
Jalynn Willcuts	DS8990 00	Student Labor-Intramurals	Minimum Wage Increase	2768.00	2832.00	64.00
Jacob Williams	DS8934 01	Student Researcher	Minimum Wage Increase	4536.00	4608.00	72.00
Hunter Wood	DW9967 00	Work Study-Financial Aid	Minimum Wage Increase	2600.00	2600.00	0.00
Abbey Young	DW9981 00	Work Study-Library	Minimum Wage Increase	2600.00	2600.00	0.00

Student Employment and NFE Non-Benefit Eligible (NFE2)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Adeshina Adebowale	DG9983 00		Graduate Research Assis-MSIA	TV012	21-DEC-17
Joseph Aliff	DW9993 00		Work Study-Community Cntr	TV012	14-DEC-17
Holly Anderson	UE8432 00		Macklemore Security	TV013	21-NOV-17
Hailey Asimakopoulous	DS8927 00		Holiday Break RA	TV012	21-DEC-17
Chester Barr	DW9995 00		Work Study-Bookstore	TV012	21-DEC-17
Ethelle Bean	DS8955 00		ADA Assistant	TV013	13-DEC-17
Justin Becker	DE9537 00		Musical Director	TV013	21-NOV-17
Samantha Beinlich	DS8917 00		Student-Resident Assistant	TV012	21-NOV-17
Samantha Beinlich	DS8927 00		Holiday Break RA	TV012	21-DEC-17
Bhuvana Bhadrarigiri	DG9984 00		Grad Research Assistant-MSA	TV012	21-DEC-17
Brett Blackstock	DS8910 00		SL-Learning Assist (Title III)	TV012	13-DEC-17
Kayla Boomsma	DS8964 00		Student Labor-Athletics	TV012	21-NOV-17
Jalen Boyd	DS8909 00		SL-SI Leaders (Tittle III)	TV012	13-DEC-17
Hunter Brindley	DG9983 00		Graduate Research Assis-MSIA	TV012	21-DEC-17
Morgan Brown	DS8955 01		Student Labor-ADA	TV012	13-DEC-17
Linda Brozik	DS8963 00		Temp DSU Portal Assistant	TV013	21-DEC-17
Rachel Bruntz	DE9555 00		Theater Assistant	TV012	13-DEC-17
Tri Bui	DS8934 00		NSF Cyber Student Researcher	TV012	21-DEC-17
Derrick Burkhardt	DE9555 00		Theater Assistant	TV012	13-DEC-17
Nelly Burkitt	DE9555 00		Theater Assistant	TV012	13-DEC-17
Nelly Burkitt	DS8917 00		Student-Resident Assistant	TV013	08-FEB-18
Nelly Burkitt	DW9987 00		Work Study-DPP	TV012	21-DEC-17
Jeremiah Burkman	DW9981 00		Work Study-Library	TV012	03-NOV-17
Dale Butler	DE9555 00		Theater Assistant	TV012	13-DEC-17
Bethany Cable	DE9555 00		Theater Assistant	TV012	13-DEC-17
Joel Carmona-Rojas	DE9555 00		Theater Assistant	TV012	13-DEC-17
Joel Carmona-Rojas	DS8918 00		Student Labor - DSU Live	TV012	21-DEC-17
Michael Cleveland	DW9978 00		Work Study-Career Services	TV012	13-DEC-17
Kaylee Cushing	DW9989 00		Work Study-DSU Foundation	TV012	21-DEC-17
Vaibhav Dahiya	DG9984 00		Grad Research Assistant-MSA	TV012	21-DEC-17
Roger DeGroot	DE9541 00		Student Teaching Supervisor	TV013	13-DEC-17
Roger DeGroot	DE9541 01		Student Teaching Practicum	TV013	13-DEC-17
James Drew	UE8432 00		Macklemore Security	TV013	21-NOV-17
Michael Dundas	DS8934 00		NSF Cyber Student Researcher	TV012	21-DEC-17
Whitney Ellwanger	DE9555 00		Theater Assistant	TV012	13-DEC-17
Molly Elwood	DE9555 00		Theater Assistant	TV012	13-DEC-17
Rebecca Feddersen-Nelson	DS8935 00		Labor - Student Ambassadors	TV012	21-NOV-17
Tristan Fletcher	DS8981 00		Student Labor - Phonathon	TV012	21-NOV-17
Lee Flowers	DW9997 00		Work Study-Athletics	TV012	25-JAN-18
Kennedi Ford	DS8909 00		SL-SI Leaders (Tittle III)	TV012	13-DEC-17
Patrick Gallo	DS8971 00		DSU Strong Peer Mentor	TV012	21-DEC-17

Dravin Gardner	DS8927 00	Holiday Break RA	TV012	21-DEC-17
Michael Garippo	DS8956 00	Junior Network Assistant	TV012	31-DEC-17
Narayana Murthy Rahul Grandhi	DS8912 00	Graduate Student Labor	TV012	21-DEC-17
Charlotte Groce	DE9541 00	Student Teaching Supervisor	TV013	13-DEC-17
Charlotte Groce	DE9541 01	Student Teaching Practicum	TV013	13-DEC-17
Rachel Groth	DS8932 00	Student Labor-Student Union	TV012	02-FEB-18
Shirley Haar	DE9541 00	Student Teaching Supervisor	TV013	13-DEC-17
Shirley Haar	DE9541 01	Student Teaching Practicum	TV013	13-DEC-17
Darcella Hermsen	DE9541 00	Student Teaching Supervisor	TV013	15-DEC-17
Joshua Hidalgo	DE9555 00	Theater Assistant	TV012	13-DEC-17
Riley Johnson	DS8934 00	NSF Cyber Student Researcher	TV012	21-DEC-17
Terell Johnson	DW9996 00	Work Study-BIS	TV012	14-DEC-17
Terry Jones	DW9977 00	Work Study - Physical Plant	TV012	21-DEC-17
Andrew Jorgenson	DS8934 02	Beacom Programming	TV012	13-DEC-17
Justin Jungemann	DS8918 00	Student Labor - DSU Live	TV012	21-DEC-17
Hope Juntunen	DS8910 00	SL-Learning Assist (Title III)	TV012	13-DEC-17
Brett Kearin	DS8928 00	Oral Interp Director	TV013	21-DEC-17
Bigyan Khanal	DG9984 00	Grad Research Assistant-MSA	TV012	21-DEC-17
Kendra Klumb	DS8951 00	Student Labor - Success Center	TV012	13-DEC-17
Arun Lamichhane	DG9998 00	Graduate Research Assist-MSIS	TV012	21-DEC-17
Obatola Layiwola	DS8949 00	Labor-Library	TV012	21-DEC-17
Lucas Leinen	DS8955 00	Student Labor-ADA	TV012	13-DEC-17
Taylor Logue	DS8910 00	SL-Learning Assist (Title III)	TV012	13-DEC-17
Robert Malick	DS8918 00	Student Labor - DSU Live	TV012	21-DEC-17
Nina Maloney	DS8955 00	Student Labor-ADA	TV012	13-DEC-17
Ryan Marnette	DW9990 00	Work Study-Extended Programs	TV012	21-DEC-17
Victoria Martin	DS8976 00	Student Labor-Trojan Times	TV012	21-DEC-17
Bailee Matucha	DS8964 00	Student Labor-Athletics	TV012	21-NOV-17
Nancy Moose	DS8955 00	ADA Reader	TV013	13-DEC-17
Roger Moose	DS8955 00	ADA Reader	TV013	13-DEC-17
Garrett Mullins	DS8976 00	Student Labor-Trojan Times	TV012	21-DEC-17
Garrett Mullins	DW9997 00	Work Study-Athletic Trainer	TV012	21-DEC-17
Caitlin Murray	DS8955 00	Student Labor-ADA	TV012	13-DEC-17
Caitlin Murray	DS8976 00	Student Labor-Trojan Times	TV012	21-DEC-17
Caitlin Murray	DS8981 00	Student Labor - Phonathon	TV012	21-JAN-18
Gryffin Mutzenberger	DS8998 00	Art Model	TV012	21-DEC-17
Joseph Nelson	DG9997 00	Grad Admin Assistant-MSET	TV012	21-DEC-17
Samantha Nielsen	DE9555 00	Theater Assistant	TV012	13-DEC-17
Makala Nord	DW9997 00	Work Study-Athletics	TV012	21-NOV-17
Emmanuel Opoku	DS8992 00	Student Labor-Diversity	TV012	13-DEC-17
Lindsey Pate	DW9978 00	Work Study-Career Services	TV012	15-DEC-17
Chandra Patil	DG9998 00	Graduate Research Assist-MSA	TV012	21-DEC-17
Cole Peterson	DE9555 00	Theater Assistant	TV012	13-DEC-17
Keeghan Pingel	DE9555 00	Theater Assistant	TV012	13-DEC-17
Stephanie Plucker	DG9983 00	Graduate Research Assis-MSIA	TV012	21-DEC-17
Carl Poss	DS8909 00	SL-SI Leaders (Tittle III)	TV012	13-DEC-17
Nathaniel Rauen	DG9997 00	Grad Admin Assistant MSET	TV012	13-DEC-17
Dominique Redlin	DS8918 00	Student Labor - DSU Live	TV012	21-DEC-17
Luke Reiner	DS8976 00	Student Labor-Trojan Times	TV012	21-DEC-17
Christian Ries	DS8934 00	Cyber Security Researcher	TV012	13-DEC-17
Christian Ries	DS8961 00	Student Labor-Tutor	TV012	05-DEC-17
Paula Rodriguez	DS8926 00	Student Labor - CAHIT	TV012	13-DEC-17
Paula Rodriguez	DS8949 00	Labor-Library	TV012	13-DEC-17
Jake Rundell	DS8918 00	Student Labor - DSU Live	TV012	21-DEC-17
Mary Ryan	DS8955 00	ADA Reader	TV013	13-DEC-17
Noah Salmen	DS8955 00	Student Labor-ADA	TV012	13-DEC-17
Lauren Sanberg	DS8971 00	DSU Strong Peer Mentor	TV012	21-DEC-17
Holly Sando	DE9555 00	Theater Assistant	TV012	13-DEC-17
Emily Schroeder	DS8934 01	Labor-Logo Design	TV012	21-JAN-18
Sai Venkat Seru	DS8912 00	Graduate Student Labor	TV012	21-DEC-17
Kiran Shrikhande	DS8912 00	Graduate Student Labor	TV012	08-DEC-17
Kiran Shrikhande	DS8949 00	Labor-Library	TV012	21-DEC-17
Dustin Stage	DS8989 00	Technincal Support	TV012	16-DEC-17
Jill Stearns	DS8955 00	ADA Assistant	TV013	13-DEC-17
Keegan Struble	DS8976 00	Student Labor-Trojan Times	TV012	21-DEC-17
Ryan Styles	DS8955 00	Student Labor-ADA	TV012	13-DEC-17
Joseph Swanson	DS8976 00	Student Labor-Trojan Times	TV012	21-DEC-17
Nicole Swenning	DW9973 00	Work Study-Student Services	TV012	13-DEC-17

Vaille Swenson	DS8955	00	Student Labor-ADA	TV012	13-DEC-17
Bikash Tamang	DG9998	00	Graduate Research Assist-MSIS	TV012	21-DEC-17
Joel Thacker	DS8994	00	Student Labor-Video Conf Assts	TV012	16-NOV-17
Alex Thomas	DS8926	00	Student Labor - CAHIT	TV012	13-DEC-17
Isaac Thooft	DW9995	00	Work Study-Bookstore	TV012	21-DEC-17
Jordan Van Oort	DE9555	00	Theater Assistant	TV012	13-DEC-17
Andrew Vogel	DW9991	00	Work Study-ITS Help Desk	TV012	21-NOV-17
Madison Whitcomb	DE9555	00	Theater Assistant	TV012	13-DEC-17
Sydney Whitson	DS8955	00	Student Labor-ADA	TV012	13-DEC-17
Emmanuel Williams	DS8989	00	Labor-Aux Ent	TV012	16-DEC-17
Brendan Wilson	DE9555	00	Theater Assistant	TV012	13-DEC-17
Brandon Woehl	UE8432	00	Macklemore Security	TV013	21-NOV-17
Carlie Wolf	DW9967	00	Work Study-Financial Aid	TV012	21-NOV-17
Desalegn Zemenfes	DW9991	00	Work Study-ITS Help Desk	TV012	13-DEC-17

## Faculty Benefit Eligible (FAC1)

## Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Richard Avery	DE9921	01	Professor-FY18 Overload	Overload for Teaching	24173.58	22-JAN-18
David Bishop	DE9882	01	Associate Prof - FY18 Overload	Overload for Teaching	6474.99	22-JAN-18
Sandra Champion	DE9862	01	Instructor - FY18 Overload	Overload for Teaching	10530.24	22-JAN-18
Susan Conover	DE9931	01	Professor - FY18 Overload	Overload for Teaching	11168.97	22-JAN-18
Kyle Cronin	DE9898	01	Asst Professor - FY18 Overload	Overload for Teaching	44967.68	22-JAN-18
Ryan English	DE9927	01	Assistant Prof - FY18 Overload	Overload for Teaching	754.11	22-JAN-18
Kari Forbes-Boyte	DE9713	01	Professor - FY18 Overload	Overload for Teaching	4154.92	22-JAN-18
Derek Franken	DE9902	02	Instructor - FY18 Overload	Overload for Teaching	0.00	22-JAN-18
Michael Gaylor	DE9934	02	Assistant Prof -FY18 Overload	Overload for Teaching	7448.20	22-JAN-18
Mark Geary	DE9906	03	Assoc Prof - FY18 Overload	Overload for Teaching	244.98	22-JAN-18
Thomas Halverson	DE9709	02	Associate Prof-FY18 Overload	Overload for Teaching	15441.40	22-JAN-18
Michael Ham	DE9889	01	Assistant Prof - FY18 Overload	Overload for Teaching	23799.99	22-JAN-18
Robert Honomichl	DE9845	03	Instructor - FY18 Overload	Overload for Teaching	2826.66	22-JAN-18
Robert Honomichl	DE9845	04	NSA CTE Pilot Project	Hire Temp Appointment	11776.98	22-NOV-17
Jared Hottle	DE9491	00	Athletic Event Staff	Hire Temp Appointment	3200.00	27-OCT-17
Jeffrey Howard	DE9685	01	Assistant Prof - FY18 Overload	Overload for Teaching	5250.18	22-JAN-18
Viki Johnson	DE9879	01	Associate Prof-FY18 Overload	Overload for Teaching	1113.63	22-JAN-18
Kimberly Jones	DE9597	01	Instructor - FY18 Overload	Overload for Teaching	3954.76	22-JAN-18
Thomas Jones	DE9894	01	Professor - FY18 Overload	Overload for Teaching	10657.17	22-JAN-18
Angela Keith	DE9857	01	Instructor - FY18 Overload	Overload for Teaching	800.01	22-JAN-18
Beom Soo Kim	DE9564	01	DSU Live Coordinator	Hire Temp Appointment	2000.00	22-DEC-17
Beom Soo Kim	DE9646	00	Assistant Professor	Appointment	42500.00	22-OCT-17
Daniel Klumper	DE9908	01	NSA CTE Pilot Project	Hire Temp Appointment	11110.98	22-NOV-17
Andrew Kramer	DE9509	02	Instructor - FY18 Overload	Overload for Teaching	16960.00	22-JAN-18
Stephen Krebsbach	DE9893	01	Associate Prof-FY18 Overload	Overload for Teaching	20493.76	22-JAN-18
Michael Lynch	DE9493	00	Musician at Gala	Hire Temp Appointment	200.00	22-JAN-18
Michael Lynch	DE9580	02	Instructor - FY18 Overload	Overload for Teaching	4127.01	22-JAN-18
Alan Montgomery	DE9911	02	Professor -FY18 Overload	Overload for Teaching	6717.68	22-JAN-18
Scott Morstad	DE9924	01	Assistant Prof - FY18 Overload	Overload for Teaching	2000.01	22-JAN-18
Barbara Myers	DE9851	02	Lecturer - FY18 Overload	Overload for Teaching	2629.02	22-JAN-18
Cherie Noteboom	DE9660	02	Asst Professor-FY18 Overload	Overload for Teaching	14416.00	22-JAN-18
Christopher Olson	DE9573	01	Assistant Prof - FY18 Overload	Overload for Teaching	18921.60	22-JAN-18
Wayne Pauli	DE9883	03	Professor-FY18 Overload	Overload for Teaching	9856.29	22-JAN-18
Pamela Rowland	DE9465	00	Undergrad Research Admin Coord	Hire Temp Appointment	2500.00	22-JAN-18
Pamela Rowland	DE9502	01	Assistant Prof - FY18 Overload	Overload for Teaching	12036.00	22-JAN-18
William Sewell	DE9926	02	Assistant Prof - FY18 Overload	Overload for Teaching	5972.76	22-JAN-18
Ronghua Shan	DE9909	02	Associate Prof- FY18 Overload	Overload for Teaching	3775.29	22-JAN-18
Zixing Shen	DE9932	01	Associate Prof 0 FY18 Overload	Overload for Teaching	7047.84	22-JAN-18
Kevin Smith	DE9903	04	Instructor - FY18 Overload	Overload for Teaching	9847.89	22-JAN-18
Kevin Smith	DE9903	05	NSA CTE Pilot Project	Hire Temp Appointment	12666.00	22-NOV-17
Mark Spanier	DE9860	01	Assistant Prof - FY18 Overload	Overload for Teaching	8480.00	22-JAN-18
Kelly Steinmetz	DE9871	01	Instructor - FY18 Overload	Overload for Teaching	6668.25	22-JAN-18
Joshua Stroschein	DE9918	01	Assis Professor-FY18 Overload	Overload for Teaching	17000.01	22-JAN-18
Debra Tech	DE9838	01	Associate Prof- FY18 Overload	Overload for Teaching	3918.00	22-JAN-18
Brent Tulloss	DE9837	01	Instructor - FY18 Overload	Overload for Teaching	10007.36	22-JAN-18
Patrick Videau	DE9929	03	Assistant Prof-FY18 Overload	Overload for Teaching	137.34	22-JAN-18
Jackson Walters	DE9876	02	Professor-FY18 Overload	Overload for Teaching	4993.71	22-JAN-18
Cody Welu	DE9657	01	Instructor-FY18 Overload	Overload for Teaching	4240.00	22-JAN-18

Julie Wulf Plimpton	DE9863 01	Assistant Prof - FY18 Overload	Overload for Teaching	4800.00	22-JAN-18
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Faculty Benefit Eligible (FAC1)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Jared Hottle	DE9869	00	Instructor	TV001	09-FEB-18
Jared Hottle	DE9957	00	Assistant Football Coach	TV001	09-FEB-18
Kristel Bakker	DE9920	04	Professor - Overload	TV013	21-DEC-17
Sandra Champion	DE9564	00	DSU Live Coordinator	TV013	21-DEC-17
Derek Franken	DE9902	02	Instructor - FY18 Overload	TV013	21-FEB-18
Jared Hottle	DE9491	00	Athletic Event Staff	TV013	09-FEB-18
Michael Lynch	DE9493	00	Musician at Gala	TV013	21-FEB-18

Faculty Non-Benefit Eligible (FAC2)  
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Brian Ahrendt	DE9666	00	Adjunct Instructor	Hire Temp Appointment	3948.00	22-JAN-18
Jeffrey Ballard	DE9712	00	Art Assistant-Kiln Operator	Hire Temp Appointment	1600.00	22-JAN-18
Jeffrey Ballard	DE9850	00	Adjunct Instructor	Hire Temp Appointment	10528.00	22-JAN-18
Lindsey Brewer	DE9666	00	Adjunct Instructor	Hire Temp Appointment	6456.00	22-JAN-18
Bramwell Brizendine	DE9666	00	Adjunct Instructor	Hire Temp Appointment	3228.00	22-JAN-18
Patti Brooks	DE9666	00	Adjunct Instructor	Hire Temp Appointment	5527.20	22-JAN-18
Tara Christensen	DE9843	00	Adjunct Instructor	Hire Temp Appointment	3228.00	22-JAN-18
Mary Coyne	DE9843	00	Adjunct Instructor	Hire Temp Appointment	6456.00	22-JAN-18
Philip Egeberg	DE9666	00	Adjunct Instructor	Hire Temp Appointment	3228.00	22-JAN-18
Susan Filler	DE9541	00	Student Teaching Supervisor	Hire Temp Appointment	3375.00	08-JAN-18
Susan Filler	DE9666	00	Adjunct Instructor	Hire Temp Appointment	3658.40	22-JAN-18
Susan Filler	DE9715	00	Adjunct Instructor	Hire Temp Appointment	4734.40	22-JAN-18
Tyler Flaagan	DE9666	00	Adjunct Instructor	Hire Temp Appointment	6456.00	22-JAN-18
Janel Guse	DE9666	00	Adjunct Instructor	Hire Temp Appointment	2152.00	22-JAN-18
Sheila Hargens	DE9666	00	Adjunct Instructor	Hire Temp Appointment	7632.80	22-JAN-18
Randall Harkless	DE9843	00	Adjunct Instructor	Hire Temp Appointment	11844.00	22-JAN-18
Michael Hunhoff	DE9666	00	Adjunct Instructor	Hire Temp Appointment	3228.00	22-JAN-18
Wendy Jansen-Simmermon	DE9666	00	Adjunct Instructor	Hire Temp Appointment	3553.20	22-JAN-18
Wendy Jansen-Simmermon	DE9843	00	Adjunct Instructor	Hire Temp Appointment	7896.00	22-JAN-18
Dylan Johnson	DE9519	00	Adjunct Instructor	Hire Temp Appointment	4050.00	22-JAN-18
Tara Johnson	DE9666	00	Adjunct Instructor	Hire Temp Appointment	3228.00	22-JAN-18
Jessica Kemp	DE9666	00	Adjunct Instructor	Hire Temp Appointment	3228.00	22-JAN-18
Joshua Klosterman	DE9519	00	Adjunct Instructor	Hire Temp Appointment	2700.00	22-JAN-18
Claire Knowles	DE9666	00	Adjunct Instructor	Hire Temp Appointment	2632.00	22-JAN-18
Cotton Koch	DE9666	00	Adjunct Instructor	Hire Temp Appointment	2632.00	22-JAN-18
Brent Lerseth	DE9666	00	Adjunct Instructor	Hire Temp Appointment	3948.00	22-JAN-18
Donald Mackenzie	DE9666	00	Adjunct Instructor	Hire Temp Appointment	5670.00	22-JAN-18
Martese McGregor	DE9843	00	Adjunct Instructor	Hire Temp Appointment	3228.00	22-JAN-18
Casualene Meyer	DE9666	00	Adjunct Instructor	Hire Temp Appointment	7896.00	22-JAN-18
Chad Mitzel	DE9666	00	Adjunct Instructor	Hire Temp Appointment	3228.00	22-JAN-18
Lynette Molstad Gorder	DE9666	00	Adjunct Instructor	Hire Temp Appointment	6426.00	22-JAN-18
Brookes Noem	DE9666	00	Adjunct Instructor	Hire Temp Appointment	3948.00	22-JAN-18
Margaret O'Brien	DE9666	00	Adjunct Instructor	Hire Temp Appointment	5670.00	22-JAN-18
Sean O'Brien	DE9843	00	Adjunct Instructor	Hire Temp Appointment	3948.00	22-JAN-18
Sam O'Hanlon	DE9666	00	Adjunct Instructor	Hire Temp Appointment	7896.00	22-JAN-18
David Schreiber	DE9848	00	Adjunct Instructor	Hire Temp Appointment	900.00	22-JAN-18
Jennifer Schulte	DE9666	00	Adjunct Instructor	Hire Temp Appointment	4050.00	22-JAN-18
Christina Sewell	DE9850	00	Adjunct Instructor	Hire Temp Appointment	3228.00	22-JAN-18
Michael Shlanta	DE9519	00	Adjunct Instructor	Hire Temp Appointment	2700.00	22-JAN-18
Leretta Smith	DE9666	00	Adjunct Instructor	Hire Temp Appointment	7896.00	22-JAN-18
Steven Steele	DE9666	00	Adjunct Instructor	Hire Temp Appointment	4304.00	22-JAN-18
Nathan Tucker	DE9666	00	Adjunct Instructor	Hire Temp Appointment	6456.00	22-JAN-18
Polly Wainwright	DE9666	00	Adjunct Instructor	Hire Temp Appointment	3228.00	22-JAN-18
Joel Wahnoutka	DE9666	00	Adjunct Instructor	Hire Temp Appointment	6456.00	22-JAN-18
Shawn Zwach	DE9666	00	Adjunct Instructor	Hire Temp Appointment	3228.00	22-JAN-18

Faculty Non-Benefit Eligible (FAC2) Permanent Salary Adjustment (SP)							
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff. New Adj.
Dylan Johnson	DS8934	01	Student Researcher	Minimum Wage Increase	4536.00	4608.00	72.00

Faculty Non-Benefit Eligible (FAC2) Terminated					
Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Philip Baker	DE9850	00	Adj Instructor A&S	TV013	21-DEC-17
Jeffrey Ballard	DE9850	00	Adjunct Instructor	TV013	21-DEC-17
Lindsey Brewer	DE9666	00	Adjunct Instructor	TV013	21-DEC-17
Bramwell Brizendine	DE9666	00	Adjunct Instructor	TV013	21-DEC-17
Tara Christensen	DE9843	00	Adjunct Instructor	TV013	21-DEC-17
Paul Cokeley	DE9843	00	Adjunct Instructor	TV013	21-DEC-17
Mary Coyne	DE9843	00	Adjunct Instructor	TV013	21-DEC-17
Jared DeMott	DE9666	00	Adjunct Instructor	TV013	21-DEC-17
Hunter Easterday	DE9519	00	Adjunct Instructor	TV013	21-DEC-17
Susan Filler	DE9541	00	Student Teaching Supervisor	TV013	13-DEC-17
Susan Filler	DE9541	01	Student Teaching Practicum	TV013	13-DEC-17
Susan Filler	DE9715	00	Adjunct Instructor	TV013	21-DEC-17
Tyler Flaagan	DE9666	00	Adjunct Instructor	TV013	21-DEC-17
Janel Guse	DE9666	00	Adjunct Instructor	TV013	21-DEC-17
Sheila Hargens	DE9579	00	Adjunct Instructor	TV013	21-DEC-17
Sheila Hargens	DE9666	00	Adjunct Instructor	TV013	21-DEC-17
Randall Harkless	DE9843	00	Adj Instructor-University Cent	TV013	21-DEC-17
Michael Hunhoff	DE9666	00	Adjunct Instructor	TV013	21-DEC-17
Wendy Jansen-Simmermon	DE9843	00	Adjunct Instructor	TV013	21-DEC-17
Wendy Jansen-Simmermon	DE9872	00	Adjunct Instructor	TV013	21-DEC-17
Tara Johnson	DE9666	00	Adjunct Instructor	TV013	21-DEC-17
Joshua Klosterman	DE9519	00	Adjunct Instructor	TV013	21-DEC-17
Claire Knowles	DE9666	00	Adjunct Instructor	TV013	21-DEC-17
Cotton Koch	DE9666	00	Adjunct Instructor	TV013	21-DEC-17
Brent Lerseth	DE9666	00	Adjunct Instructor	TV013	21-DEC-17
Donald Mackenzie	DE9666	00	Adj Instr-ARTH 212	TV013	21-DEC-17
Martese McGregor	DE9843	00	Adj Instructor-UC MATH095	TV013	21-DEC-17
Casualene Meyer	DE9666	00	Adjunct Instructor	TV013	21-DEC-17
Casualene Meyer	DE9850	00	Adjunct Instructor	TV013	21-DEC-17
Chad Mitzel	DE9666	00	Adjunct Instructor	TV013	21-DEC-17
Brookes Noem	DE9666	00	Adjunct Instructor	TV013	21-DEC-17
Sam O'Hanlon	DE9715	00	Adjunct Instructor	TV013	21-DEC-17
Debra Roach	DE9666	00	Adjunct Instructor	TV013	21-DEC-17
Debra Roach	DE9843	00	Adjunct Instructor	TV013	21-DEC-17
Naomi Sazama	DE9843	00	Adjunct Instructor	TV013	21-DEC-17
David Schreiber	DE9848	00	Adjunct Instructor	TV013	21-DEC-17
Jennifer Schulte	DE9519	00	Adjunct Instructor	TV013	21-DEC-17
Christina Sewell	DE9666	00	Adjunct Instructor	TV013	21-DEC-17
Christina Sewell	DE9850	00	Adj Instructor-ENGL 201	TV013	21-DEC-17
Leretta Smith	DE9666	00	Adjunct Instructor	TV013	21-DEC-17
Steven Steele	DE9666	00	Adjunct Instructor	TV013	21-DEC-17
Michael Waldner	DE9872	00	Adjunct Instructor	TV013	21-DEC-17
Carmen Weaver	DE9666	00	Adjunct Instructor	TV013	21-DEC-17
Don Wiken	DE9666	00	Adjunct Instructor	TV013	21-DEC-17
Joel Wohnoutka	DE9666	00	Adjunct Instructor	TV013	21-DEC-17
Shawn Zwach	DE9666	00	Adjunct Instructor	TV013	21-DEC-17

ECLS 45 Volunteers			
Banner ID	Name	Department	Institution
A00182538	Aaron Curry	Arts & Sciences	DSU
A00168345	Jordan Adolph	Athletics - Intercolleg Athletics	DSU
A00221830	Brayden Buller	Athletics - Intercolleg Athletics	DSU
A00221828	Jake Hult	Athletics - Intercolleg Athletics	DSU

A00218039	Kasey Randall	Athletics - Intercolleg Athletics	DSU
A00221831	Riston Wolf	Athletics - Intercolleg Athletics	DSU
A00221829	Tommy Worden	Athletics - Intercolleg Athletics	DSU
A00224886	Nick Alholinna	College of Computing	DSU
A00221910	Dakota Ruelle	College of Computing	DSU
A00182761	Ross Dailey	International Coordinator	DSU



P2RNJOB

South Dakota Board of Regents

BOR Routine

03/07/2018 08:49:54

Date Range : 22-OCT-17 thru 21-FEB-18  
For :NSU

Ver: 072011.28a

Career Service Benefit Eligible (CSA1)  
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Chelvan Arunasalam	NE9871	03	Cashier/Men's Athletics	Hire Temp Appointment	44.82	22-OCT-17
Jace Brownlee	NE9776	00	LMS Support Specialist	Appointment	42992.77	30-OCT-17
Russell Heier	NE9636	00	Banner Student Project	Hire Temp Appointment	1500.00	22-DEC-17
Judith Lapka	NE9636	00	Banner Student Project	Supplemental Appointment	1500.00	22-DEC-17
Laura Mount	NE9636	00	Banner Student Project	Hire Temp Appointment	3000.00	22-DEC-17
Virginia Shanley	NE9636	00	Banner Student Project	Hire Temp Appointment	3000.00	22-DEC-17
Jordon Sutton	NE9896	00	Medium Equipment Operator	Appointment	27039.48	08-JAN-18
Jeanne Tople	NE9636	00	Banner Student Project	Hire Temp Appointment	1200.00	22-DEC-17
Kylie Waldo	NE9716	00	Part time Secretary	Appointment	13135.71	04-DEC-17

Career Service Benefit Eligible (CSA1)  
Permanent Salary Adjustment(SP)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Laura Mount	NE9881	00	Admissions Op Specialist	Reclassification	32322.58	33944.95	1622.37	

Career Service Benefit Eligible (CSA1)  
Temporary Salary Adjustments(ST)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
There were no records found for this group.								

Career Service Benefit Eligible (CSA1)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Russell Heier	NE9872	00	Information Tech Specialist	SA011	21-FEB-18
Duane Hinman	NE9896	00	Medium Equipment Operator	TV000	15-DEC-17
Jacquelyn Larson	NE9861	00	Training Specialist	TV001	05-JAN-18
Jacob Bentz	NE9871	10	Cashier/Men's Athletics	TV013	21-DEC-17
Dennis Burrell	NE9981	00	Comm. Network Analyst	TR000	21-DEC-17
Dennis Burrell	NE9981	01	Senior Comp Sup Spec	TR000	21-DEC-17
Lori Doerr	NE9871	02	Cashier/Men's Athletics	TV013	21-DEC-17
Michelle Eisenbeisz	NE9871	05	Cashier/Men's Athletics	TV013	21-DEC-17
Hillary Goff	NE9867	01	Adj PE 475	TV013	21-DEC-17
Nancy Miller	NE9871	08	Cashier/Men's Athletics	TV013	21-DEC-17
Cherie Sauer	NE9897	00	Assistant Admissions Officer	TR001	11-JAN-18
Morgan Stadler	NE9871	01	Cashier/Men's Athletics	TV013	21-DEC-17

Career Service Non-Benefit Eligible (CSA2)  
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Thomas Butch	NE9871	14	FB Clock Operator \$42.50/game	Hire Temp Appointment	255.00	22-OCT-17
Jordan Carrier	NE9464	00	Assist w/Nutcracker Production	Hire Temp Appointment	100.00	22-NOV-17
Jordan Carrier	NE9655	01	Adj Inst-THEA 100 3 cr	Hire Temp Appointment	632.00	22-JAN-18
Jordan Carrier	NE9974	01	OCE - FA2017 Travel Stipend	Hire Temp Appointment	300.00	22-JAN-18
Mark Comstock	NE9871	09	BB Announcer \$75.00/game	Hire Temp Appointment	1200.00	22-DEC-17
Kendall Hoellein	NE9871	08	FB Book Operator \$37.50/game	Hire Temp Appointment	225.00	22-OCT-17
Shari Holmes	NE9667	01	Assistant Concessions	Hire Temp Appointment	2240.00	01-NOV-17

Breanna Luedtke	NE9667	00	Assistant Concessions	Hire Temp Appointment	1300.00	22-NOV-17
William Morgan	NE9871	03	VB Announcer	Hire Temp Appointment	550.00	22-OCT-17
Randal Murphy	NE9871	01	VB Line Judge \$40./match	Hire Temp Appointment	440.00	22-OCT-17
Brian Omland	NE9321	00	Fine Arts Technical Assistant	Hire Temp Appointment	2400.00	13-NOV-17
David Rice	NE9871	00	Shot Clock BB \$37.50/game	Hire Temp Appointment	600.00	22-DEC-17
Courtney Rott Jr	NE9871	00	FB Announcer \$40./game	Hire Temp Appointment	160.00	22-OCT-17
Eugene Smith	NE9871	10	Main Clock BB - \$37.50/game	Hire Temp Appointment	600.00	22-DEC-17
Ramona Smith	NE9871	13	VB Scorekeeper	Hire Temp Appointment	330.00	22-OCT-17

Career Service Non-Benefit Eligible (CSA2)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Elyssa Behan	NE9692	01	ZUMBA Instructor	TV013	05-DEC-17
Jordan Carrier	NE9464	00	Assist w/Nutcracker Production	TV013	21-DEC-17
Jordan Carrier	NE9655	00	Adjunct Theatre THEA 100	TV013	21-DEC-17
Jordan Carrier	NE9974	01	OCE - FA2017 Travel Stipend	TV013	21-FEB-18
Mark Comstock	NE9871	09	BB Announcer \$75.00/game	TV013	21-JAN-18
William Morgan	NE9871	03	VB Announcer	TV013	21-NOV-17
Randal Murphy	NE9871	01	VB Line Judge \$40./match	TV013	21-NOV-17
David Rice	NE9871	00	Shot Clock BB \$37.50/game	TV013	21-JAN-18
Courtney Rott Jr	NE9871	00	FB Announcer \$40./game	TV013	21-NOV-17
Eugene Smith	NE9871	10	Main Clock BB - \$37.50/game	TV013	21-JAN-18
Ramona Smith	NE9871	13	VB Scorekeeper	TV013	21-NOV-17
Maryan Wilson	NE9692	00	Self Defense Instructor	TV013	05-DEC-17

Non-Faculty Benefit Eligible (NFE1) (NFE1)  
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Brent Aldridge	NE9733	01	2017 NCAA Tour Qualif BONUS	Supplemental Appointment	1000.00	22-DEC-17
Cory Anderson	NE9706	07	Insight Class December 9, 2017	Supplemental Appointment	400.00	22-NOV-17
Kelly Bindenagel	NE9706	06	Insight Instructor Nov 18,2017	Hire Temp Appointment	400.00	22-OCT-17
Kelly Bindenagel	NE9706	07	Insight Instructor 01/13/2018	Hire Temp Appointment	400.00	22-DEC-17
Kevin Bjerke	NE9867	02	HLTH 251	Overload for Teaching	1077.00	22-DEC-17
Ronald Brownie	NE9636	00	Banner Student Project	Hire Temp Appointment	3000.00	22-DEC-17
Ronald Brownie	NE9974	02	OCE-BADM 464-N801T	Hire Temp Appointment	3231.00	22-DEC-17
Trevor Carrier	NE9464	00	Theatre Mgr-Nutcracker Prod	Supplemental Appointment	350.00	22-NOV-17
Layton Cooper	NE9503	00	JumpStartAdvsr/Asst Dir Admiss	Appointment	40000.00	06-NOV-17
Madia Droppers	NE9974	25	ENGL-210-NHU01	Supplemental Appointment	3231.00	22-DEC-17
Kelly Duncan	NE9445	00	Hrs/Dir of Counsel vacancy	Supplemental Appointment	600.00	22-JAN-18
Kelly Duncan	NE9838	00	OL-CGPS755-Replace Instructor	Overload for Teaching	988.00	22-OCT-17
Kelly Duncan	NE9838	01	Teach CGPS713 - 3 cr SP2018	Overload for Teaching	3951.00	22-DEC-17
Kay Fredrick	NE9636	00	Banner Student Project	Hire Temp Appointment	1800.00	22-DEC-17
Cathy Hall	NE9922	00	Chief Financial Officer, Found	Appointment	95000.00	30-OCT-17
Peggy Hallstrom	NE9636	00	Banner Student Project	Hire Temp Appointment	3000.00	22-DEC-17
Myers Hendrickson	NE9727	00	Assistant FB Coach	Appointment	53000.00	04-DEC-17
Heather Jordan	NE9648	00	Coordinator/Alumni Operations	Appointment	41500.00	22-NOV-17
Sharon Kienow	NE9636	00	Banner Student Project	Supplemental Appointment	1500.00	22-DEC-17
James Lewis	NE9668	01	Wrestling Camp Coach	Hire Temp Appointment	1315.79	22-OCT-17
Jennifer Lofswold	NE9974	21	OCE-READ 041-N800T	Hire Temp Appointment	3231.00	22-DEC-17
Britt Lorenz	NE9579	04	Adj Inst-BADM 284 N02	Hire Temp Appointment	1077.00	22-DEC-17
Britt Lorenz	NE9579	05	Adj Inst-BADM 284 N01	Hire Temp Appointment	1077.00	22-DEC-17
Jessica McCloy	NE9657	00	Asst Admissions Rep	Appointment	37000.00	16-JAN-18
Melinda Millermon	NE9866	00	ESL Instructor	Appointment	38000.00	22-OCT-17
Erin Olson	NE9706	01	Insight Adjuncts	Supplemental Appointment	400.00	22-JAN-18
Zachary Parks	NE9649	00	Assistant FB Coach	Appointment	33000.00	08-JAN-18
Lindsey Partridge	NE9723	01	2017 NCAA Tourn Qualif BONUS	Supplemental Appointment	500.00	22-DEC-17
Becky Pribyl	NE9636	00	Banner Student Project	Hire Temp Appointment	1250.00	22-DEC-17
Nathan Roberts	NE9974	00	OCE-BIOL 211/L N800T	Hire Temp Appointment	3554.10	22-DEC-17
Nehemaia Tupou	NE9871	08	Cashier/Men's Athletics	Hire Temp Appointment	82.17	01-NOV-17

Non-Faculty Benefit Eligible (NFE1) (NFE1)  
Permanent Salary Adjustment(SP)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Sara Olson	NE9810	00	Advisor - Nursing Programs	Permanent Change in FTE	19887.00	27840.00	7953.00	

Non-Faculty Benefit Eligible (NFE1) (NFE1)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Gregory Fred	NE9657	00	Asst Admissions Rep	TV001	21-NOV-17
Sara Hallberg	NE9445	00	Director of Counseling	TI000	21-DEC-17
Amanda Hegland	NE9718	00	Admissions Rep II	TV000	05-JAN-18
Mark Martin	NE9727	00	Assistant FB Coach	TI000	15-DEC-17
John Romeo	NE9318	00	Director of Enterprise Systems	TV001	21-FEB-18
Brent Aldridge	NE9733	01	2017 NCAA Tour Qualif BONUS	TV013	21-JAN-18
Cory Anderson	NE9706	07	Insight Class December 9, 2017	TV013	21-DEC-17
Kelly Bindenagel	NE9706	06	Insight Instructor Nov 18,2017	TV013	21-NOV-17
Kelly Bindenagel	NE9706	07	Insight Instructor 01/13/2018	TV013	21-JAN-18
Ronald Brownie	NE9974	01	BADM 460-N801T	TV013	21-DEC-17
Trevor Carrier	NE9464	00	Theatre Mgr-Nutcracker Prod	TV013	21-DEC-17
David Downham	NE9855	01	Overload-ESL	TV013	20-DEC-17
Madia Droppers	NE9743	01	Adj 1 sec ENGL 033	TV013	21-DEC-17
Madia Droppers	NE9843	03	ENGL 201	TV013	21-DEC-17
Madia Droppers	NE9974	24	OCE-ENGL 101-N801T	TV013	21-DEC-17
Kelly Duncan	NE9472	00	EDFN-592-N704T	TV013	21-DEC-17
Kelly Duncan	NE9838	00	OL-CGPS755-Replace Instructor	TV013	21-DEC-17
Laci Hettick	NE9867	04	Adj PE 182 2 credit	TV013	21-DEC-17
Terri Holmes	NE9867	04	Adj PE 182 2 credits	TV013	21-DEC-17
Janne Jockheck Holt	NE9974	25	BIOL-208-N800T	TV013	21-DEC-17
James Lewis	NE9668	01	Wrestling Camp Coach	TV013	21-NOV-17
Jennifer Lofswold	NE9843	01	ENGL 101	TV013	21-DEC-17
Jennifer Lofswold	NE9974	20	Adj READ-041-N800T	TV013	21-DEC-17
Britt Lorenz	NE9579	02	Adj BADM 284	TV013	21-DEC-17
Britt Lorenz	NE9579	03	Adj BADM 284	TV013	21-DEC-17
Erin Olson	NE9706	01	Insight Adjuncts	TV013	21-FEB-18
Lindsey Partridge	NE9723	01	2017 NCAA Tourn Qualif BONUS	TV013	21-JAN-18
Nathan Roberts	NE9483	00	Env. Biology	TV013	21-DEC-17
Doris Stusiak	NE9871	02	Cashier/Men's Athletics	TV013	21-DEC-17

Student Employment and NFE Non-Benefit Eligible (NFE2)  
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Mahmoud Alabbas	NS9482	01	Student Labor International	Hire Temp Appointment	2400.00	01-DEC-17
Sonia Alaman	NS9317	00	Student Labor-Math Lab	Hire Temp Appointment	2000.00	08-JAN-18
Adela Alinani	NS9273	00	Math Tutor	Hire Temp Appointment	1440.00	22-JAN-18
Remi Allison	NS9471	00	Student Labor-Men's Athletics	Hire Temp Appointment	1800.00	22-DEC-17
Bailey Alonge	NS9414	01	Student Labor Alumni/Devl	Appointment	1800.00	22-JAN-18
Qi An	NG9294	00	GA-Music	Hire Temp Appointment	3702.00	22-JAN-18
Matalyn Andersen-Pommer	NS9414	00	Student Labor Alumni/Devl	Hire Temp Appointment	97.35	22-JAN-18
Katie Appl	NS9311	01	Music - Honors Breakfast	Hire Temp Appointment	50.00	22-NOV-17
Katie Appl	NS9321	00	Rural Student Teacher	Hire Temp Appointment	1500.00	22-DEC-17
Alexis Ayers	NS9374	00	Student Labor - Library	Hire Temp Appointment	1850.00	02-JAN-18
Madison Barnes	NS9372	00	Student Labor-Admissions	Hire Temp Appointment	2000.00	08-JAN-18
Dakota Barrie	NE9867	00	EmergAdjInst PE480/PE360	Hire Temp Appointment	2692.50	22-OCT-17
Doyle Becker	NE9809	06	Cohort Tchrc&Course Author	Hire Temp Appointment	12759.00	22-DEC-17
Caitlin Beckman	NS9321	00	Rural Student Teacher	Hire Temp Appointment	1500.00	22-DEC-17
Elise Benner	NS9372	00	Student Labor-Admissions	Hire Temp Appointment	2000.00	02-JAN-18
Natalie Bierman	NS9321	00	Rural Student Teacher	Hire Temp Appointment	1500.00	22-DEC-17
Eric Bishop	NS9364	00	Student Labor- Custodial	Hire Temp Appointment	2160.00	02-JAN-18
Gideonna Boateng	NS9273	00	Math Tutor	Hire Temp Appointment	1440.00	22-JAN-18
Gideonna Boateng	NS9334	00	Student Labor-UB	Appointment	1800.00	01-FEB-18
Alexis Boesl	NS9294	00	Student Labor - Intramurals	Hire Temp Appointment	2880.00	23-OCT-17
Alexis Boesl	NS9471	00	Student Labor-Men's Athletics	Hire Temp Appointment	1800.00	22-DEC-17
Jessica Brandt	NS9321	00	Rural Student Teacher	Hire Temp Appointment	1500.00	22-DEC-17
Kelson Brewer	NS9450	02	NotetakerFA2017-WEL 100-N01	Hire Temp Appointment	75.00	22-NOV-17

MacKinley Bruemmer	NS9407 00	Assist w/Nutcracker	Hire Temp Appointment	61.95	22-NOV-17
Zoe Buckstead	NS9450 00	NotetakerFA2017 HIST 122-N03	Hire Temp Appointment	75.00	22-NOV-17
Patrick Calvillo	NS9407 00	Assist w/Nutcracker	Hire Temp Appointment	84.08	22-NOV-17
Jordan Carson	NS9317 00	Student Labor-Math Lab	Hire Temp Appointment	2000.00	22-DEC-17
Jordan Carson	NS9334 00	Student Labor-UB	Hire Temp Appointment	370.00	22-NOV-17
Mallika Choudhary	NS9438 00	Exponent Reporter \$1./col inch	Hire Temp Appointment	320.00	22-OCT-17
Hayley Coon	NS9377 00	Student Technology Fellow	Hire Temp Appointment	3030.00	08-JAN-18
Perpetua Coronel Nunez	NS9325 00	Student Labor - Int'l Programs	Hire Temp Appointment	1800.00	02-JAN-18
Kaycee Cronin	NS9460 00	AwareWolves	Hire Temp Appointment	2880.00	01-NOV-17
Kawlar Dah	NW9467 00	Work Study-Counseling	Hire Temp Appointment	1770.00	08-JAN-18
Cole Dahl	NS9294 00	Student Labor - Intramurals	Hire Temp Appointment	1440.00	22-JAN-18
Clay Danielson	NS9397 00	Student Labor - Biology	Hire Temp Appointment	1440.00	22-JAN-18
Naomi Davis	NS9311 00	Music- Honors Breakfast	Hire Temp Appointment	50.00	22-NOV-17
Ethan Delvo	NS9470 00	MASCOT	Hire Temp Appointment	3200.00	22-OCT-17
Ty Dillabough	NS9308 00	E-learning Student Labor	Hire Temp Appointment	1800.00	08-JAN-18
Shanae Doerr	NS9325 00	Student Labor - Int'l Programs	Hire Temp Appointment	2400.00	22-NOV-17
Terrance Dosch	NE9505 00	Assistant FB Coach	Hire Temp Appointment	3591.00	22-NOV-17
Jordenne Ducheny	NS9399 00	Studio Model	Hire Temp Appointment	132.00	22-NOV-17
Nyssa Duffield	NS9321 00	Rural Student Teacher	Hire Temp Appointment	1500.00	22-DEC-17
Dana Duvall	NS9460 00	AwareWolves	Hire Temp Appointment	2880.00	01-NOV-17
Zachary Feil	NE9867 01	Adj Inst WEL 100L	Hire Temp Appointment	1077.00	22-DEC-17
Dakota Feller	NS9414 00	Student Labor Alumni/Devl	Hire Temp Appointment	1416.00	22-JAN-18
Bowen Feng	NS9325 00	Student Labor - Int'l Programs	Hire Temp Appointment	1440.00	22-JAN-18
Leandro Fernandez Moutin	NS9325 00	Student Labor - Int'l Programs	Hire Temp Appointment	1800.00	02-JAN-18
Benjamin Fichter	NS9337 02	Wrestling Camp Worker	Hire Temp Appointment	200.00	22-OCT-17
Benjamin Fichter	NS9337 03	Wrestling Asst/Team Manager	Hire Temp Appointment	400.00	22-OCT-17
Jake Flakus	NW9408 00	Work Study-Intercoll Athl	Hire Temp Appointment	1416.00	22-JAN-18
Bo Fries	NS9294 01	Student Labor - Intramurals	Hire Temp Appointment	1800.00	16-JAN-18
Rachelle Gabriel	NS9373 00	Student Lab-Orientation FA2017	Hire Temp Appointment	50.00	22-DEC-17
Rachelle Gabriel	NW9313 00	Work Study-Student Union	Hire Temp Appointment	1770.00	08-JAN-18
Jared Gallatin	NG9282 00	GA-HPER	Hire Temp Appointment	3702.00	22-DEC-17
Kyra Gardner	NS9471 00	Student Labor-Men's Athletics	Hire Temp Appointment	2450.00	22-OCT-17
Tara Gascoigne	NS9317 00	Student Labor-Math Lab	Hire Temp Appointment	1600.00	22-JAN-18
Ashley Geist	NG9283 02	GA-Career Services	Hire Temp Appointment	3702.00	22-DEC-17
Shelby Glover	NS9309 00	Color Guard FALL 2017	Hire Temp Appointment	500.00	22-NOV-17
Shelby Glover	NS9407 01	Assist w/Nutcracker	Hire Temp Appointment	68.59	22-NOV-17
Joseph Gomez	NE9567 00	Assistant Wrestling Coach/Mgr.	Hire Temp Appointment	263.16	22-NOV-17
Nora Groft	NE9809 07	Cohort Tchr/Course Author	Hire Temp Appointment	11259.00	22-DEC-17
Rose Habeger	NW8313 00	Res Life Work study	Hire Temp Appointment	1416.00	24-JAN-18
Brady Hamer	NS9438 00	Exponent Reporter \$1./col inch	Hire Temp Appointment	320.00	22-OCT-17
Olaf Hanson	NS9273 02	Math Tutor	Hire Temp Appointment	1480.00	22-JAN-18
Crystal Harper	NS9399 00	Student Labor - Art	Hire Temp Appointment	100.00	22-NOV-17
Tyler Harris	NS9309 00	Color Guard Fall 2017	Hire Temp Appointment	500.00	22-NOV-17
Zhengguo He	NS9463 00	Intl Business Office Asst	Hire Temp Appointment	1200.00	01-DEC-17
Parker Heger	NS9277 00	Writing Tutor	Hire Temp Appointment	1440.00	22-JAN-18
Jocelyn Hellman	NW9455 00	Work Study-Art	Hire Temp Appointment	1900.00	08-JAN-18
Joshua Hinkemeyer	NS9407 00	Assist w/Nutcracker	Hire Temp Appointment	112.84	22-NOV-17
Pe Pet Hlaing	NS9450 00	Notetaker FA2017 SOC 100-N01	Hire Temp Appointment	75.00	22-NOV-17
Brendon Hoellein	NE9871 00	BB Scorebook \$37.50/game	Hire Temp Appointment	600.00	22-DEC-17
Landon Hoellein	NW9408 02	Work Study-Intercoll Athl	Hire Temp Appointment	1770.00	08-JAN-18
Mitchell Holler	NS9390 00	Student Labor - Library	Hire Temp Appointment	2000.00	02-JAN-18
Justice Horn	NS9450 00	Notetaker FA2017- ECON 202 N01	Hire Temp Appointment	75.00	22-NOV-17
Katelyn Howard	NS9321 01	Rural Student Teacher	Hire Temp Appointment	1500.00	22-DEC-17
Busrafhatima Hulmani	NS9308 04	E-learning Student Labor	Hire Temp Appointment	2000.00	08-JAN-18
Lindsey Jarvis	NS9450 00	Notetaker-ENGL101N07 Fall 2017	Hire Temp Appointment	75.00	22-NOV-17
Ashley Jenkins	NS9280 00	SI Leader	Appointment	1900.00	08-JAN-18
Ashley Jenkins	NS9305 00	Reading Tutor Pass	Appointment	1900.00	01-JAN-18
Yaxuan Ji	NS9323 00	Confucius Institute-Stdt Labor	Hire Temp Appointment	350.01	22-JAN-18
Paulo Jimenez Cossio	NS9311 00	Music-Annual Christmas Dinner	Hire Temp Appointment	50.00	22-NOV-17
Michael Johnson	NS9277 00	Writing Tutor	Hire Temp Appointment	1440.00	22-JAN-18
Taylor Johnson	NS9311 02	Music -Honors Breakfast	Hire Temp Appointment	50.00	22-NOV-17
Shannon Katz	NW9408 00	Work Study-Intercoll Athl	Hire Temp Appointment	1416.00	22-JAN-18
Nicholas Kayl	NS9471 00	Student Labor-Men's Athletics	Hire Temp Appointment	1074.00	22-NOV-17
Nicholas Kayl	NW9408 01	Work Study-Intercoll Athl	Hire Temp Appointment	2506.00	22-OCT-17
Alysa Kelley	NS9272 00	Office Assistant	Hire Temp Appointment	2520.00	01-NOV-17
Alexander Kern	NS9471 00	Student Labor-Men's Athletics	Hire Temp Appointment	2148.00	01-DEC-17
Gabriel King	NS9294 00	Student Labor - Intramurals	Hire Temp Appointment	1440.00	22-JAN-18
Charles Kintz	NS9308 01	E-learning Student Labor	Hire Temp Appointment	1800.00	08-JAN-18

Charles Kintz	NS9375	00	Support Desk Worker	Hire Temp Appointment	1440.00	22-JAN-18
Nicolette Kneeland	NW9324	00	Work Study-Accounting	Hire Temp Appointment	1416.00	22-JAN-18
Rachel Korkow	NS9399	00	Studio Model	Hire Temp Appointment	99.00	22-DEC-17
Brandi Krueger	NS9399	00	Studio Model	Hire Temp Appointment	99.00	22-NOV-17
Molly Kueter	NS9273	00	Math Tutor	Hire Temp Appointment	1440.00	22-JAN-18
Molly Kueter	NS9450	00	Notetaker-FA2017-GEOG 210N01	Hire Temp Appointment	75.00	22-NOV-17
Kristina Kuzmina	NS9450	00	Notetaker FA2017 MATH 101N02	Hire Temp Appointment	75.00	22-NOV-17
Gabrielle Lane	NE9867	01	Adj Inst Teach PE355	Hire Temp Appointment	3231.00	22-DEC-17
Catherine Leber	NS9450	03	Notetkr FA17SPED417,470,485N01	Hire Temp Appointment	225.00	22-NOV-17
Collin Lindhorst	NS9438	00	Stu Pub-Writer \$1./col inch	Hire Temp Appointment	140.00	22-OCT-17
Heather Lone	NW9321	00	Work Study-Bookstore	Hire Temp Appointment	1770.00	08-JAN-18
Heather Lone	NW9468	00	Work Study-OCE	Hire Temp Appointment	360.00	22-OCT-17
Allerie Loof	NS9321	00	Rural Student Teacher	Hire Temp Appointment	1500.00	22-DEC-17
Easton Lopez	NS9308	01	E-learning Student Labor	Hire Temp Appointment	1800.00	08-JAN-18
Easton Lopez	NS9375	00	Support Desk Worker	Hire Temp Appointment	1440.00	22-JAN-18
Rachel Lynch	NS9321	00	Rural Student Teacher	Hire Temp Appointment	1500.00	22-DEC-17
Gerardo Magana	NS9471	00	Student Labor-Men's Athletics	Hire Temp Appointment	1045.80	01-NOV-17
Jarreth Martina	NS9325	00	Student Labor - Int'l Programs	Hire Temp Appointment	1850.00	02-JAN-18
Jay Maxville	NW9408	00	Work Study-Intercoll Athl	Hire Temp Appointment	1416.00	22-JAN-18
Matthew Mayfield	NS9377	00	Student Technology Fellow	Hire Temp Appointment	3030.00	08-JAN-18
Emily Meidinger	NS9460	00	Partners/Success Social Media	Hire Temp Appointment	3240.00	23-OCT-17
Jared Meiklejohn	NG9282	00	GA-HPER	Hire Temp Appointment	3702.00	22-DEC-17
Jordan Menken	NS9471	00	Student Labor-Men's Athletics	Hire Temp Appointment	2478.00	22-OCT-17
Steven Meyer	NS9364	00	Student Labor- Custodial	Appointment	2160.00	22-JAN-18
Monte Meyerink	NE9801	01	Coordinator Math Lab	Hire Temp Appointment	6000.00	22-DEC-17
Donovan Miller	NS9471	00	Student Labor-Men's Athletics	Hire Temp Appointment	2800.00	22-OCT-17
Gracelynn Miller	NS9471	00	Student Labor-Men's Athletics	Hire Temp Appointment	2478.00	22-OCT-17
Megan Mooberry	NS9275	00	Reading Tutor	Appointment	1800.00	08-JAN-18
Sue Morrell	NE9809	04	Cohort Tchr/Course Author	Hire Temp Appointment	9509.00	22-DEC-17
Cheri Mortenson	NW8309	00	W/S Offcampus-Boys/Girls Club	Hire Temp Appointment	2832.00	22-OCT-17
Nicholas Neville	NS9377	00	Student Technology Fellow	Hire Temp Appointment	2424.00	22-JAN-18
Mat Orr	NE9974	36	OCE-WEL 100L-N800T	Hire Temp Appointment	2154.00	22-DEC-17
Jessica Otto	NS9471	00	Concessions Stand	Hire Temp Appointment	1800.00	22-DEC-17
Vanisa Petriti	NS9273	00	Math Tutor	Hire Temp Appointment	1440.00	22-JAN-18
Christine Powers	NS9280	00	SI Leader	Appointment	1800.00	08-JAN-18
Briana Rice	NS9321	00	Rural Student Teacher	Hire Temp Appointment	1500.00	22-DEC-17
Erinn Rigg	NS9470	00	GraphDesignIntern-UnivRelatns	Hire Temp Appointment	2520.00	15-NOV-17
Gillian Roda	NW9401	00	Work Study-Student Association	Hire Temp Appointment	2124.00	22-NOV-17
Betser Roney	NS9325	00	Student Labor - Int'l Programs	Hire Temp Appointment	1800.00	02-JAN-18
Molly Royals	NS9333	00	Student Labor-Fine Arts	Hire Temp Appointment	1770.00	08-JAN-18
Adam Rye	NS9407	01	Assist w/Nutcracker	Hire Temp Appointment	87.17	22-NOV-17
Colton Schaefer	NS9321	00	Rural Student Teacher	Hire Temp Appointment	1500.00	22-DEC-17
Sarah Schafer	NS9277	00	Writing Tutor	Hire Temp Appointment	1440.00	22-JAN-18
Joanna Schleich	NW9329	00	Work Study-Library	Hire Temp Appointment	2124.00	22-NOV-17
Lorisa Schoenbeck	NS9280	00	SI Leader	Appointment	1800.00	08-JAN-18
Caleb Schoenfelder	NS9407	00	Assist w/Nutcracker	Hire Temp Appointment	106.20	22-NOV-17
Caleb Schoenfelder	NS9470	00	Mascot	Hire Temp Appointment	1000.00	22-NOV-17
Zyandra Schroeder	NS9280	00	SI Leader	Appointment	1800.00	08-JAN-18
Kyla Schuster	NS9280	00	SI Leader	Hire Temp Appointment	2160.00	08-JAN-18
Ashley Schwarz	NS9438	00	Stu Pub -Reporter \$1./col inch	Hire Temp Appointment	200.00	22-JAN-18
Trevor Sejnoha	NW9332	00	Work Study-Galleries	Hire Temp Appointment	2000.00	08-JAN-18
Scott Senftner	NW8309	00	W/S Off-campus Boys/Girls Club	Hire Temp Appointment	1416.00	22-JAN-18
Daniel Severson	NG9285	00	GA-Intramurals	Hire Temp Appointment	4936.00	22-NOV-17
Camila Shinoka De Sousa	NS9475	05	Student Labor - student union	Hire Temp Appointment	2076.00	22-OCT-17
Ian Smith	NS9294	02	Student Labor - Intramurals	Hire Temp Appointment	1800.00	16-JAN-18
Katrina Smith	NS9321	00	Rural Student Teacher	Hire Temp Appointment	1500.00	22-DEC-17
Rachel Smith	NS9450	00	NotetakerFA2017 - HIST 313 N01	Hire Temp Appointment	75.00	22-NOV-17
Tyler Smith	NS9311	00	Music-Honors Breakfast	Hire Temp Appointment	50.00	22-NOV-17
Katherine Springer	NS9450	00	NotetakerFA2017-SOC 470-N01	Hire Temp Appointment	75.00	22-NOV-17
Haley Stover	NS9321	00	Rural Student Teacher	Hire Temp Appointment	1500.00	22-DEC-17
Adwoa Street	NS9415	02	Student Labor Controller	Hire Temp Appointment	400.00	18-DEC-17
Elsa Swanson	NS9414	03	Student Labor Alumni/Devl	Hire Temp Appointment	410.00	22-NOV-17
Elsa Swanson	NS9414	04	Student Labor Alumni/Devl	Hire Temp Appointment	1640.00	22-JAN-18
Margaret Thares	NS9317	00	Student Labor-Math Lab	Hire Temp Appointment	2000.00	22-DEC-17
Kennady Thompson	NS9294	00	Student Labor - Intramurals	Hire Temp Appointment	2520.00	23-OCT-17
Kaitlyn Tracy-King	NS9294	01	Student Labor - Intramurals	Hire Temp Appointment	1800.00	16-JAN-18
Mitchell Tschakert	NS9280	00	SI Leader	Hire Temp Appointment	2160.00	08-JAN-18
Samuel Tucker	NW9307	00	Work Study Student Pub	Hire Temp Appointment	1770.00	08-JAN-18

Shay Tunnissen	NS9450	00	NotetakerFA2017-BIOL211 N01/02	Hire Temp Appointment	75.00	22-NOV-17
Tyriq Turner-Dunlap	NS9471	00	Student Labor-Men's Athletics	Hire Temp Appointment	1432.00	01-FEB-18
Tyriq Turner-Dunlap	NW9408	00	Work Study-Intercoll Athl	Hire Temp Appointment	2160.00	22-NOV-17
Kathryn Uittenbogaard	NS9471	01	VBLiberoTrckr/Scorebrd\$30/mtch	Hire Temp Appointment	300.00	22-OCT-17
Sara Van Regenmorter	NW9467	00	Work Study-Counseling	Hire Temp Appointment	1416.00	22-JAN-18
Kristen Vanderostyne	NS9280	00	SI Leader	Appointment	1800.00	08-JAN-18
Brady Vandevort	NS9311	00	Music-Annual Christmas Dinner	Hire Temp Appointment	50.00	22-NOV-17
Kelci Viesselman	NS9471	00	Student Labor-Men's Athletics	Hire Temp Appointment	40.00	22-NOV-17
Asher Wahl	NS9397	00	Student Labor - Biology	Hire Temp Appointment	1440.00	22-JAN-18
Johanna Wahl	NS9397	00	Student Labor - Biology	Hire Temp Appointment	1440.00	22-JAN-18
Johanna Wahl	NS9471	00	Student Labor-Men's Athletics	Hire Temp Appointment	1800.00	22-DEC-17
Annie Walsh	NS9450	00	Notetaker FA2017-BADM 101NBUS2	Hire Temp Appointment	75.00	22-NOV-17
Annie Walsh	NW9329	00	Work Study-Library	Hire Temp Appointment	2478.00	22-OCT-17
Maida Walters	NS9438	00	Stu Pub -Reporter \$1./col inch	Hire Temp Appointment	200.00	10-JAN-18
Cory Weeks	NS9471	00	Student Labor-Men's Athletics	Hire Temp Appointment	1432.00	01-FEB-18
Cassidy Weiss	NS9471	00	Student Labor-Men's Athletics	Hire Temp Appointment	1440.00	22-JAN-18
Mckenzie Werner	NS9459	00	Student Labor - Extension	Hire Temp Appointment	2340.00	06-DEC-17
Kira Whitmore	NS9450	00	Notetaker-POLS100NPOSO FA2017	Hire Temp Appointment	75.00	22-NOV-17
Luke Wietgreffe	NS9389	00	Student Labor- Accounting	Hire Temp Appointment	1440.00	24-JAN-18
Emily Wiley	NS9471	00	Student Labor-Men's Athletics	Hire Temp Appointment	1432.00	01-FEB-18
Emily Wiley	NW9464	00	Work Study-Media Center	Hire Temp Appointment	2000.00	09-JAN-18
Alexandra Woytassek	NS9450	00	Notetaker-SPCM 101-N07 FA2017	Hire Temp Appointment	75.00	22-NOV-17
Chantell Wren	NW8309	00	W/S Off-campus Boys/Girls Club	Hire Temp Appointment	2478.00	22-OCT-17
Xiyue Yu	NS9323	01	CI-Music 10/25-11/8, 2017	Hire Temp Appointment	100.00	22-OCT-17
Xiyue Yu	NS9323	02	CI-Panda Mascot forInt'l Ed Wk	Hire Temp Appointment	70.00	22-OCT-17

Student Employment and NFE Non-Benefit Eligible (NFE2)  
Permanent Salary Adjustment(SP)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Ryder Carey	NS9363	02	Student Labor - Grounds	Change Salary Rate/Pay Grade	4200.00	2160.00	-2040.00	
Tayzia Claymore-Knight	NS9440	00	UC-American Indian Cir Prog	Minimum Wage Increase	3150.00	3186.00	36.00	
Tori Drapeau	NS9440	00	UC-American Indian Cir Prog	Minimum Wage Increase	3150.00	3186.00	36.00	
Donovan Miller	NS9471	00	Student Labor-Men's Athletics	Minimum Wage Increase	2800.00	2832.00	32.00	
Andrew Nichols	NS9471	00	Student Labor-Men's Athletics	Minimum Wage Increase	3150.00	3186.00	36.00	
Megan Norton	NS9363	01	Student Labor - Grounds	Minimum Wage Increase	4200.00	4248.00	48.00	
Nathan Patterson	NS9471	00	Student Labor-Men's Athletics	Minimum Wage Increase	3150.00	3186.00	36.00	
Traiton Peck	NS9363	02	Student Labor - Grounds	Change Salary Rate/Pay Grade	4200.00	2160.00	-2040.00	
Camila Shinoka De Sousa	NS9475	05	Student Labor - student union	Change Salary Rate/Pay Grade	2076.00	2124.00	48.00	
Justice Swift-Red Hawk	NS9440	00	UC-American Indian Cir Prog	Minimum Wage Increase	3150.00	3186.00	36.00	
Noah Vreeman	NS9471	00	Student Labor-Men's Athletics	Minimum Wage Increase	3150.00	3186.00	36.00	

Student Employment and NFE Non-Benefit Eligible (NFE2)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Taylor Achterberg	NW8309	01	W/s Off campus-Boys/Girls Club	TV012	21-JAN-18
Samuel Altena	NW9408	00	Work Study-Intercoll Athl	TV012	21-DEC-17
Matalyn Andersen-Pommer	NS9414	00	Student Labor Alumni/Devl	TV012	21-FEB-18
Katie Appl	NS9311	01	Music - Honors Breakfast	TV012	21-DEC-17
Anastasia Asp	NW9471	01	Work Study-Univ Relations	TV012	13-DEC-17
Dakota Barrie	NE9867	00	EmergAdjInst PE480/PE360	TV013	21-DEC-17
Ellie Beckman	NW9321	03	Work Study-Bookstore	TV012	13-DEC-17
Whitney Berner	NS9317	03	Student Labor-Math Lab	TV012	21-DEC-17
Mariah Block	NS9377	02	Student Technology Fellow	TV012	21-FEB-18
Gage Bortnem	NS9411	01	Student Labor -Chemistry Pilot	TV012	21-JAN-18
Kelson Brewer	NS9450	02	NotetakerFA2017-WEL 100-N01	TV012	21-DEC-17
Brittany Bruce	NS9414	00	Student Labor Alumni/Devl	TV012	08-DEC-17
MacKinley Bruemmer	NS9407	00	Assist w/Nutcracker	TV012	21-DEC-17
Zoe Buckstead	NS9450	00	NotetakerFA2017 HIST 122-N03	TV012	21-DEC-17
Patrick Calvillo	NS9407	00	Assist w/Nutcracker	TV012	21-DEC-17
Jordan Carson	NS9334	00	Student Labor-UB	TV012	21-DEC-17
Clayton Cole	NW9408	00	Work Study-Intercoll Athl	TV012	13-DEC-17
Kawlar Dah	NW9321	00	Work Study-Bookstore	TV012	21-DEC-17
Naomi Davis	NS9311	00	Music- Honors Breakfast	TV012	21-DEC-17

Ty Dillabough	NS9308 00	E-learning Student Labor	TV012	21-FEB-18
Shanae Doerr	NS9479 00	Stdtd Lbr Center for Excellence	TV012	21-NOV-17
Terrance Dosch	NE9505 00	Assistant FB Coach	TV013	21-DEC-17
Jordenne Ducheny	NS9399 00	Studio Model	TV012	21-DEC-17
Nyssa Duffield	NW9456 03	Work Study - Music	TV012	21-DEC-17
Tessa Durnin	NS9397 04	Stdtd Lab-Biology IA-Schroer	TV012	21-DEC-17
Tessa Durnin	NS9397 05	Sdt Labr in GreenhouseFALL2017	TV012	21-DEC-17
Marcus Fast Wolf	NW8309 02	W/S Offcampus Abdn Parks/Rec	TV012	13-DEC-17
Zachary Feil	NE9867 00	Adj l cred WEL 100L	TV013	21-DEC-17
Benjamin Fichter	NS9337 02	Wrestling Camp Worker	TV012	21-NOV-17
Benjamin Fichter	NS9337 03	Wrestling Asst/Team Manager	TV012	21-DEC-17
Zachary Fleming	NS9315 01	Student Labor-EPSCOR	TV012	21-NOV-17
Rachelle Gabriel	NS9373 00	Student Lab-Orientation FA2017	TV012	21-JAN-18
Ashley Geist	NG9283 01	GA-Career Services	TV012	21-DEC-17
Shelby Glover	NS9309 00	Color Guard FALL 2017	TV012	21-DEC-17
Shelby Glover	NS9407 01	Assist w/Nutcracker	TV012	21-DEC-17
Sukyong Goh	NS9438 00	Stu Pub-Photographer \$3./photo	TV012	21-DEC-17
Joseph Gomez	NE9567 00	Assistant Wrestling Coach/Mgr.	TV013	21-DEC-17
Crystal Harper	NS9399 00	Student Labor - Art	TV012	21-DEC-17
Crystal Harper	NW9332 01	Work Study-Galleries	TV012	13-DEC-17
Tyler Harris	NS9309 00	Color Guard Fall 2017	TV012	21-DEC-17
Kevin Heilman	NS9317 00	Student Labor-Math Lab	TV012	21-DEC-17
Kevin Heilman	NS9411 01	Student Labor -Chemistry Pilot	TV012	21-DEC-17
Suzanne Higgins	NS9377 01	Student Technology Fellow	TV012	21-FEB-18
Joshua Hinkemeyer	NS9407 00	Assist w/Nutcracker	TV012	21-DEC-17
Joshua Hinkemeyer	NW9456 00	Work Study - Music	TV012	21-NOV-17
Molly Hirsch	NS9376 02	Student Labor/ Wrestling	TV012	29-JAN-18
Pe Pet Hlaing	NS9450 00	Notetaker FA2017 SOC 100-N01	TV012	21-DEC-17
Brendon Hoellein	NE9871 00	BB Scorebook \$37.50/game	TV013	21-JAN-18
Justice Horn	NS9438 00	Stu Pub Writer-\$1./column inch	TV012	21-DEC-17
Justice Horn	NS9450 00	Notetaker FA2017- ECON 202 N01	TV012	21-DEC-17
Katelyn Howard	NS9321 00	Rural Student Teacher	TV012	21-NOV-17
Kristen Huber	NS9321 00	Rural Student Teacher	TV012	21-NOV-17
Busrafhatima Hulmani	NS9308 03	E-learning Student Labor	TV012	31-DEC-17
Busrafhatima Hulmani	NS9438 00	Stu Pub-Writer \$1./column inch	TV012	21-DEC-17
Lindsey Jarvis	NS9450 00	Notetaker-ENGL101N07 Fall 2017	TV012	21-DEC-17
Paulo Jimenez Cossio	NS9311 00	Music-Annual Christmas Dinner	TV012	21-DEC-17
Gey Joh	NS9438 00	StuPub Writer-\$1./column inch	TV012	13-DEC-17
Taylor Johnson	NS9311 02	Music -Honors Breakfast	TV012	21-DEC-17
Elizabeth Katz	NS9377 01	Student Technology Fellow	TV012	21-FEB-18
Brooke Kellen	NS9321 00	Rural Student Teacher	TV012	21-NOV-17
Yoojin Kim	NS9438 00	Stu Pub-Photographer \$3./photo	TV012	21-DEC-17
Charles Kintz	NS9308 00	E-learning Student Labor	TV012	31-DEC-17
Charles Kintz	NS9308 01	E-learning Student Labor	TV012	21-JAN-18
Sara Kjetland	NS9317 03	Student Labor-Math Lab	TV012	21-DEC-17
Corrina Koehn	NS9272 00	Office Assistant	TV012	13-DEC-17
Rachel Kopplin	NS9321 00	Rural Student Teacher	TV012	21-NOV-17
Rachel Korkow	NS9399 00	Studio Model	TV012	21-JAN-18
Sean Kramer	NS9397 00	Student Labor - Biology	TV012	13-DEC-17
Brandi Krueger	NS9399 00	Studio Model	TV012	21-DEC-17
Melanie Kruse	NS9321 00	Rural Student Teacher	TV012	21-NOV-17
Molly Kueter	NS9450 00	Notetaker-FA2017-GEOG 210N01	TV012	21-DEC-17
Alicia Kuipers	NS9317 02	Student Labor-Math Lab	TV012	21-DEC-17
Kristina Kuzmina	NS9450 00	Notetaker FA2017 MATH 101N02	TV012	21-DEC-17
Gabrielle Lane	NE9867 00	Adj PE 355 PE 453	TV013	22-DEC-17
Catherine Leber	NS9450 03	Notetkr FA17SPED417,470,485N01	TV012	21-DEC-17
Chelsey Lehrke	NS9317 03	Student Labor-Math Lab	TV012	21-NOV-17
Heather Lone	NW9468 00	Work Study-OCE	TV012	21-NOV-17
Allerie Loof	NS9374 01	Student Labor - Library	TV012	08-JAN-18
Allerie Loof	NW9329 02	Work Study-Library	TV012	08-JAN-18
Easton Lopez	NS9308 00	E-learning Student Labor	TV012	31-DEC-17
Easton Lopez	NS9308 01	E-learning Student Labor	TV012	21-FEB-18
Rachel Lynch	NS9317 03	Student Labor-Math Lab	TV012	21-DEC-17
Natasha Mangialetti	NS9438 00	Stu Pub-Photographer \$3./photo	TV012	21-DEC-17
Monte Meyerink	NE9801 00	Coordinator Math Lab	TV013	21-DEC-17
Mitchell Moes	NS9321 00	Rural Student Teacher	TV012	21-NOV-17
Till Olson	NS9280 00	SI Leader	TV012	13-DEC-17
Till Olson	NW9324 01	Work Study-Accounting	TV012	13-DEC-17

Mat Orr	NE9867	06	Adj PE 203	TV013	21-DEC-17
Mat Orr	NE9974	35	Adj WEL-100/L-N800T	TV013	21-DEC-17
Faith Patrick	NG9297	00	Graduate Research Assistant	TV012	09-JAN-18
Cori Redmond	NS9321	00	Rural Student Teacher	TV012	21-NOV-17
Gillian Roda	NW9401	00	Work Study-Student Association	TV012	21-FEB-18
Nicholas Rokusek	NW9408	00	Work Study-Intercol Athl	TV012	13-DEC-17
Molly Royals	NS9377	03	Student Technology Fellow	TV012	13-DEC-17
Samanthajean Ryan	NW9329	00	Work Study-Library	TV012	29-OCT-17
Adam Rye	NS9407	01	Assist w/Nutcracker	TV012	21-DEC-17
Colton Schaefer	NW9456	06	Work Study - Music	TV012	21-DEC-17
Michaela Schlecht	NW9455	01	Work Study-Art	TV012	13-DEC-17
Joanna Schleich	NW9329	00	Work Study-Library	TV012	08-FEB-18
Nicolette Schmidt	NW8309	01	W/S Off-campus SDSBVI	TV012	21-DEC-17
Caleb Schoenfelder	NS9407	00	Assist w/Nutcracker	TV012	21-DEC-17
Caleb Schoenfelder	NS9470	00	Mascot	TV012	20-FEB-18
Rochelle Schultz	NS9321	00	Rural Student Teacher	TV012	21-NOV-17
Sarah Secker	NS9321	00	Rural Student Teacher	TV012	21-NOV-17
Daniel Severson	NG9292	01	GA-Wellness Center	TV012	21-NOV-17
Bailey Sheridan	NS9321	00	Rural Student Teacher	TV012	21-NOV-17
Shayla Simons	NS9321	00	Rural Student Teacher	TV012	21-NOV-17
Kiley Skuza	NS9280	01	SI Leader	TV012	21-DEC-17
Kiley Skuza	NS9372	00	Student Labor-Admissions	TV012	21-DEC-17
Rachel Smith	NS9450	00	NotetakerFA2017 - HIST 313 N01	TV012	21-DEC-17
Tyler Smith	NS9311	00	Music-Honors Breakfast	TV012	21-DEC-17
Katherine Springer	NS9450	00	NotetakerFA2017-SOC 470-N01	TV012	21-DEC-17
Jordan Stotz	NS9321	01	Rural Student Teacher	TV012	21-NOV-17
Adwoa Street	NS9415	02	Student Labor Controller	TV012	05-JAN-18
Brian Sumption	NS9377	05	Student Technology Fellow	TV012	21-DEC-17
Elsa Swanson	NS9414	03	Student Labor Alumni/Devl	TV012	25-DEC-17
Elsa Swanson	NW9323	00	Work Study-Alumni & Devel.	TV012	21-NOV-17
Patrick Sweeney	NG9282	02	GA-HPER	TV012	21-DEC-17
Christopher Theroux	NW9329	02	Work Study-Library	TV012	21-DEC-17
Amanda Tobin	NS9377	03	Student Technology Fellow	TV012	13-DEC-17
Shay Tunnissen	NS9450	00	NotetakerFA2017-BIOL211 N01/02	TV012	21-DEC-17
Kathryn Uittenbogaard	NS9471	01	VBLiberoTrckr/Scorebrd\$30/mrch	TV012	21-NOV-17
Brady Vandevort	NS9311	00	Music-Annual Christmas Dinner	TV012	21-DEC-17
Kelci Viesselman	NS9471	00	Student Labor-Men's Athletics	TV012	21-DEC-17
Annie Walsh	NS9450	00	Notetaker FA2017-BADM 101NBUS2	TV012	21-DEC-17
Ellen Weber	NW8309	03	W/S Off Campus-Boys/Girls Club	TV012	21-JAN-18
Whitney Whitehead	NG9282	00	GA-HPER	TV012	21-JAN-18
Josie Whitley	NS9321	00	Rural Student Teacher	TV012	21-NOV-17
Kira Whitmore	NS9450	00	Notetaker-POLS100NPOSO FA2017	TV012	21-DEC-17
Matthew Wiebers	NS9280	00	SI Leader	TV012	21-DEC-17
Matthew Wiebers	NS9397	00	Student Labor - Biology	TV012	21-DEC-17
Luke Wietgreffe	NS9383	00	Student Labor-School of Bus.	TV012	23-JAN-18
Gary Wollman	NS9471	00	Student Labor-Men's Athletics	TV012	21-NOV-17
Gary Wollman	NW9464	01	Work Study-Media Center	TV012	21-NOV-17
Alexandra Woytassek	NS9450	00	Notetaker-SPCM 101-N07 FA2017	TV012	21-DEC-17
Xiyue Yu	NS9323	01	CI-Music 10/25-11/8, 2017	TV012	21-NOV-17
Xiyue Yu	NS9323	02	CI-Panda Mascot forInt'l Ed Wk	TV012	21-NOV-17

Faculty Benefit Eligible (FAC1)  
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Alyssa Anderson	NE9472	06	OCE-BIOL 492 NFL0T	Continuing Education/Extension	6679.85	22-DEC-17
Alyssa Anderson	NE9603	01	Science Fair Overload	Supplemental Appointment	1500.00	22-JAN-18
Allen Barclay	NE9472	22	BADM-492-NFL0T	Overload for Teaching	5900.25	22-DEC-17
Allen Barclay	NE9472	23	OCE-BADM 482-N800T	Continuing Education/Extension	6709.90	22-DEC-17
Lysbeth Benkert-Rasmussen	NE9540	00	OL -3cr - ENGL201	Overload for Teaching	5907.00	22-DEC-17
Gregory Blair	NE9840	14	One cr overload - Sculpture	Overload for Teaching	1480.00	22-DEC-17
Kristi Bockorny	NE9472	30	BADM-461-N800T	Overload for Teaching	5900.25	22-DEC-17
Gratia Brown	NE9840	00	One cr overload - Sr Seminar	Overload for Teaching	1067.00	22-DEC-17



Darci Bultema Skyles	NE9474 05	Sec Ldr Choral Ldshp Wkshp	Supplemental Appointment	50.00	22-OCT-17
Ahmet Can	NE9838 04	OL Replace InstructorCGPS748	Overload for Teaching	1100.00	22-OCT-17
Gregory Cantrell	NE9831 01	PE Overloads	Overload for Teaching	1652.00	22-JAN-18
Guangwei Ding	NE9845 07	2.9 Cr O/L - SP 2018	Overload for Teaching	4225.00	22-DEC-17
Marcela Fafalak	NE9829 03	OL 1.5ContHrs Piano Lessons	Overload for Teaching	1773.09	22-OCT-17
Kami Fischbach	NE9743 06	Adj Inst MATH 021 3 cr	Overload for Teaching	3951.00	22-DEC-17
Ross Flom	NE9472 02	OCE-PSYC 101-N800T	Continuing Education/Extension	4360.00	22-DEC-17
Ross Flom	NE9831 00	PE Overloads	Overload for Teaching	569.00	22-JAN-18
Ross Flom	NE9831 01	Tch 2 cr-cover paternity lv	Overload for Teaching	569.00	22-JAN-18
Marla Fogderud	NE9474 01	Sec Ldr Choral Ldrshp Wrkshp	Supplemental Appointment	50.00	22-OCT-17
Marla Fogderud	NE9829 05	Commencement Performance	Supplemental Appointment	50.00	22-DEC-17
Erin Fouberg	NE9839 08	Overloads-History	Overload for Teaching	1214.00	22-DEC-17
Gregory Francom	NE9472 22	ELRN-750-N800T	Overload for Teaching	1334.84	22-DEC-17
Gregory Francom	NE9472 23	OCE-ELRN 750-N700T	Continuing Education/Extension	5005.60	22-DEC-17
Chad Gerber	NE9551 00	Instructor	Appointment	26000.00	22-DEC-17
Chad Gerber	NE9831 00	Redesign PE 334,456,457,744	Supplemental Appointment	1200.00	22-DEC-17
Chad Gerber	NE9831 02	PE Overloads	Overload for Teaching	810.00	22-JAN-18
Juan Gonzalez	NE9472 19	OCE-SPAN 469-N800T	Continuing Education/Extension	1475.05	22-DEC-17
Juan Gonzalez	NE9472 20	OCE-SPAN 353-N800T	Continuing Education/Extension	2458.45	22-DEC-17
Juan Gonzalez	NE9472 21	OCE-SPAN 202-N800T	Continuing Education/Extension	4333.10	22-DEC-17
Juan Gonzalez	NE9472 22	OCE-SPAN 312-N800T	Continuing Education/Extension	4333.10	22-DEC-17
Juan Gonzalez	NE9472 23	OCE-SPAN 102 N800T	Continuing Education/Extension	4333.10	22-DEC-17
David Grettler	NE9456 17	Overloads-Rising Scholar	Overload for Teaching	1950.00	22-DEC-17
David Grettler	NE9472 22	HIST 483 N800T	Overload for Teaching	7721.40	22-DEC-17
Elizabeth Haller	NE9472 30	OCE-ENGL 230-N801T	Continuing Education/Extension	4663.05	22-DEC-17
Elizabeth Haller	NE9472 31	OCE-ENGL 230-N800T	Continuing Education/Extension	4663.05	22-DEC-17
Jeffrey Howard	NE9472 21	OCE-PSYC 221-N800T	Continuing Education/Extension	4339.20	22-DEC-17
Jeffrey Jay	NE9472 22	OCE-EDFN 752-N800T	Continuing Education/Extension	2715.40	22-DEC-17
Julie Johnson	NE9472 07	OCE-SPCM 101-N801T	Continuing Education/Extension	3656.55	22-DEC-17
Julie Johnson	NE9844 01	OL-1 sec SPCM 291	Overload for Teaching	3291.00	22-JAN-18
Alyssa Kiesow	NE9472 27	OCE-BIOL 221/L-N800T	Continuing Education/Extension	4742.70	22-DEC-17
Alyssa Kiesow	NE9472 28	OCE-BIOL-211/L NHU01	Continuing Education/Extension	5217.00	22-DEC-17
Keun Lee	NE9472 12	OCE-ECON 201-N800T	Continuing Education/Extension	6225.50	22-DEC-17
Michelle Lesnar	NE9472 05	ECON 330-N800T	Overload for Teaching	3300.50	22-DEC-17
Virginia Lewis	NE9827 00	Trnslt Germans frm Russia ltrs	Supplemental Appointment	2000.00	22-DEC-17
Grant Manhart	NE9472 20	OCE-MUS 100-N801T	Continuing Education/Extension	5844.95	22-DEC-17
Grant Manhart	NE9472 21	OCE-MUS 100-N800T	Continuing Education/Extension	5844.95	22-DEC-17
Arthur Marmorstein	NE9456 11	Overloads-Rising Scholar	Overload for Teaching	550.00	22-DEC-17
Amber Mathern	NE9472 06	OCE-BADM 474-N800T	Continuing Education/Extension	5991.20	22-DEC-17
Karyl Meister	NE9838 02	OL-Replace Instructor CGPS761	Overload for Teaching	1060.00	22-OCT-17
Jon Mitchell	NE9846 02	BIOL 250	Overload for Teaching	2300.20	22-DEC-17
Andria Moon	NE9472 17	EDFN-737-N800T	Overload for Teaching	2308.60	22-DEC-17
Andria Moon	NE9568 05	Grad Chair 4 Students FA 2017	Supplemental Appointment	800.00	22-DEC-17
George Nora	NE9472 17	OCE-CHEM 108/L N800T	Continuing Education/Extension	8876.30	22-DEC-17
Candida Olson	NE9472 01	OCE-ACCT 211-N800T	Continuing Education/Extension	4000.00	22-DEC-17
Thomas Orr	NE9831 27	Grad Chair - 2 Students	Supplemental Appointment	400.00	22-NOV-17
Thomas Orr	NE9831 28	Supervise 395/496 16 Students	Supplemental Appointment	2400.00	22-NOV-17
Penni Pearson	NE9456 17	Rising Scholar ENGL 210	Overload for Teaching	2250.00	22-DEC-17
Lisa Peterson	NE9743 00	Adj Inst MATH 021 3 Cr	Hire Temp Appointment	2142.00	22-DEC-17
Scott Peterson	NE9472 09	OCE-MIS 325-N800T	Continuing Education/Extension	5013.35	22-DEC-17
David Pierson	NE9478 01	O/L 24 stdts Abdn Roncalli	Overload for Teaching	1000.00	22-OCT-17
David Pierson	NE9478 02	OL-MstTchrChem-24RoncalliStdts	Overload for Teaching	4000.00	22-JAN-18
Robert Preston	NE9660 08	Dacotah Bank Scholars Prog	Supplemental Appointment	2500.00	22-DEC-17
Peter Ramey	NE9472 13	OCE-ENGL 201-N801T	Continuing Education/Extension	4590.50	22-DEC-17
Jodie Ramsay	NE9456 23	Rising Scholar BIOL 153	Overload for Teaching	700.00	22-DEC-17
Jodie Ramsay	NE9603 01	Science Fair Overload	Supplemental Appointment	1500.00	22-JAN-18
Jodie Ramsay	NE9846 12	3 cr o/l-FA2017/SP2018	Overload for Teaching	6471.00	22-DEC-17
Ricardo Rojas	NE9472 06	OCE-MATH 101-N800T	Continuing Education/Extension	2723.95	22-DEC-17
Andrew Russell	NE9472 03	OCE-BIOL 285-N800T	Continuing Education/Extension	3719.20	22-DEC-17
Sara Schmidt	NE9472 33	ACCT 311 N800T	Overload for Teaching	7871.85	22-DEC-17
Julie Schroer	NE9472 08	OCE-BIOL 101/L-N800T	Continuing Education/Extension	969.30	22-DEC-17
Julie Schroer	NE9472 09	OCE-BIOL 101/L-N801T	Continuing Education/Extension	3554.10	22-DEC-17
Anna Schwan	NE9472 03	OCE-EDFN 4/540-N800T	Continuing Education/Extension	1533.30	22-DEC-17
Anna Schwan	NE9479 01	Sprvs 8 SEED 2 ELED	Overload for Teaching	1533.00	22-JAN-18
Elizabeth Sills	NE9456 01	Rising Scholar SPCM 101	Overload for Teaching	550.00	22-DEC-17
Michael Skyles	NE9474 05	Sec Ldr-Choral Ldrshp Wrkshp	Supplemental Appointment	50.00	22-OCT-17
Michael Skyles	NE9829 13	Drive NSU Chamber to Hoven	Supplemental Appointment	100.00	22-NOV-17
Stacy Trentham	NE9472 01	OCE-MATH 102-N800T	Continuing Education/Extension	2352.00	22-DEC-17

Stacy Trentham	NE9472 02	OCE-MATH 102 NHU01	Continuing Education/Extension	3920.00	22-DEC-17
William Trentham	NE9466 03	MATH 125 315 102	Overload for Teaching	776.00	22-DEC-17
Wendy VanGent	NE9472 17	OCE-MUS 785-N800T	Continuing Education/Extension	3852.15	22-DEC-17
Courtney Waid-Lindberg	NE9472 09	OCE-SOC 100-N801T	Continuing Education/Extension	4689.20	22-DEC-17
William Wieland	NE9829 10	Music for Commencemt 12/9/2017	Supplemental Appointment	50.00	22-NOV-17
Cheryl Wold	NE9472 31	OCE-SPED 592 N800T	Continuing Education/Extension	2712.35	22-DEC-17
Cheryl Wold	NE9479 02	Student Teacher Sprvsr	Supplemental Appointment	542.01	22-JAN-18
Timothy Woods	NE9474 07	Dir NSU Choral Wrkshp 10/04/17	Supplemental Appointment	50.00	22-OCT-17

Faculty Benefit Eligible (FAC1)  
Leave of Absence(LA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Virginia Lewis	NE9553	00	Professor	Sabbatical Leave	68277.00	22-DEC-17

Faculty Benefit Eligible (FAC1)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Alyssa Anderson	NE9472	05	BIOL 363 L-N800T	TV013	21-DEC-17
Allen Barclay	NE9472	21	OCE-BADM 362-N800T	TV013	21-DEC-17
Terry Beckler	NE9829	09	OL-2cr MarchBand/2cr Percussion	TV013	21-DEC-17
Gregory Blair	NE9840	13	Overloads-Art	TV013	21-DEC-17
Kenneth Blanchard	NE9692	00	YOGA Instructor	TV013	21-JAN-18
Kristi Bockorny	NE9472	29	OCE-BADM 460-N800T	TV013	21-DEC-17
Kristi Brownfield	NE9472	01	SOC 100-N802T	TV013	21-DEC-17
Darci Bultema Skyles	NE9474	05	Sec Ldr Choral Ldshp Wkshp	TV013	21-NOV-17
Ahmet Can	NE9472	00	Extension Overloads	TV013	21-DEC-17
Ahmet Can	NE9838	04	OL Replace InstructorCGPS748	TV013	21-DEC-17
Gregory Cantrell	NE9831	00	PE Overloads PE100	TV013	21-DEC-17
Gregory Cantrell	NE9831	01	PE Overloads	TV013	21-FEB-18
Andrzej Duszenko	NE9472	31	ENGL-101-N800T	TV013	21-DEC-17
Andrzej Duszenko	NE9472	32	GS-491-N800T	TV013	21-DEC-17
Marcela Fafiak	NE9829	03	OL 1.5ContHrs Piano Lessons	TV013	21-DEC-17
Kami Fischbach	NE9743	05	MATH 021	TV013	21-DEC-17
Ross Flom	NE9472	00	PSYC-101-N802T	TV013	21-DEC-17
Ross Flom	NE9472	01	PSYC-101-N801T	TV013	21-DEC-17
Ross Flom	NE9831	00	PE Overloads	TV013	21-FEB-18
Marla Fogderud	NE9474	01	Sec Ldr Choral Ldrshp Wrkshp	TV013	21-NOV-17
Marla Fogderud	NE9829	05	Commencement Performance	TV013	21-JAN-18
Chad Gerber	NE9831	00	Redesign PE 334,456,457,744	TV013	21-JAN-18
Chad Gerber	NE9831	02	PE Overloads	TV013	21-FEB-18
Juan Gonzalez	NE9472	15	SPAN 102 N800T	TV013	21-DEC-17
Juan Gonzalez	NE9472	16	SPAN-101-N800T	TV013	21-DEC-17
Juan Gonzalez	NE9472	17	SPAN-355-N800T	TV013	21-DEC-17
Juan Gonzalez	NE9472	18	SPAN-101-N801T	TV013	21-DEC-17
David Grettler	NE9456	16	RS-5Sec HIST151 Abn BV Mitch	TV013	21-JAN-18
David Grettler	NE9472	21	HIST-352-N800T	TV013	21-DEC-17
Lindsey Huber	NE9472	02	MIS-2050NHU01	TV013	21-DEC-17
Julie Johnson	NE9472	05	SPCM-101-NHU01	TV013	21-DEC-17
Julie Johnson	NE9472	06	SPCM-101-N800T	TV013	21-DEC-17
Alyssa Kiesow	NE9472	26	BIOL-325/L-N800T	TV013	21-DEC-17
Keun Lee	NE9472	11	ECON-202-N800T	TV013	21-DEC-17
Michelle Lesnar	NE9472	04	ECON-201-N800T	TV013	21-DEC-17
Virginia Lewis	NE9472	36	GER-1101-N800T	TV013	21-DEC-17
Anna Lohmeyer	NE9809	00	ENGL 201	TV013	21-DEC-17
Grant Manhart	NE9472	19	MUS-100-N800T	TV013	21-DEC-17
Arthur Marmorstein	NE9456	10	RS Mentor 2 Sec HIST121 Pierre	TV013	21-DEC-17
Arthur Marmorstein	NE9839	17	Overloads-History	TV013	21-DEC-17
Amber Mathern	NE9472	05	BADM-468-N800T	TV013	21-DEC-17
Karyl Meister	NE9838	02	OL-Replace Instructor CGPS761	TV013	21-DEC-17
Andria Moon	NE9472	16	Adj EDFN-4/592-N700T	TV013	21-DEC-17
Andria Moon	NE9568	05	Grad Chair 4 Students FA 2017	TV013	21-JAN-18
Hassan Niazi	NE9472	08	ACCT-470-N800T	TV013	21-DEC-17
Candida Olson	NE9472	00	Extension Overloads	TV013	21-DEC-17

Thomas Orr	NE9831	26	PE 411/511 & IDL 190	TV013	21-DEC-17
Thomas Orr	NE9831	27	Grad Chair - 2 Students	TV013	21-DEC-17
Thomas Orr	NE9831	28	Supervise 395/496 16 Students	TV013	21-DEC-17
Penni Pearson	NE9456	16	RS-NSU Mentor 10 Sec ENGL	TV013	21-JAN-18
John Peterson	NE9836	08	1 credit OL IDL 190NBUS2	TV013	21-DEC-17
Lisa Peterson	NE9809	01	MATH 021	TV013	21-DEC-17
Scott Peterson	NE9472	08	MIS-325-N800T	TV013	21-DEC-17
David Pierson	NE9478	01	O/L 24 stdts Abdn Roncalli	TV013	21-DEC-17
Robert Preston	NE9472	17	BADM-417-N800T	TV013	21-DEC-17
Robert Preston	NE9472	18	BFS-750-N800T	TV013	21-DEC-17
Robert Preston	NE9660	07	Dacotah Bank Scholar Program	TV013	21-DEC-17
Jodie Ramsay	NE9472	04	BIOL-180-N800T	TV013	21-DEC-17
Sara Schmidt	NE9472	32	ACCT-310-N800T	TV013	21-DEC-17
Julie Schroer	NE9472	06	BIOL-101/L-N800T	TV013	21-DEC-17
Julie Schroer	NE9472	07	BIOL-101/L-N801T	TV013	21-DEC-17
Anna Schwan	NE9472	00	EDFN-4/542-N800T	TV013	21-DEC-17
Anna Schwan	NE9472	01	EDFN-4/540-N800T	TV013	21-DEC-17
Anna Schwan	NE9472	02	EDFN-592-N701T	TV013	21-DEC-17
Anna Schwan	NE9479	00	1cr OL-suprvs 4 SEED 496 Stdts	TV013	21-DEC-17
Michael Skyles	NE9474	05	Sec Ldr-Choral Ldrshp Wrkshp	TV013	21-NOV-17
Michael Skyles	NE9829	13	Drive NSU Chamber to Hoven	TV013	21-DEC-17
Stacy Trentham	NE9472	00	MATH-102-N801T	TV013	21-DEC-17
William Trentham	NE9701	00	O/L 3.9 Contact Hrs	TV013	21-DEC-17
Wendy VanGent	NE9472	16	Extension Overloads	TV013	21-DEC-17
Robert Vodnoy	NE9829	02	OL-2 cr - Musical	TV013	21-DEC-17
Jessica Vogel	NE9472	01	EDFN-592-N703T	TV013	21-DEC-17
Courtney Waid-Lindberg	NE9620	01	IDL 190	TV013	21-DEC-17
Jeffrey Walz	NE9478	03	O/L High enrollment	TV013	21-DEC-17
Paula Wetenkamp	NE9809	00	Adj SPAN 101	TV013	21-DEC-17
Antony White	NE9523	00	Assistant Professor	TD000	24-NOV-17
William Wieland	NE9829	09	OL .5 Cr-Music Theory	TV013	21-DEC-17
William Wieland	NE9829	10	Music for Commencemt 12/9/2017	TV013	21-DEC-17
Cheryl Wold	NE9472	30	EDFN-592-N702T	TV013	21-DEC-17
Timothy Woods	NE9474	07	Dir NSU Choral Wrkshp 10/04/17	TV013	21-NOV-17

Faculty Non-Benefit Eligible (FAC2)  
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
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Daniel Albertsen	NE9479	03	Supervise 4 Tchr Ed Candidates	Hire Temp Appointment	1904.00	22-DEC-17
Amber Arlint	NE9974	06	OCE-EDFN 475-N801T	Hire Temp Appointment	3231.00	22-DEC-17
Amber Arlint	NE9974	07	OCE-EDFN -4/575 - N800T	Hire Temp Appointment	3231.00	22-DEC-17
Heidi Barclay	NE9974	33	OCE-BADM 457-N801T	Hire Temp Appointment	3231.00	22-DEC-17
Heidi Barclay	NE9974	34	OCE-BADM 360-N801T	Hire Temp Appointment	3231.00	22-DEC-17
Heidi Barclay	NE9974	35	OCE-BADM 457-N800T	Hire Temp Appointment	3231.00	22-DEC-17
Heidi Barclay	NE9974	36	OCE-BADM 360-N800T	Hire Temp Appointment	3231.00	22-DEC-17
Lauren Bittner	NE9974	04	OCE-BADM 244-N800N	Hire Temp Appointment	3231.00	22-OCT-17
Lauren Bittner	NE9974	05	OCE-BADM 284-N800T	Hire Temp Appointment	1077.00	22-DEC-17
Lauren Bittner	NE9974	06	OCE-BADM 244-800T	Hire Temp Appointment	646.20	22-JAN-18
Michael Bockorny	NE9974	34	OCE-BADM 336-N800T	Hire Temp Appointment	3231.00	22-DEC-17
Michael Bockorny	NE9974	35	OCE-BADM 464-N800T	Hire Temp Appointment	3231.00	22-DEC-17
Michael Bockorny	NE9974	36	OCE-BADM 336-N801T	Hire Temp Appointment	3231.00	22-DEC-17
Michael Bockorny	NE9974	37	OCE- BADM 339-N800T	Hire Temp Appointment	3231.00	22-DEC-17
Lisa Brown	NE9841	03	Adj Inst-SOC 320	Hire Temp Appointment	3231.00	22-DEC-17
Matthew Christensen	NE9832	11	RS-4 Sec ENGL 210 -BV HS	Hire Temp Appointment	2200.00	22-JAN-18
Danielle Coulson	NE9974	00	OCE-FREN 102 N800T	Hire Temp Appointment	4308.00	22-DEC-17
Nancy Cutler	NE9479	09	Supervise 5 Tchr Ed Candidates	Hire Temp Appointment	2380.00	22-DEC-17
Amy Dolan	NE9483	09	Adj Inst-BIOSurv;BIOL411	Hire Temp Appointment	8692.00	22-DEC-17
Amy Dolan	NE9974	08	OCE-BIOL 383N800T	Hire Temp Appointment	6585.00	22-DEC-17
Duane Dolejsi	NE9322	03	PHYS 113 Lect/LAB	Hire Temp Appointment	6585.00	22-DEC-17
Paul Dutt	NE9757	12	Adj Inst-MUAP 105 Class Guitar	Hire Temp Appointment	714.00	22-JAN-18
Abderrahman Elkhader	NE9974	00	OCE-MATH 102-N801T	Hire Temp Appointment	3951.00	22-DEC-17
Jonathon Evenson	NE9867	06	Adj Inst PE 100/473/WEL100	Hire Temp Appointment	3231.00	22-DEC-17
Carol Fischer	NE9757	08	AdjInst 2.5ContHrs Keybd Lessn	Hire Temp Appointment	1795.00	22-OCT-17
Carol Fischer	NE9757	09	Adj Inst-4 Cont Hrs Appl Keybd	Hire Temp Appointment	2872.00	22-JAN-18
Samantha Foster	NE9461	01	Adj Inst-ECE 413	Hire Temp Appointment	2154.00	22-DEC-17
Dan Grewe	NE9479	02	Supervise 3 Tchr Ed Candidates	Hire Temp Appointment	1428.00	22-DEC-17

Becky Guffin	NE9461	15	Adj Inst ELED330K-8 Math Methd	Hire Temp Appointment	3951.00	22-DEC-17
Christine Hauck	NE9974	16	OCE-BADM 101-N800T	Hire Temp Appointment	3231.00	22-DEC-17
Penelope Heinigk	NE9852	00	Adj Inst SP2018LewisSabbatical	Hire Temp Appointment	17121.00	22-DEC-17
Jon Helmer	NE9871	00	VB Line Judge	Hire Temp Appointment	120.00	22-OCT-17
Jon Helmer	NE9871	00	VB Line Judge	Hire Temp Appointment	120.00	21-NOV-17
Jennifer Hopkins	NE9465	01	Adj Inst-ARTH 100	Hire Temp Appointment	2142.00	22-DEC-17
Jeanne James-Hansen	NE9832	03	RS-lsec ENGL 210 Abn Roncalli	Hire Temp Appointment	110.00	22-JAN-18
Sharon Johnson	NE9479	02	Supervise 4 Tchr Ed Candidates	Hire Temp Appointment	1904.00	22-DEC-17
Janelle Klapperich	NE9479	10	Supervise 4 Tchr Ed Candidates	Hire Temp Appointment	1904.00	22-DEC-17
Daryl Kosiak	NE9974	07	CJUS-201-N800T	Hire Temp Appointment	3951.00	22-DEC-17
Daryl Kosiak	NE9974	08	CJUS/SOC-490-N800T	Hire Temp Appointment	2597.00	22-DEC-17
Tina Lamb	NE9974	20	OCE-BADM 370-N800T	Hire Temp Appointment	3951.00	22-DEC-17
Susan Landon-Arnold	NE9974	21	OCE-MICR 231/L-N801T	Hire Temp Appointment	6585.00	22-DEC-17
Susan Landon-Arnold	NE9974	22	OCE-MICR 231/L N800T	Hire Temp Appointment	6585.00	22-DEC-17
Jerome Letcher	NE9493	00	Guest Lect BrassMethd 11/15/17	Hire Temp Appointment	50.00	22-DEC-17
Jerome Letcher	NE9493	01	Assist Band Clinic 09/30/2017	Hire Temp Appointment	75.00	22-DEC-17
Jerome Letcher	NE9693	00	Judge Gypsy Day Parade	Hire Temp Appointment	100.00	22-OCT-17
Jerome Letcher	NE9757	05	Adj Inst MUAP 131/331/431	Hire Temp Appointment	2154.00	22-JAN-18
Breanne Mack	NE9908	02	Adj Inst PSYC 221	Hire Temp Appointment	3231.00	22-DEC-17
Mustafa Magbool	NE9974	13	OCE-BADM 424-N800T	Hire Temp Appointment	3231.00	22-DEC-17
Mustafa Magbool	NE9974	14	OCE-BADM 310-N800T	Hire Temp Appointment	3231.00	22-DEC-17
Mustafa Magbool	NE9974	15	OCE-BADMN 418-N800T	Hire Temp Appointment	3231.00	22-DEC-17
Dennis McDermott	NE9493	00	Band Clinic 09/30/2017	Hire Temp Appointment	3231.00	22-NOV-17
Dennis McDermott	NE9757	20	Adj Inst-2ContHrs-MUS223 Jazz	Hire Temp Appointment	2154.00	22-JAN-18
Edward Mickelson	NE9832	08	Adjuncts-Rising Scholars	Hire Temp Appointment	550.00	22-DEC-17
Rodney Mittelstedt	NE9974	09	OCE-POLS 210-NHU01	Hire Temp Appointment	3231.00	22-DEC-17
Stephen Morgan	NE9832	13	RS-lsec HIST 152-Mitchell HS	Hire Temp Appointment	550.00	22-JAN-18
Gaye Nachreiner	NE9974	15	OCE-PSYC 101-N801T	Hire Temp Appointment	3231.00	22-DEC-17
Marne Neiger	NE9974	08	BADM-469-N800T	Hire Temp Appointment	3116.45	22-DEC-17
Travis Netzer	NE9493	00	Assist w/2017 Band Clinic	Hire Temp Appointment	75.00	22-NOV-17
Travis Netzer	NE9757	01	Adj Inst-MUS100MUAP130/230/etc	Hire Temp Appointment	11414.00	22-DEC-17
Travis Netzer	NE9974	02	OCE-MUS 100-N802T	Hire Temp Appointment	3951.00	22-DEC-17
Hillar Neumann	NE9974	24	OCE-ECON 201 N801T	Hire Temp Appointment	3951.00	22-DEC-17
Hillar Neumann	NE9974	25	OCE-ECON 301-N800T	Hire Temp Appointment	3951.00	22-DEC-17
Janeen Outka	NE9974	04	OCE-EPsy 741 NHU01 FA2017	Hire Temp Appointment	300.00	22-DEC-17
Rebecca Palmer	NE9748	05	Adjunct Instructor - ESL	Hire Temp Appointment	3000.00	08-JAN-18
Rebecca Palmer	NE9748	05	Adjunct Instructor - ESL	Hire Temp Appointment	3000.00	22-JAN-18
Boyd Perkins	NE9974	00	OCE-MUS 766-N800T	Hire Temp Appointment	2634.00	22-DEC-17
Sara Pillatzki Warzeha	NE9974	01	OCE-THEA 100-N800T	Hire Temp Appointment	3951.00	22-DEC-17
Christian Pirllet	NE9832	04	RS-lsec HIST152-Abdn Central	Hire Temp Appointment	550.00	22-JAN-18
Julie Poeppel	NE9479	12	Supervise 4 TchrEd Candidates	Hire Temp Appointment	1904.00	22-DEC-17
Jayson Poppinga	NE9832	06	RS-2sec BIOL 153 SF O'Gorman	Hire Temp Appointment	1100.00	22-JAN-18
Daniel Rieck	NE9493	00	Assist Band Clinic 11/08/2017	Hire Temp Appointment	150.00	22-NOV-17
Daniel Rieck	NE9493	01	Guest Lecture Brass Methods	Hire Temp Appointment	50.00	22-NOV-17
Daniel Rieck	NE9757	02	Assist w/Clarinet Day Oct 24	Hire Temp Appointment	200.00	22-OCT-17
Jeremy Risty	NE9832	11	RS-3 sec HIST 152 BV HS	Hire Temp Appointment	1650.00	22-JAN-18
Michael Smith	NE9974	29	OCE-ARTH 100-N800T	Hire Temp Appointment	3951.00	22-DEC-17
Julie Sriken	NE9974	00	OCE-EDER 761-N800T	Hire Temp Appointment	3231.00	22-DEC-17
Mark Steichen	NE9974	00	OCE-MICR 231/L-NHU01	Hire Temp Appointment	5385.00	22-JAN-18
Brandon Tetrault	NE9867	04	Adj Inst.-PE354/354L	Hire Temp Appointment	3231.00	22-DEC-17
Phillip Wagner	NE9974	21	OCE-SPCM 101-N802T	Hire Temp Appointment	3951.00	22-DEC-17
Tetiana White	NE9481	02	Adj Inst-2Sec SPCM101+Office	Hire Temp Appointment	1292.40	22-JAN-18
Tetiana White	NE9852	05	Adj Inst-lsec SPAN 101+ Office	Hire Temp Appointment	861.60	22-JAN-18
Tetiana White	NE9974	01	OCE-LING 436 N800T	Hire Temp Appointment	3231.00	22-DEC-17
Megan Wollman	NE9974	08	OCE-ENGL 033-N800T	Hire Temp Appointment	3231.00	22-DEC-17

Faculty Non-Benefit Eligible (FAC2)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Daniel Albertsen	NE9479	02	Supvs 2ELED488/1SEED488	TV013	21-DEC-17
Amber Arlint	NE9974	04	Adj EDFN-4/575-N800T	TV013	21-DEC-17
Amber Arlint	NE9974	05	Adj EDFN-592-N706T	TV013	21-DEC-17
Heidi Barclay	NE9974	30	Adj BADM 457-N801T	TV013	21-DEC-17
Heidi Barclay	NE9974	31	Adj BADM 457-N800T	TV013	21-DEC-17
Heidi Barclay	NE9974	32	OCE-BADM 463-N800T	TV013	21-DEC-17

Lois Beckner	NE9465	04	Adj ARTH100	TV013	21-DEC-17
Lauren Bittner	NE9974	04	OCE-BADM 244-N800N	TV013	21-DEC-17
Michael Bockorny	NE9974	33	Adj BADM 334-N800T	TV013	21-DEC-17
Gwendolyn Briscoe	NE9655	06	Adj Inst 1 Sec THEA 385	TV013	21-DEC-17
Lisa Brown	NE9841	02	Adjct - Sociology SOC 270 315	TV013	21-DEC-17
Matthew Christensen	NE9832	10	RS-Engl 101 Brandon Valley	TV013	21-JAN-18
Nancy Cutler	NE9479	08	2KDGN ECE489/1ELED488/5ELED496	TV013	21-DEC-17
Linda DeBoer	NE9809	07	Learning Power Cohort Teacher	TV013	21-DEC-17
Rachel Deutsch	NE9974	02	Adj BADM-410-N800T	TV013	21-DEC-17
Rachel Deutsch	NE9974	03	Adj BADM-312-N800T	TV013	21-DEC-17
Amy Dolan	NE9483	08	Adj Inst 3Sec Biol Survey/Labs	TV013	21-DEC-17
Duane Dolejsi	NE9673	00	Adjunct - Chemistry PHYS 111/1	TV013	21-DEC-17
Paul Dutt	NE9757	11	Adjunct Instructor -Music	TV013	21-DEC-17
Jonathon Evenson	NE9867	05	Adj WEL 100	TV013	21-DEC-17
Carol Fischer	NE9757	08	AdjInst 2.5ContHrs Keybd Lessn	TV013	21-DEC-17
Alisa Fleming	NE9472	00	Extension Overloads	TV013	21-DEC-17
Samantha Foster	NE9461	00	Adj Instructor ECE365	TV013	21-DEC-17
Andrew Grandpre	NE9757	00	Adj Inst 2 Cont Hrs MUAP150	TV013	21-DEC-17
Dan Grewe	NE9479	01	Suprvs 4SEED 496 candidates	TV013	21-NOV-17
Becky Guffin	NE9461	14	Adj ELED 330	TV013	21-DEC-17
Christine Hauck	NE9974	15	Adj BADM-284-N800T	TV013	21-DEC-17
Laura Jacobs	NE9832	15	RS-2 Sec ENGL 101 - Canton HS	TV013	21-DEC-17
Jeanne James-Hansen	NE9832	02	RS-ENGL 101 Roncalli	TV013	21-DEC-17
Sharon Johnson	NE9479	01	5ELED488/4SEED496/2ELED496	TV013	21-DEC-17
Janelle Klapperich	NE9479	09	5ELED488/2SEED496/3ELED496	TV013	21-DEC-17
Daryl Kosiak	NE9974	05	Adj POLS-320-N800T	TV013	21-DEC-17
Daryl Kosiak	NE9974	06	OCE-CJUS201-N800T	TV013	21-DEC-17
Tina Lamb	NE9974	19	Adj BAMD-370-N800T	TV013	21-DEC-17
Susan Landon-Arnold	NE9974	19	Adj MICR-231/L-N801T	TV013	21-DEC-17
Susan Landon-Arnold	NE9974	20	Adj MICR-231/L-N800T	TV013	21-DEC-17
Jerome Letcher	NE9493	00	Guest Lect BrassMethd 11/15/17	TV013	21-JAN-18
Jerome Letcher	NE9493	01	Assist Band Clinic 09/30/2017	TV013	21-JAN-18
Jerome Letcher	NE9693	00	Judge Gypsy Day Parade	TV013	21-NOV-17
Jerome Letcher	NE9757	04	Adj-March Band/Low Brass Lssn	TV013	21-DEC-17
Breanne Mack	NE9908	01	Adj PSYC 221 3 credit	TV013	21-DEC-17
Mustafa Magbool	NE9974	11	Adj BADM-310-N801T	TV013	21-DEC-17
Mustafa Magbool	NE9974	12	Adj BADM-310-N800T	TV013	21-DEC-17
Dennis McDermott	NE9493	00	Band Clinic 09/30/2017	TV013	21-DEC-17
Dennis McDermott	NE9757	19	Adj Inst MUEN180/380/MUS292	TV013	21-DEC-17
Edward Mickelson	NE9832	07	RS-2 Sec HIST 121 Riggs HS	TV013	21-DEC-17
Rodney Mittelstedt	NE9974	07	Adj HIST-152-NHU01	TV013	21-DEC-17
Rodney Mittelstedt	NE9974	08	Adj HIST-152-N800T	TV013	21-DEC-17
Stephen Morgan	NE9832	12	RS-1 sec HIST 151 Mitchell HS	TV013	21-DEC-17
Gaye Nachreiner	NE9974	14	Adj PSYC-101-N800T	TV013	21-DEC-17
Travis Netzer	NE9493	00	Assist w/2017 Band Clinic	TV013	21-DEC-17
Travis Netzer	NE9757	00	Adj MUAP	TV013	21-DEC-17
Travis Netzer	NE9974	00	Adj MUS-715-N800T	TV013	21-DEC-17
Travis Netzer	NE9974	01	Adj MUS-100-N801T	TV013	21-DEC-17
Hillar Neumann	NE9974	20	Adj ECON-201-N801T	TV013	21-DEC-17
Hillar Neumann	NE9974	21	Adj ECON-202-N801T	TV013	21-DEC-17
Hillar Neumann	NE9974	22	Adju ECON -302-N800T	TV013	21-DEC-17
Hillar Neumann	NE9974	23	Adj ECON-304-N800T	TV013	21-DEC-17
Kristina O'Brien	NE9832	12	RS-3 Sec ENGL 101-Wtn HS	TV013	21-DEC-17
Matthew Osborne	NE9461	02	Adj ECE 412	TV013	21-DEC-17
Janeen Outka	NE9974	02	Adj EPSY-741-NHU01	TV013	21-DEC-17
Janeen Outka	NE9974	03	Adj EPSY-741-N700T	TV013	21-DEC-17
Janeen Outka	NE9974	04	OCE-EPSY 741 NHU01 FA2017	TV013	21-JAN-18
Christian Pirlet	NE9832	03	RS-1 sec HIST 151 Abn Central	TV013	21-DEC-17
Jayson Poppinga	NE9832	05	RS-2 sec BIO 151 SF O'Gorman	TV013	21-DEC-17
Daniel Rieck	NE9493	00	Assist Band Clinic 11/08/2017	TV013	21-DEC-17
Daniel Rieck	NE9493	01	Guest Lecture Brass Methods	TV013	21-DEC-17
Daniel Rieck	NE9757	02	Assist w/Clarinet Day Oct 24	TV013	21-NOV-17
Jennifer Ring	NE9655	02	AdjInst THEA282Jazz/381Tap	TV013	21-DEC-17
Jeremy Risty	NE9832	10	RS-3 Sec HIST151 BV HS	TV013	21-JAN-18
Michael Smith	NE9974	27	Adj ARTH-100-N800T	TV013	21-DEC-17
Michael Smith	NE9974	28	Adj ARTH-100-N801T	TV013	21-DEC-17
Brandon Tetrault	NE9867	03	Adj PE354 PE354L	TV013	21-DEC-17
David Tucker	NE9974	00	Adj ACCT-210-N801T	TV013	21-DEC-17

Phillip Wagner	NE9974 18	Adj SPCM-101-N802T	TV013	21-DEC-17
Phillip Wagner	NE9974 19	Adj SPCM-101-N803T	TV013	21-DEC-17
Phillip Wagner	NE9974 20	Adj SPCM-101-N804T	TV013	21-DEC-17
Tetiana White	NE9481 01	Adjunct Speech	TV013	21-DEC-17
Tetiana White	NE9852 04	Adj SPAN 101	TV013	21-DEC-17
Tetiana White	NE9974 00	Adj SPCM-101-N801T	TV013	21-DEC-17

ECLS 45 Volunteers			
Banner ID	Name	Department	Institution
A00223196	Rhonda Rylance	Dean or Director of Libraries	NSU
A00179585	Chett Dauwen	Dept of History	NSU
A00188134	Ashley Clapp	Intercolleg Athletics	NSU
A00224355	Corey Fichter	Intercolleg Athletics	NSU
A00151727	Sean Havlovic	Intercolleg Athletics	NSU
A00225757	Brandt McCall	Intercolleg Athletics	NSU
A00222621	John Sauer	Intercolleg Athletics	NSU
A00187933	Matthew Stubbs	Intercolleg Athletics	NSU
A00225758	Tanner Twigg	Intercolleg Athletics	NSU
A00177473	Mikayla Bonnet	School of Arts & Sciences	NSU

P2RNJOB

South Dakota Board of Regents

BOR Routine

03/07/2018 08:51:41

Date Range : 22-OCT-17 thru 21-FEB-18  
For :SDSMT

Ver: 072011.28a

## Career Service Benefit Eligible (CSA1)

## Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Lila Baskerville	ME9914	02	Senior Secretary/ECE	Appointment	15423.79	31-JAN-18
Jacob Charron	ME9289	00	Facility Worker	Appointment	22380.37	18-DEC-17
Richard Lee	ME9215	00	Safety Officer (Security Ofcr)	Appointment	26623.49	05-FEB-18
Angela Mattoon	ME9763	00	Sr Programmer/Analyst	Appointment	52000.00	01-JAN-18
Jessica Miller	ME9162	00	Program Assistant II	Appointment	19999.97	05-FEB-18
Liana Porzelt	ME9501	00	Cntrctng Ofcr II (Accountant)	Appointment	41079.21	12-FEB-18
Scott Silbernagel	ME9755	00	Equipment Technician	Appointment	37855.27	05-FEB-18
Sarah Steiner	ME9965	00	Information Technology Spclst	Appointment	64500.00	30-NOV-17
Deborah Tompkins	ME9657	00	Senior Secretary	Appointment	32946.57	27-JAN-18
Jason Ward	ME9874	00	Web Dev (Sr Programmer/Analyst	Appointment	60000.00	22-DEC-17

## Career Service Benefit Eligible (CSA1)

## Permanent Salary Adjustment(SP)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Ricky Bartlett	ME9316	00	Sergeant(Sr Security Ofcr)	Reclassification	28911.44	31802.59	2891.15	
Starletta Cabral	ME9268	00	Facility Worker	End of Probation Adjust	22380.37	23503.55	1123.18	
Gina Edwards	ME9915	00	Secretary	End of Probation Adjust	10304.20	10819.02	514.82	
Alex Firman	ME9801	00	Accounting Assistant	End of Probation Adjust	29639.43	31116.20	1476.77	
John Harrison	ME9175	00	LZ Lab Techn (Mat Lab Techn)	End of Probation Adjust	37772.07	39664.84	1892.77	
Dawn Miller	ME9439	00	Senior Accountant	Change in Appointment Type	52955.78	55603.57	2647.79	
Craig Mooney	ME9267	00	Facility Worker	End of Probation Adjust	22775.56	23919.54	1143.98	
Phelan Scherer	ME9403	00	Dgtl Mrktng Spec (Mrktng Spec)	End of Probation Adjust	38500.00	40425.00	1925.00	

## Career Service Benefit Eligible (CSA1)

## Temporary Salary Adjustments(ST)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Angela Mattoon	ME9763	01	Banner Student Project	Temporary Additional Duties	3033.38		3250.05	6283.43
Dawn Miller	ME9439	01	Banner Student Project	Temporary Additional Duties	3751.05		3971.70	7722.75
Sarah Steiner	ME9763	01	Banner Student Project	Temporary Additional Duties	3918.56		4163.47	8082.03
Sarah Steiner	ME9965	01	Banner Student Project	Temporary Additional Duties	4031.25		4226.70	8257.95

## Career Service Benefit Eligible (CSA1)

## Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Nicole Aslesen	ME9559	00	Program & Events Manager(PAII)	TV000	10-NOV-17
Jacob Charron	ME9289	00	Facility Worker	TI001	10-JAN-18
Stuart Curry	ME9215	00	Safety Officer (Security Ofcr)	TV000	06-DEC-17
Darrell Deckert	ME9289	00	Facility Worker	TV000	25-OCT-17
Tara Huber	ME9657	00	Senior Secretary	TV000	12-JAN-18
Dawn Jedrykowski	ME9895	00	Library Technician	TV000	14-DEC-17
Richard Lee	ME9215	00	Safety Officer (Security Ofcr)	TV000	16-FEB-18
Angela Mattoon	ME9367	00	Information Technology Spclst	SA011	31-DEC-17
Julie Penney	ME9698	00	Senior Secretary	TV000	26-JAN-18
Deborah Radomski	ME9579	00	Agency Integration Specialist	TV000	24-JAN-18
Richard Sowers	ME9285	00	Facility Worker	TI001	19-JAN-18
Sarah Steiner	ME9763	00	Sr Programmer/Analyst	SA011	29-NOV-17
Gregory Theissen	ME9261	00	Facility Worker - Days	TV000	16-FEB-18
Deborah Tompkins	ME9966	00	Senior Secretary	SA017	26-JAN-18

Jason Ward	ME9659 00	Electronics Specialist	SA017	21-DEC-17
Cathy Durkin	ME9258 00	Test Proctor	TV013	21-NOV-17
Cathy Durkin	ME9258 00	Test Proctor	TV013	21-JAN-18
Cathy Durkin	ME9258 00	Test Proctor	TV013	21-FEB-18
Sarah Steiner	ME9763 01	Banner Student Project	TV013	29-NOV-17

Career Service Non-Benefit Eligible (CSA2)  
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Janet Berman Lalley	ME9608 00		Bkstr Rgstrtn Wrkr (Sales C)	Hire Temp Appointment	2000.00	29-JAN-18
Hilary Eaton	ME9405 00		Surb Scheduling Sr Secretary	Hire Temp Appointment	13346.30	05-JAN-18
Arlene Lichteneker	ME9608 00		Bkstr Rgstrtn Wrkr (Sales C)	Hire Temp Appointment	2000.00	17-JAN-18
John Smith	ME9258 00		Test Proctor (Sr Secretary)	Hire Temp Appointment	500.00	22-OCT-17
John Smith	ME9258 00		Test Proctor (Sr Secretary)	Hire Temp Appointment	500.00	22-DEC-17
John Smith	ME9258 00		Test Proctor (Sr Secretary)	Hire Temp Appointment	500.00	22-JAN-18
Kathleen Williams	ME9295 00		Seasonal Grounds Keeper	Hire Temp Appointment	2000.00	22-DEC-17

Career Service Non-Benefit Eligible (CSA2)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Patricia Rezin	ME9608 00		Temp Bookstore	TV013	21-JAN-18
Marie Romano	ME9258 00		Test Proctor	TV013	21-NOV-17
Marie Romano	ME9258 00		Test Proctor	TV013	21-FEB-18
John Smith	ME9258 00		Test Proctor (Sr Secretary)	TV013	21-NOV-17
John Smith	ME9258 00		Test Proctor (Sr Secretary)	TV013	21-JAN-18
John Smith	ME9258 00		Test Proctor (Sr Secretary)	TV013	21-FEB-18
Kathleen Williams	ME9295 00		Seasonal Grounds Keeper	TV013	21-NOV-17

Non-Faculty Benefit Eligible (NFE1) (NFE1)  
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Kurt Chowanski	ME9181 00		Research Scientist II	Appointment	50000.00	18-JAN-18
Cabot-Ann Christofferson	ME9549 00		Instructor	Overload for Teaching	5000.00	22-JAN-18
Saurabh Dhiman	ME9251 01		Research Scientist III	Hire Temp Appointment	312.50	22-JAN-18
Saurabh Dhiman	ME9549 00		Lecturer	Overload for Teaching	1062.50	22-JAN-18
Thomas Mahon	ME9791 02		Volleyball Scoreboard	Supplemental Appointment	450.00	22-OCT-17
Thomas Mahon	ME9791 03		Radio/Internet AnnouncerBkthl1	Supplemental Appointment	1400.00	22-JAN-18
Tyrone Phillips	ME9546 00		Lecturer	Overload for Teaching	12000.00	22-JAN-18
James Rankin	ME9756 00		President	Appointment	349440.00	08-JAN-18
Nancy Sprynczynatyk	ME9554 00		Instructor	Overload for Teaching	4000.00	22-JAN-18
Andrea Surovek	ME9546 00		Senior Lecturer	Overload for Teaching	6000.00	22-JAN-18
Lynn Taylor Rick	ME9972 00		Strategic Comm Coord	Appointment	44073.00	27-NOV-17
Weisong Tian	ME9247 01		Research Engineer II	Hire Temp Appointment	454.55	22-JAN-18
Weisong Tian	ME9542 00		Lecturer	Overload for Teaching	1545.45	22-JAN-18

Non-Faculty Benefit Eligible (NFE1) (NFE1)  
Permanent Salary Adjustment(SP)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Jade Herman	ME9397 00		Special Projects Coordinator	Change in Appointment Type	43441.46	50000.00	6558.54	
Tiffany McCampbell	ME9724 00		Sr Assoc Athlc Dir Intrnl Op	Title Change	61366.85	61366.85	0.00	

Non-Faculty Benefit Eligible (NFE1) (NFE1)  
Temporary Salary Adjustments(ST)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Vickie Bender	ME9977 01		Banner Student Project	Temporary Additional Duties	177.80		5334.15	5511.95
Heather Forney	ME9834 01		Banner Student Project	Temporary Additional Duties	14305.67		15147.18	29452.85
Philip Hunt	ME9922 01		Banner Student Project	Temporary Additional Duties	5083.68		5382.72	10466.40



David Martin	ME9805	01	Banner Student Project	Temporary Additional Duties	9711.04	10317.98	20029.02
Molly Moore	ME9536	01	Banner Student Project	Temporary Additional Duties	4902.00	5310.50	10212.50
Bryan Schumacher	ME9744	01	Banner Student Project	Temporary Additional Duties	3530.73	3738.42	7269.15
Daniel Sepion	ME9703	01	Banner Student Project	Temporary Additional Duties	10803.33	11438.82	22242.15
Kelli Shuman	ME9736	01	Banner Student Project	Temporary Additional Duties	5056.80	5478.20	10535.00

Non-Faculty Benefit Eligible (NFE1) (NFE1)  
Leave of Absence(LA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
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Non-Faculty Benefit Eligible (NFE1) (NFE1)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Taylor Breitzman	ME9686	00	Assoc Head FB Coach/Def Coord	TV000	15-FEB-18
Matthew Hanley	ME9471	00	Mngr Career/Profnl Dvlpmnt Ctr	SA011	22-DEC-17
Fangjia Li	ME9208	00	Postdoctoral Researcher	TV000	21-JAN-18
Jason Pfeiffer	ME9379	00	Assistant Director	TV000	01-DEC-17
Jungho So	ME9205	00	Post-Doctoral Research Sci	TV000	21-JAN-18
Ryan Treptow	ME9891	00	Head Women's Golf Coach	TV000	26-JAN-18
Kenneth Wood	ME9392	00	Asst Soccer/Asst Ath Comm	TV000	07-NOV-17
Kurt Chowanski	ME9181	00	Post-Doctoral Researcher	TV013	09-JAN-18
Cabot-Ann Christofferson	ME9549	00	Instructor	TV013	21-DEC-17
Saurabh Dhiman	ME9549	00	Lecturer	TV013	21-FEB-18
Thomas Mahon	ME9791	01	Athletics Scoreboard Ftball	TV013	21-NOV-17
Thomas Mahon	ME9791	02	Volleyball Scoreboard	TV013	21-NOV-17
Thomas Mahon	ME9791	03	Radio/Internet AnnouncerBktbll	TV013	21-FEB-18
Tyrone Phillips	ME9546	00	Lecturer	TV013	21-DEC-17
Bryan Schumacher	ME9744	01	Banner Student Project	TV013	21-JAN-18
Heidi Sieverding	AE9074	00	Temp Research Scienctist III	TV013	21-DEC-17
Weisong Tian	ME9542	00	Lecturer	TV013	21-FEB-18
Joseph Wright	ME9430	01	Assoc VP Res-Addt'l duties	TV013	07-JAN-18

Student Employment and NFE Non-Benefit Eligible (NFE2)  
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Joshua Adeniran	MG9990	01	GTA/CBE/Benjamin & Walker	Hire Temp Appointment	3849.00	22-JAN-18
Ajibola Adewole	MG9964	00	GRA/CBE/Winter	Hire Temp Appointment	2312.00	22-DEC-17
Ajibola Adewole	MG9964	01	GRA/CAPE/Salem	Hire Temp Appointment	9250.00	22-JAN-18
Kayode Ajayi	MG9976	00	MEM GRA Tukkaraja	Hire Temp Appointment	1924.00	22-DEC-17
Kayode Ajayi	MS9947	00	MEM Hourly Tukkaraja	Hire Temp Appointment	8640.00	22-JAN-18
Kayode Ajayi	MS9947	01	MEM Hourly Tukkaraja	Hire Temp Appointment	540.00	08-JAN-18
Rotimi Akinnuoye	MS9947	02	MEM hourly Brickey	Hire Temp Appointment	6000.00	22-JAN-18
Presley Akkerman	MS9986	00	Museum Student Worker	Hire Temp Appointment	1800.00	16-JAN-18
Ayobami Alao	MS9965	00	HRLY/GR/CEE/Kenner	Hire Temp Appointment	1440.00	22-JAN-18
Daniel Albl	MS9992	00	TLC/SSC 2018SP Tutor	Hire Temp Appointment	1500.00	16-JAN-18
Pierce Alexander	MS9936	00	UG Grant Assistant /MCS Kliche	Hire Temp Appointment	840.00	26-OCT-17
Aimee Allcock	MS9927	00	WiSE Mentor	Hire Temp Appointment	500.00	22-DEC-17
Aaron Alphonsus	MS9936	01	UGResearchAssist/McGough-Riley	Hire Temp Appointment	6000.00	22-NOV-17
Grace Andersen	MS9977	01	2018SP Peer Mentor	Hire Temp Appointment	250.00	22-JAN-18
Stefan Aviles	MS9932	00	Physics Hourly - Schnee	Hire Temp Appointment	1200.00	22-JAN-18
Michael Baranowski	MG9983	01	GTA/GEOL/Anderson	Hire Temp Appointment	3849.00	22-JAN-18
Andrew Bauman	MS9947	00	MEM Hourly Roberts	Hire Temp Appointment	2800.00	26-OCT-17
Jordan Baumeister	MS9927	00	WiSE Mentor	Hire Temp Appointment	500.00	22-DEC-17
Jordan Baumeister	MS9950	00	ME/Degen/Hourly	Hire Temp Appointment	800.00	22-JAN-18
Jordan Baumeister	MS9992	01	2018 Spring Tutor	Hire Temp Appointment	2000.00	22-DEC-17

Christoper Beal	MS9970 00	ULA/CBE/Walker	Hire Temp Appointment	800.00	22-JAN-18
Leanna Bender	ME9608 00	Bkstr Rgstrtn Wrkr (Sales C)	Hire Temp Appointment	1500.00	22-OCT-17
Leanna Bender	MS9981 00	boosktore employee	Hire Temp Appointment	2190.33	01-JAN-18
Christina Bergevin	MS9927 00	WiSE Mentor	Hire Temp Appointment	500.00	22-DEC-17
Christina Bergevin	MS9992 01	SSC/TLC Finals Tutor	Hire Temp Appointment	144.00	28-NOV-17
Christina Bergevin	MS9992 02	2018 Spring Tutor	Hire Temp Appointment	2000.00	22-DEC-17
George Bernard	MS9953 00	MET UG Hourly Worker	Hire Temp Appointment	960.00	22-DEC-17
Jacob Bertagnole	MS9950 00	ME/Knudson/Hourly	Hire Temp Appointment	800.00	22-JAN-18
Rahul Bhargava	MG9976 00	MEM GRA Tukkaraja	Hire Temp Appointment	1924.00	22-DEC-17
Rahul Bhargava	MG9976 00	MEM GRA Tukkaraja	Hire Temp Appointment	7698.00	22-JAN-18
Venkata Bhattiprolu	MG9999 00	MES/GRA/Crawford	Hire Temp Appointment	1950.00	22-DEC-17
Venkata Bhattiprolu	MG9999 00	MES/GRA/Crawford	Hire Temp Appointment	9600.00	22-JAN-18
Mohit Bibra	MG9964 00	GRA/CBE/Sani	Hire Temp Appointment	2667.00	22-DEC-17
Mohit Bibra	MG9964 00	GRA/CBE/Sani	Hire Temp Appointment	10667.00	22-JAN-18
Kirk Blumenthal	MS9974 00	ITS Tech Fellow Lan Crew	Hire Temp Appointment	3120.00	22-DEC-17
Daniel Boe	MS9923 00	ADA Tutor	Hire Temp Appointment	750.00	21-FEB-18
Daniel Boe	MS9950 00	ME/Hourly/Knudson	Hire Temp Appointment	800.00	22-JAN-18
Jared Boehmer	MS9926 01	Wellness Center Employee	Hire Temp Appointment	1140.00	16-DEC-17
Scyller Borglum	MG9983 01	GTA/GEOOL/Soeder	Hire Temp Appointment	9600.00	22-JAN-18
Scyller Borglum	MS9959 00	STUDENT WORKER/GEOL/Soeder	Hire Temp Appointment	4651.92	22-DEC-17
Trevor Bormann	MS9992 00	TLC/SSC 2018SP Tutor	Hire Temp Appointment	1500.00	18-JAN-18
Jacob Boschee	MG9956 00	Physics GTA Oszwaldowski	Hire Temp Appointment	5333.33	22-JAN-18
Jacob Boschee	MG9956 01	Physics GTA Oszwaldowski	Hire Temp Appointment	1333.33	22-DEC-17
Jacob Boschee	MG9957 00	Physics GRA Oszwaldowski	Hire Temp Appointment	5333.33	22-JAN-18
Jacob Boschee	MG9957 01	Physics GRA Oszwaldowski	Hire Temp Appointment	1333.33	22-DEC-17
Aaron Bost	MS9950 00	ME/Hourly/Muci	Hire Temp Appointment	5000.00	22-DEC-17
Cooper Bowen	MG9987 00	GTA/CEE/Capehart	Hire Temp Appointment	3849.00	22-JAN-18
Hallie Bower	MS9959 01	STUDENT LABOR/GEOE/Sawyer	Hire Temp Appointment	5120.00	22-JAN-18
Michael Bowles	MG9957 00	Physics GRA Schnee	Hire Temp Appointment	10889.32	22-JAN-18
Michael Bowles	MG9957 01	Physics GRA Schnee	Hire Temp Appointment	2722.33	22-DEC-17
Darrell Boyer	ME9167 00	Instructor,St SD MSHA Training	Hire Temp Appointment	6998.40	06-NOV-17
Taran Bradley	MG9983 00	GTA/GEOL/Anderson	Hire Temp Appointment	3849.00	22-JAN-18
Sophie Brogdon	MS9926 04	YOGA INSTRUCTOR	Hire Temp Appointment	3000.00	16-DEC-17
Alexandra Brown	MW9960 01	FWS Equipment Room (Athletics)	Hire Temp Appointment	1800.00	08-JAN-18
Triston Brown	MW9942 01	FWS Wellness Center	Hire Temp Appointment	900.00	16-JAN-18
Marshall Brownfield	MS9914 01	Intramural Official	Hire Temp Appointment	900.00	18-JAN-18
Natalie Buckley	MG9987 00	GTA/CEE/Geza	Hire Temp Appointment	3849.00	22-JAN-18
Reeha Jasmine Budatala	MS9953 00	MES/Hourly/Jasthi/Crawford	Hire Temp Appointment	4812.00	22-DEC-17
Remington Bullis	MS9962 01	Hourly TA-Mechatronics	Hire Temp Appointment	500.00	22-JAN-18
Kimberlynn Cameron	MG9984 01	GRA/GEOL/Benning/Sawyer	Hire Temp Appointment	7698.00	22-JAN-18
Marcus Cannon	MG9987 00	GTA/CEE/Shearer	Hire Temp Appointment	3849.00	22-JAN-18
Zhendao Cao	MS9959 00	STUDENT LABOR/GGE/Lisenbee	Hire Temp Appointment	1000.00	22-JAN-18
Zhendao Cao	MS9959 01	STUDENT LABOR/GGE/Lisenbee	Hire Temp Appointment	866.60	22-OCT-17
Connor Carey	MW9994 00	UG Telecounselor/ADM/Smith	Hire Temp Appointment	594.00	24-JAN-18
William Carpenter	MS9977 01	2018SP Peer Mentor	Hire Temp Appointment	250.00	22-JAN-18
Alana Carrier	MS9977 01	2018SP Peer Mentor	Hire Temp Appointment	250.00	22-JAN-18
James Carver	MS9977 01	2018SP Peer Mentor	Hire Temp Appointment	250.00	22-JAN-18
Josef Ceritelli	MS9919 00	Student Worker	Hire Temp Appointment	1440.00	14-DEC-17
Anurag Chakraborty	MG9977 00	ME/TA/Ash	Hire Temp Appointment	7698.00	22-JAN-18
Faith Chambers	MW9985 00	FWS Library Assistant	Hire Temp Appointment	1800.00	16-JAN-18
Hari Chapagain	MG9956 00	Physics GTA Oszwaldowski	Hire Temp Appointment	8166.45	22-JAN-18
Hari Chapagain	MG9956 01	Physics GTA Oszwaldowski	Hire Temp Appointment	1194.45	22-DEC-17
Hari Chapagain	MG9957 00	Physics GRA Oszwaldowski	Hire Temp Appointment	2722.15	22-JAN-18
Hari Chapagain	MG9957 01	Physics GRA Oszwaldowski	Hire Temp Appointment	1194.45	22-DEC-17
Clinton Chapman	MG9964 00	GRA/CBE/Groven	Hire Temp Appointment	2083.00	22-DEC-17
Clinton Chapman	MG9964 00	GRA/CBE/Groven	Hire Temp Appointment	8333.00	22-JAN-18
Nathaniel Chapman	MS9970 00	GTA/CBE/Gilcrease	Hire Temp Appointment	1154.88	22-JAN-18
Nathaniel Chapman	MS9970 01	GTA/CBE/Gilcrease	Hire Temp Appointment	1154.88	22-JAN-18
Nirajan Chhetri	MG9985 00	GTA/ECE/Rajan	Hire Temp Appointment	7698.00	22-JAN-18
Krishna Govinda Rajan Chilkoor	MG9987 00	GTA/CEE/Gadhamshetty	Hire Temp Appointment	1924.50	22-JAN-18
Krishna Govinda Rajan Chilkoor	MG9988 00	GRA/CEE/Gadhamshetty	Hire Temp Appointment	2375.00	22-DEC-17
Krishna Govinda Rajan Chilkoor	MG9988 00	GRA/CEE/Gadhamshetty	Hire Temp Appointment	9333.33	22-JAN-18
Gregory Christensen	MS9990 00	AMP Grad Hourly--Hong	Hire Temp Appointment	14436.00	22-DEC-17
Blake Claus	MS9992 06	2018SP Tutor	Hire Temp Appointment	1800.00	16-JAN-18
Kyla Coan	MS9947 00	MEM Hourly Roberts	Hire Temp Appointment	400.00	22-NOV-17
Kyla Coan	MS9947 00	MEM Hourly Roberts	Hire Temp Appointment	1600.00	22-JAN-18
Kyla Coan	MS9947 01	MEM Hourly Roberts	Hire Temp Appointment	200.00	08-JAN-18
Dustin Cook	MW9972 00	APEX Gallery FWS	Hire Temp Appointment	3600.00	08-JAN-18

Walter Coombe	MS9977	01	2018SP Peer Mentor	Hire	Temp	Appointment	250.00	22-JAN-18
Juan Correal	MS9959	00	STUDENT LABOR/GGE/Lisenbee	Hire	Temp	Appointment	1000.00	22-JAN-18
Juan Correal	MS9959	01	STUDENT LABOR/GGE/Lisenbee	Hire	Temp	Appointment	866.60	22-OCT-17
Cheldon Coughlen	MS9936	00	UG Research - McGough / MCS	Hire	Temp	Appointment	2250.00	22-JAN-18
Brittany Coupe	MS9927	37	WiSE Mentor	Hire	Temp	Appointment	500.00	22-DEC-17
Brittany Coupe	MS9965	00	HRLY/UG/CEE/GEOE/Lingwall	Hire	Temp	Appointment	1920.00	22-JAN-18
Hannah Covey	MS9965	00	HRLY/CEE/Lingwall/Grant	Hire	Temp	Appointment	2924.78	22-DEC-17
Hannah Covey	MS9965	01	HRLY/CEE/RESPEC GRANT/Kenner	Hire	Temp	Appointment	2240.00	22-JAN-18
Peter Daly	MS9959	00	STUDENT WORKER/GEOL/Anderson	Hire	Temp	Appointment	1906.52	22-JAN-18
Peter Daly	MS9959	01	STUDENT WORKER/GEOL/Anderson	Hire	Temp	Appointment	476.63	22-DEC-17
Aditi David	MG9964	01	GRA/CBE/Sani	Hire	Temp	Appointment	2083.00	22-DEC-17
Aditi David	MG9964	01	GRA/CBE/Sani	Hire	Temp	Appointment	8333.00	22-JAN-18
Kaytie DeWitt	MS9923	00	ADA Proctor	Hire	Temp	Appointment	750.00	29-JAN-18
Kaytie DeWitt	MS9950	00	ME/Hourly/Degen	Hire	Temp	Appointment	800.00	22-JAN-18
Rahel Dean-Pelikan	MS9927	00	WiSE Mentor	Hire	Temp	Appointment	500.00	22-DEC-17
Caleb Dillinger	MS9921	01	AML Grad Hourly	Hire	Temp	Appointment	9624.00	22-DEC-17
Ashley Ditlev	MS9956	00	IE dept, GR stdt hrly, A Piper	Hire	Temp	Appointment	2880.00	22-JAN-18
William Doering	MS9900	00	Campus Safety - Student	Hire	Temp	Appointment	885.00	22-DEC-17
Daniel Dolan	ME9546	00	Senior Lecturer	Overload	for	Teaching	7000.00	22-JAN-18
Theodore Donovan	ME9163	00	Research Scientist III	Hire	Temp	Appointment	20610.00	22-NOV-17
Hope Dosch	MS9927	00	WiSE Mentor	Hire	Temp	Appointment	500.00	22-DEC-17
Sierra Doyle	MS9977	01	2018SP Peer Mentor	Hire	Temp	Appointment	250.00	22-JAN-18
Sky Dragoo	MS9947	00	MEM Hourly McCormick	Hire	Temp	Appointment	1600.00	22-JAN-18
Sky Dragoo	MS9947	01	MEM Hourly McCormick	Hire	Temp	Appointment	200.00	08-JAN-18
Hannah Dudak	MS9970	00	CBE Student Hourly	Hire	Temp	Appointment	2240.00	22-JAN-18
Joshua Duklet	MS9936	00	LL CSC 170 Corwin / MCS Riley	Hire	Temp	Appointment	1200.00	16-JAN-18
Colter Dunagan	MG9992	01	GRA	Hire	Temp	Appointment	1950.00	22-DEC-17
Colter Dunagan	MG9992	01	GRA/Christofferson	Hire	Temp	Appointment	7800.00	22-JAN-18
Emily Dvorak	MG9957	00	Physics GRA Bai	Hire	Temp	Appointment	10000.00	22-JAN-18
Emily Dvorak	MG9957	01	Physics GRA Bai	Hire	Temp	Appointment	2500.00	22-DEC-17
Michael Eagan	MS9921	01	AML UG Hourly	Hire	Temp	Appointment	1600.00	22-JAN-18
Emma Eckel	MW9960	00	FWS - Equipment Room	Hire	Temp	Appointment	900.00	16-JAN-18
Rishikesh Ederada	MG9990	00	GTA/CBE/Hadley & Shende	Hire	Temp	Appointment	2165.00	22-JAN-18
Rishikesh Ederada	MG9991	00	GRA/CBE/Shende	Hire	Temp	Appointment	1684.00	22-JAN-18
Logan Elers	MS9918	00	Equipment Room	Hire	Temp	Appointment	200.00	10-DEC-17
Abbigail Elger	MS9932	00	Physics Hourly - Schnee	Hire	Temp	Appointment	2394.00	22-OCT-17
Abbigail Elger	MS9977	01	2018SP Peer Mentor	Hire	Temp	Appointment	250.00	22-JAN-18
Clayton Evans	MW9992	00	FWS- AMP	Hire	Temp	Appointment	2200.00	08-JAN-18
Erica Everson	MG9994	00	BME GRA - Sinden	Hire	Temp	Appointment	962.00	22-DEC-17
Erica Everson	MG9994	01	BME GRA - Sinden	Hire	Temp	Appointment	6222.00	22-JAN-18
Jessica Fabin	MS9927	00	WiSE Mentor	Hire	Temp	Appointment	500.00	22-DEC-17
Jessica Fabin	MS9959	00	STUDENT WORKER/GGE/Anderson	Hire	Temp	Appointment	476.63	22-DEC-17
Jessica Fabin	MS9959	01	STUDENT WORKER/GGE/Anderson	Hire	Temp	Appointment	1906.52	22-JAN-18
Jeremy Feist	MG9987	00	GTA/CEE/Shearer	Hire	Temp	Appointment	3849.00	22-JAN-18
Brock Folkers	MS9956	00	IE dept, stdt hrly, A Piper	Hire	Temp	Appointment	660.00	22-JAN-18
Lydia Ford	MS9982	04	Youth Programs Assistant	Hire	Temp	Appointment	2500.00	16-JAN-18
Jared Fox	MG9983	00	GTA/GEOL/Anderson	Hire	Temp	Appointment	3849.00	22-JAN-18
Elizabeth Friesen	MG9987	00	GTA/CEE/Arneson-Meyer	Hire	Temp	Appointment	3849.00	22-JAN-18
Jaylin Gamboa	ME9160	00	Asst Sports Info Director	Hire	Temp	Appointment	5200.20	30-JAN-18
Logan Gayton	MG9988	00	GRA/CEE/Benning	Hire	Temp	Appointment	3849.00	22-JAN-18
Logan Gayton	MS9926	03	Wellness Ctr Std Supervisor	Hire	Temp	Appointment	2736.00	16-DEC-17
Jack Genovesi	MG9956	00	Physics GTA Bai	Hire	Temp	Appointment	5333.36	22-JAN-18
Jack Genovesi	MG9956	01	Physics GTA Bai	Hire	Temp	Appointment	1333.33	22-DEC-17
Jack Genovesi	MG9957	00	Physics GRA Bai	Hire	Temp	Appointment	5333.36	22-JAN-18
Jack Genovesi	MG9957	01	Physics GRA Bai	Hire	Temp	Appointment	1333.33	22-DEC-17
Kayla Gill	MS9927	00	WiSE Mentor	Hire	Temp	Appointment	500.00	22-DEC-17
Sharla Glover	MS9970	00	CBE Student Hourly	Hire	Temp	Appointment	3200.00	22-DEC-17
Sharla Glover	MS9970	00	CBE Student hourly	Hire	Temp	Appointment	5040.00	22-JAN-18
Naomi Green	MS9977	01	2018SP Peer Mentor	Hire	Temp	Appointment	250.00	22-JAN-18
Ashton Grissom	MS9977	00	2018SP Peer Mentor	Hire	Temp	Appointment	250.00	22-JAN-18
Austin Gutknecht	MS9950	00	ME/Hourly/Lalley	Hire	Temp	Appointment	849.60	02-FEB-18
Yun Seok Gwon	MG9977	00	ME/TA/Fekrmandi	Hire	Temp	Appointment	3849.00	22-JAN-18
Tessa Hacecky	MS9970	00	CBE Student Hourly	Hire	Temp	Appointment	2240.00	22-JAN-18
Barbara Hadrava	MG9991	00	GRA/CBE/Groven	Hire	Temp	Appointment	2083.00	22-DEC-17
Barbara Hadrava	MG9991	00	GRA/CBE/Groven	Hire	Temp	Appointment	8333.00	22-JAN-18
Anahita Haghighizadeh	MG9995	00	NANO GRA	Hire	Temp	Appointment	2428.00	22-DEC-17
Anahita Haghighizadeh	MG9995	00	NANO GRA	Hire	Temp	Appointment	9710.00	22-JAN-18
Taylor Haire	MW9988	35	Federal Work Study	Hire	Temp	Appointment	3240.00	22-OCT-17

James Haiston	MG9956	00	Physics GTA Reichenbacher	Hire	Temp	Appointment	10666.68	22-JAN-18
James Haiston	MG9956	01	Physics GTA Reichenbacher	Hire	Temp	Appointment	2666.67	22-DEC-17
Marcus Hall	MS9936	00	RA - Kliche Grant / MCS Riley	Hire	Temp	Appointment	2000.00	22-DEC-17
Michaela Halvorson	MG9972	00	GRA Kunza	Hire	Temp	Appointment	4000.00	22-JAN-18
Mark Hanhardt	MG9957	00	Physics GRA Strieder	Hire	Temp	Appointment	1077.25	22-DEC-17
Mark Hanhardt	MG9957	01	Physics GRA Strieder	Hire	Temp	Appointment	4309.00	22-JAN-18
MD Sazadul Hasan	MG9988	00	GRA/CEE/Geza	Hire	Temp	Appointment	1925.00	22-DEC-17
MD Sazadul Hasan	MG9988	00	GRA/CEE/Geza	Hire	Temp	Appointment	7696.76	22-JAN-18
Md Raqibull Hasan	MG9986	00	GRA/ECE/Zhao	Hire	Temp	Appointment	1924.00	22-DEC-17
Md Raqibull Hasan	MS9959	00	Student Hourly/GEOL/Soeder	Hire	Temp	Appointment	720.00	15-JAN-18
Md Raqibull Hasan	MS9962	00	TA/ECE/Rajan	Hire	Temp	Appointment	3849.60	22-JAN-18
Asif Hassan	MG9986	00	GRA/ECE/Zhao	Hire	Temp	Appointment	1924.00	22-DEC-17
Asif Hassan	MS9962	00	TA/ECE/Rajan	Hire	Temp	Appointment	3849.60	22-JAN-18
Rizbi Hassan	MG9985	00	GTA/ECE/Rajan	Hire	Temp	Appointment	7698.00	22-JAN-18
Tania Hawes	MS9908	00	Grad Ed Student Employee	Hire	Temp	Appointment	1450.00	22-NOV-17
Thomas Hayes	MS9932	00	Physics Hourly - Reichenbacher	Hire	Temp	Appointment	1260.00	22-JAN-18
Kaleb Hedman	MS9965	00	HRLY/CEE/Kenner	Hire	Temp	Appointment	840.00	22-DEC-17
Spencer Heidbrink	MS9965	00	HRLY/UG/CEE/Haffner	Hire	Temp	Appointment	1056.00	08-JAN-18
Saige Herbert	MS9927	00	WiSE Mentor	Hire	Temp	Appointment	500.00	22-DEC-17
Victor Hernandez Chinos	MS9956	00	IE UG, Stdu hourly - Dr Piper	Hire	Temp	Appointment	880.00	22-JAN-18
Benjamin Hinricher	MS9940	01	CABS Storeroom Employee - UG	Hire	Temp	Appointment	106.20	08-JAN-18
Benjamin Hinricher	MS9940	01	CABS Storeroom Employee - UG	Hire	Temp	Appointment	708.00	22-JAN-18
Ryan Hinrichs	MS9992	00	TLC/SSC 2018SP Tutor	Hire	Temp	Appointment	1500.00	16-JAN-18
Daniel Hodgins	MS9936	00	UG Research - McGough / MCS	Hire	Temp	Appointment	2250.00	22-JAN-18
Christa Hollister	MS9927	00	WiSE Mentor	Hire	Temp	Appointment	500.00	22-DEC-17
Josiah Horner	MS9929	01	Break RA	Hire	Temp	Appointment	86.50	21-NOV-17
Joseph Houck	MG9964	00	GRA/CBE/Shende	Hire	Temp	Appointment	2083.00	22-DEC-17
Joseph Houck	MG9964	00	GRA/CBE/Shende	Hire	Temp	Appointment	8333.00	22-JAN-18
Robert Huber	MG9983	01	GTA/GEOL/Anderson	Hire	Temp	Appointment	3849.00	22-JAN-18
Stacie Hull	MS9918	03	Equipment Room	Hire	Temp	Appointment	1500.00	22-OCT-17
Mollie Hunt	MS9977	01	2018SP Peer Mentor	Hire	Temp	Appointment	250.00	22-JAN-18
Samuel Jacobs	MS9953	00	Undergrad/Hourly/Crawford	Hire	Temp	Appointment	1646.54	06-NOV-17
Samuel Jacobs	MS9953	00	Undergrad/Hourly/Crawford	Hire	Temp	Appointment	4116.35	22-DEC-17
Jayla Jarnagin	MW9942	00	Wellness Center Student Worker	Hire	Temp	Appointment	900.00	08-JAN-18
Eli Jeans	MW9964	35	IE UG, Stdt hr-Wk ST C Krein	Hire	Temp	Appointment	1440.00	22-JAN-18
Ankit Jha	MG9976	00	MEM GRA Tukkaraja	Hire	Temp	Appointment	1924.00	22-DEC-17
Ankit Jha	MG9976	00	MEM GRA Tukkaraja	Hire	Temp	Appointment	7698.00	22-JAN-18
Chayse Jimenez	MW9985	00	FWS Library Assistant	Hire	Temp	Appointment	1800.00	08-JAN-18
Tait Johannsen	MS9970	00	GTA/CBE/Menkhaus	Hire	Temp	Appointment	1154.88	22-JAN-18
Kaycee Johnson	MS9977	01	2018SP Peer Mentor	Hire	Temp	Appointment	250.00	22-JAN-18
Meerab Joseph	MS9927	00	WiSE Mentor	Hire	Temp	Appointment	500.00	22-DEC-17
Thomas Kadlecsek	MG9956	00	Physics GTA Strieder	Hire	Temp	Appointment	5000.00	22-JAN-18
Thomas Kadlecsek	MG9957	00	Physics GRA Strieder	Hire	Temp	Appointment	5000.00	22-JAN-18
Thomas Kadlecsek	MG9957	01	Physics GRA Strieder	Hire	Temp	Appointment	2555.55	22-DEC-17
Chinmaya Kaji	MG9985	00	GTA/ECE/Rajan	Hire	Temp	Appointment	7698.00	22-JAN-18
Lin Kang	MG9995	00	NANO GRA	Hire	Temp	Appointment	2428.00	22-DEC-17
Lin Kang	MG9995	00	NANO GRA	Hire	Temp	Appointment	9710.00	22-JAN-18
Sushma Priyanka Karanam	ME9166	00	Research Engr I	Hire	Temp	Appointment	8382.60	06-NOV-17
Austin Kaul	MS9936	01	UG Grader Math 373 / Riley	Hire	Temp	Appointment	1150.00	22-DEC-17
Austin Kaul	MS9950	00	ME/Hourly/Degen	Hire	Temp	Appointment	7218.00	03-JAN-18
Austin Kaul	MS9977	01	2018SP Peer Mentor	Hire	Temp	Appointment	250.00	22-JAN-18
Vanessa Kee	MS9986	00	Museum Student Worker	Hire	Temp	Appointment	1620.00	02-JAN-18
Erica Keeble	MS9936	00	SI Trig Math 120 / MCS Riley	Hire	Temp	Appointment	1500.00	22-DEC-17
Balarama Krishna Reddy Keesari	MS9970	00	CBE Student Hourly	Hire	Temp	Appointment	2500.00	22-OCT-17
Genevieve Kennedy	MS9936	00	RA - Kliche Grant / MCS Riley	Hire	Temp	Appointment	2000.00	22-DEC-17
Jared Kennedy	MS9936	00	RA - Kliche Grant / MCS Riley	Hire	Temp	Appointment	2000.00	22-DEC-17
Mackenzie Kenney	MS9977	01	2018SP Peer Mentor	Hire	Temp	Appointment	250.00	22-JAN-18
Mitchell Kern	MG9974	00	GRA/AES/Capehart	Hire	Temp	Appointment	2000.00	22-DEC-17
Mitchell Kern	MG9974	00	GRA/AES/Capehart	Hire	Temp	Appointment	8000.00	22-JAN-18
Roy Kesterson	MS9953	02	UG Hourly Research Kellar	Hire	Temp	Appointment	6933.60	22-JAN-18
Charles Kieffer	MG9987	00	GTA/CEE/Lingwall	Hire	Temp	Appointment	3849.00	22-JAN-18
Averyonna Kimery	MS9927	00	WiSE Mentor	Hire	Temp	Appointment	500.00	22-DEC-17
Justin King	MG9977	00	ME/TA/Romkes	Hire	Temp	Appointment	3849.00	22-JAN-18
Matthew Kirkwold	MS9965	00	HRLY/CEE KENNER/Project	Hire	Temp	Appointment	240.00	22-DEC-17
Matthew Kirkwold	MS9965	00	HRLY/CEE/Kenner/Project	Hire	Temp	Appointment	480.00	22-JAN-18
Andrew Klingaman	MS9956	00	IE dept, UG-stdt hrly, A Piper	Hire	Temp	Appointment	880.00	22-JAN-18
Kai Knipper	MS9970	00	CBE Student Hourly	Hire	Temp	Appointment	2400.00	22-JAN-18
Joshua Knock	MG9988	00	GRA/CEE/Kenner	Hire	Temp	Appointment	3849.00	22-JAN-18

Christina Koeck	MS9927 00	WiSE Mentor	Hire Temp Appointment	500.00	22-DEC-17
Venkata Aneesh Kona	MG9975 00	TA MEM	Hire Temp Appointment	3849.00	22-JAN-18
Venkata Aneesh Kona	MS9900 00	Student Campus Safety	Hire Temp Appointment	1557.00	22-DEC-17
Kavitha Konduru	MG9985 00	GTA/ECE/Rajan	Hire Temp Appointment	3849.00	22-JAN-18
Kavitha Konduru	MG9986 00	STIPEN/ECE/SANI	Hire Temp Appointment	4168.00	22-JAN-18
Krystal Kossen	MG9973 00	GTA/AES/CEE/French/Capehart	Hire Temp Appointment	2122.00	22-JAN-18
Krystal Kossen	MG9974 00	GRA/AES/Capehart	Hire Temp Appointment	3497.65	22-JAN-18
Lance Kotter	MG9991 00	GRA/CBE/Groven	Hire Temp Appointment	2083.00	22-DEC-17
Lance Kotter	MG9991 00	GRA/CBE/Groven	Hire Temp Appointment	8333.00	22-JAN-18
Patrick Kozak	MG9984 00	GRA/GGE/Li	Hire Temp Appointment	7698.00	22-JAN-18
Dominic Krause	MS9965 00	HRLY/UG/CEE/Lingwall	Hire Temp Appointment	2079.84	22-JAN-18
Alex Kringen	MS9921 00	AML UG Employee	Hire Temp Appointment	1600.00	22-JAN-18
Carlton LaFrance	MW9985 00	FWS Library Assistant	Hire Temp Appointment	1440.00	07-FEB-18
Abigail Labahn	MG9976 00	MEM GRA Roberts	Hire Temp Appointment	7193.00	22-JAN-18
Bhubnesh Lama	MG9956 00	Physics GTA Oszwaldowski	Hire Temp Appointment	9556.46	22-JAN-18
Bhubnesh Lama	MG9956 01	Physics GTA Oszwaldowski	Hire Temp Appointment	2266.67	22-DEC-17
Elizabeth Larsen	MS9965 00	HRLY/UG/CEE/Gadhamshetty	Hire Temp Appointment	1920.00	22-JAN-18
Elizabeth Larsen	MS9965 01	HRLY/UG/CEE/GADHAMSHETTY	Hire Temp Appointment	1200.00	22-OCT-17
Madison Larsen	MG9982 25	GRA-IE dept, Dr. Piper, MS std	Hire Temp Appointment	7192.00	22-JAN-18
Kane Larson	MG9977 00	ME/TA/Bruno	Hire Temp Appointment	3849.00	22-JAN-18
Brian Lauters	MS9959 00	STUDENT WORKER/GGE/Anderson	Hire Temp Appointment	476.63	22-DEC-17
Brian Lauters	MS9959 01	STUDENT WORKER/GGE/Anderson	Hire Temp Appointment	1906.52	22-JAN-18
Hyojin Lee	MG9988 00	GRA/CEE/Lingwall	Hire Temp Appointment	3949.00	22-JAN-18
Shane Lee	MG9975 01	MEM GTA Roberts	Hire Temp Appointment	6000.00	22-JAN-18
Clint Leeper	MG9974 00	GRA/CEE/Capehart	Hire Temp Appointment	2000.00	22-DEC-17
Clint Leeper	MG9974 00	GRA/AES/Capehart	Hire Temp Appointment	8000.00	22-JAN-18
Derek Lehmann	MS9962 00	UG/TA/ECE/Rajan	Hire Temp Appointment	1600.00	09-FEB-18
Franklin Lemmons	MS9932 00	Physics Hourly - Schnee	Hire Temp Appointment	1680.00	16-JAN-18
Hannah Leppert	MS9940 02	CABS Storeroom Employee - UG	Hire Temp Appointment	796.50	08-JAN-18
Hannah Leppert	MS9977 03	2018SP Peer Mentor	Hire Temp Appointment	250.00	22-JAN-18
Kristin Lerdal	MS9927 00	WiSE Mentor	Hire Temp Appointment	500.00	22-DEC-17
Ryan Li	MS9974 00	ITS Tech Fellow - Help Desk	Hire Temp Appointment	3600.00	08-JAN-18
Zhipeng Liang	MG9994 00	BME Grad Research Asst/Fong	Hire Temp Appointment	8000.00	22-JAN-18
Tyler Liebsch	MG9956 00	Physics GTA Sobolev	Hire Temp Appointment	10532.00	22-JAN-18
Tyler Liebsch	MG9956 01	Physics GTA Sobolev	Hire Temp Appointment	2455.67	22-DEC-17
Alexis Long	MS9914 02	Intramural Official	Hire Temp Appointment	1080.00	16-DEC-17
Alexis Long	MS9977 01	2018SP Peer Mentor	Hire Temp Appointment	250.00	22-JAN-18
Benjamin Love	MS9965 00	HRLY/CEE/Shearer	Hire Temp Appointment	1820.00	08-JAN-18
Karen Ly	MS9940 00	CABS Storeroom Employee - UG	Hire Temp Appointment	796.50	08-JAN-18
Nathan Lynum	MG9974 00	GRA/Physics/CEE/French/Capehar	Hire Temp Appointment	2000.00	22-DEC-17
Nathan Lynum	MG9974 00	GRA/AES/French/Capehart	Hire Temp Appointment	8000.00	22-JAN-18
Stephen MacLake	MS9902 00	Facilities Intern	Hire Temp Appointment	7200.00	04-DEC-17
Ryan Macy	MS9990 00	AMP Grad Hourly	Hire Temp Appointment	9624.00	22-DEC-17
Bharathkiran Maddipudi	MG9991 00	GRA/CBE/Hadley	Hire Temp Appointment	7698.00	22-JAN-18
Bharathkiran Maddipudi	MG9991 01	GRA/CBE/Hadley	Hire Temp Appointment	3000.00	22-DEC-17
Keshav Manghat	MS9936 00	UG LL CSC 170 / MCS Riley	Hire Temp Appointment	1200.00	22-DEC-17
MD Manjur-A-Elahi	MG9988 00	GRA/CEE/Shearer	Hire Temp Appointment	1986.00	22-DEC-17
MD Manjur-A-Elahi	MG9988 00	GRA/CEE/Shearer	Hire Temp Appointment	7944.00	22-JAN-18
Bryce Mann	MS9914 00	Intramural Official	Hire Temp Appointment	1080.00	16-DEC-17
Naomi Manzer	MS9986 01	Museum collections assistant	Hire Temp Appointment	600.00	22-JAN-18
Ethan Marcoux	MS9947 00	MEM Hourly Brickey	Hire Temp Appointment	320.00	22-JAN-18
Ethan Marcoux	MS9977 01	2018SP Peer Mentor	Hire Temp Appointment	250.00	22-JAN-18
Alvar Marin Quispe Quispe	MG9976 00	MEM GRA Brickey	Hire Temp Appointment	9000.00	22-JAN-18
Chad Marley	MS9970 00	ULA/CBE/Walker	Hire Temp Appointment	800.00	22-JAN-18
Marc Mascarenhas	MS9977 01	2018SP Peer Mentor	Hire Temp Appointment	250.00	22-JAN-18
Marc Mascarenhas	MS9992 04	SSC/TLC Finals Tutor	Hire Temp Appointment	156.00	28-NOV-17
Marc Mascarenhas	MS9992 05	2018 Spring Tutor	Hire Temp Appointment	2200.00	22-DEC-17
Jordan Mason	MS9965 00	UG/HRLY/CEE/Kenner/Research	Hire Temp Appointment	350.00	22-DEC-17
Jordan Mason	MS9965 00	HRLY/CEE/Kenner/Research	Hire Temp Appointment	1904.00	22-JAN-18
Cora Masterlark	MS9940 00	CABS Storeroom Employee - UG	Hire Temp Appointment	1593.00	08-JAN-18
Chanclor McAllister	MS9965 00	HRLY/CEE/Kenner	Hire Temp Appointment	240.00	22-DEC-17
Chanclor McAllister	MS9965 00	HRLY/UG/CEE/Kenner	Hire Temp Appointment	960.00	22-JAN-18
Jordan McArthur	MS9940 00	CHEM/UG Grader/Filipova	Hire Temp Appointment	849.60	22-JAN-18
Colton Medler	MG9984 00	GRA/GGE/Roggenthen	Hire Temp Appointment	4500.00	22-JAN-18
Jacey Merkle	MS9977 01	2018SP Peer Mentor	Hire Temp Appointment	250.00	22-JAN-18
Cory Mohill-Smith	MS9950 00	ME/Lalley/Hourly	Hire Temp Appointment	1224.00	02-FEB-18
Michael Montalbano	MG9956 00	Physics GTA French	Hire Temp Appointment	10000.00	22-JAN-18
Michael Montalbano	MG9956 01	Physics GTA French	Hire Temp Appointment	2444.40	22-DEC-17

Cale Moore	MS9947	00	MEM Hourly Roberts	Hire	Temp	Appointment	400.00	22-NOV-17
Cale Moore	MS9947	00	MEM Hourly Roberts	Hire	Temp	Appointment	1600.00	22-JAN-18
Cale Moore	MS9947	01	MEM Hourly Roberts	Hire	Temp	Appointment	200.00	08-JAN-18
John Moore	MG9991	00	GRA/CBE/Gilcrease	Hire	Temp	Appointment	5774.00	22-JAN-18
James Moos	MW9985	00	FWS Library Assistant	Hire	Temp	Appointment	1440.00	07-FEB-18
Eric Morrison	MG9957	00	Physics GRA Schnee	Hire	Temp	Appointment	10666.66	22-JAN-18
Eric Morrison	MG9957	01	Physics GRA Schnee	Hire	Temp	Appointment	2333.33	22-DEC-17
Shannon Morse	MS9970	00	CBE Student Hourly	Hire	Temp	Appointment	1200.00	22-DEC-17
Shannon Morse	MS9970	00	CBE Student Hourly	Hire	Temp	Appointment	4800.00	22-JAN-18
Trevor Mount	MS9959	00	STUDENT WORKER/GEOL/Anderson	Hire	Temp	Appointment	1906.52	22-JAN-18
Trevor Mount	MS9959	01	STUDENT WORKER/GEOL/Anderson	Hire	Temp	Appointment	476.63	22-DEC-17
Jonathon Murray	MS9918	01	Student worker Athletics	Hire	Temp	Appointment	1330.00	06-NOV-17
Daniel Nagel	MS9953	00	MET UG Hourly	Hire	Temp	Appointment	3168.00	22-JAN-18
Soham Naik	MS9977	01	2018SP Peer Mentor	Hire	Temp	Appointment	250.00	22-JAN-18
Sorel Nelson	MS9902	36	Facilities student worker	Hire	Temp	Appointment	1416.00	19-JAN-18
Nikata Nesterov	MS9900	00	Student - Campus Safety	Hire	Temp	Appointment	708.00	05-FEB-18
Joseph Newkirk	MS9950	00	ME/Hourly/Degen	Hire	Temp	Appointment	8724.00	01-JAN-18
Emily Newton	MS9927	00	WiSE Mentor	Hire	Temp	Appointment	500.00	22-DEC-17
Walelign Nikshi	MS9990	00	AMP Hrly Grad	Hire	Temp	Appointment	7699.20	22-JAN-18
Darren Nissen	MS9928	01	Resident Assistant	Hire	Temp	Appointment	1950.00	22-JAN-18
Mariah Novak	MS9927	00	WiSE Mentor	Hire	Temp	Appointment	500.00	22-DEC-17
Abu Md Numan-Al-Mobin	ME9369	00	Post Doc Researcher	Hire	Temp	Appointment	25740.00	19-DEC-17
Abu Md Numan-Al-Mobin	ME9542	00	Lecturer	Overload	for	Teaching	10000.00	22-JAN-18
Abu Md Numan-Al-Mobin	ME9549	00	Lecturer	Overload	for	Teaching	1800.00	22-JAN-18
Ni Putu Dewi Nurmalasari	MG9995	00	NANO GRA	Hire	Temp	Appointment	2428.00	22-DEC-17
Ni Putu Dewi Nurmalasari	MG9995	00	NANO GRA	Hire	Temp	Appointment	9710.00	22-JAN-18
Catherine Oborski	MS9940	00	CHEM/UG Grader/Marshall	Hire	Temp	Appointment	849.60	22-JAN-18
Marie Ojeda	MG9975	00	GTA MEM McCormick	Hire	Temp	Appointment	3849.00	22-JAN-18
Mojolaoluwa Ojoawo	MS9962	00	ECE/Hourly/Tian	Hire	Temp	Appointment	1924.80	22-DEC-17
Mojolaoluwa Ojoawo	MS9962	00	ECE/Hourly/Tian	Hire	Temp	Appointment	7699.20	22-JAN-18
Mojolaoluwa Ojoawo	MS9986	00	Museum Student Worker	Hire	Temp	Appointment	1296.00	21-DEC-17
Oladimeji Oladepo	MS9990	00	AMP Hrly GRA	Hire	Temp	Appointment	7699.20	22-JAN-18
Alan Olderness	MS9977	01	2018SP Peer Mentor	Hire	Temp	Appointment	250.00	22-JAN-18
Sanmi Omotilewa	MG9975	00	TA MEM	Hire	Temp	Appointment	3849.00	22-JAN-18
Abigail Otten	MS9932	00	Physics Hourly - Schnee	Hire	Temp	Appointment	1200.00	22-JAN-18
Mark Owens	MS9953	01	MET/UG/Kellar	Hire	Temp	Appointment	1625.25	08-JAN-18
Mark Owens	MS9953	03	MET UG Kellar/Duke	Hire	Temp	Appointment	4500.00	15-JAN-18
Wasiu Oyetunji	MG9964	01	GRA/CBE/Hadley	Hire	Temp	Appointment	2083.00	22-DEC-17
Wasiu Oyetunji	MG9964	01	GRA/CBE/Hadley	Hire	Temp	Appointment	8333.00	22-JAN-18
Jacob Pallas	MS9992	01	SSC/TLC Finals Tutor	Hire	Temp	Appointment	144.00	28-NOV-17
Jacob Pallas	MS9992	02	2018 Spring Tutor	Hire	Temp	Appointment	1500.00	22-DEC-17
Yong Pan	MG9976	00	MEM GRA Tukkaraja	Hire	Temp	Appointment	1924.00	22-DEC-17
Yong Pan	MG9976	00	MEM GRA Tukkaraja	Hire	Temp	Appointment	1924.50	22-JAN-18
Emily Parks	MS9977	01	2018SP Peer Mentor	Hire	Temp	Appointment	250.00	22-JAN-18
Victoria Parks	MS9927	00	WiSE Mentor	Hire	Temp	Appointment	500.00	22-DEC-17
Xavier Pasala	MG9995	00	NANO GRA	Hire	Temp	Appointment	2428.00	22-DEC-17
Xavier Pasala	MG9995	00	NANO GRA	Hire	Temp	Appointment	9710.00	22-JAN-18
Manasi Paste	MS9936	00	UG Lab Leader CSC170 / Riley	Hire	Temp	Appointment	2160.00	22-DEC-17
DeVaughn Pearson	MS9959	01	STUDENT LABOR/GEOL/Sawyer	Hire	Temp	Appointment	5120.00	22-JAN-18
Amanda Penning	MS9977	01	2018SP Peer Mentor	Hire	Temp	Appointment	250.00	22-JAN-18
Keagan Peters	MS9962	00	Hoover UG Research	Hire	Temp	Appointment	2400.00	28-NOV-17
Kenneth Petry	MS9936	00	UG Research - McGough / MCS	Hire	Temp	Appointment	2250.00	22-JAN-18
Jason Phillips	MG9987	00	GTA/CEE/Benning	Hire	Temp	Appointment	1924.50	22-JAN-18
Jason Phillips	MG9987	01	GTA/CEE/Benning/Provost	Hire	Temp	Appointment	3849.00	22-JAN-18
Jason Phillips	MG9988	00	GRA/CEE/Benning	Hire	Temp	Appointment	924.81	22-DEC-17
Jason Phillips	MG9988	00	GRA/CEE/Benning	Hire	Temp	Appointment	3849.00	22-JAN-18
Nikhil Pokharel	MG9995	00	NANO GRA	Hire	Temp	Appointment	2428.00	22-DEC-17
Nikhil Pokharel	MG9995	00	NANO GRA	Hire	Temp	Appointment	9710.00	22-JAN-18
Navaneethaa Pollachi Veluswamy	MG9960	00	GRA/CAPE/Salem	Hire	Temp	Appointment	9520.00	22-JAN-18
Navaneethaa Pollachi Veluswamy	MS9913	00	CAPE Student Hourly	Hire	Temp	Appointment	5619.20	22-DEC-17
Danika Pollreis	MS9927	00	WiSE Mentor	Hire	Temp	Appointment	500.00	22-DEC-17
Gabriela Ponce Molina	MS9992	01	SSC/TLC Finals Tutor	Hire	Temp	Appointment	144.00	28-NOV-17
Gabriela Ponce Molina	MS9992	02	2018 Spring Tutor	Hire	Temp	Appointment	1500.00	22-DEC-17
Sahil Prabhudesai	MS9926	04	WC Student Supervisor	Hire	Temp	Appointment	1140.00	16-DEC-17
Kristin Pratscher	MS9959	00	STUDENT WORKER/GGE/Anderson	Hire	Temp	Appointment	1906.52	22-JAN-18
Kristin Pratscher	MS9959	01	STUDENT WORKER/GGE/Anderson	Hire	Temp	Appointment	476.63	22-DEC-17
Kristin Pratscher	MS9977	01	2018SP Peer Mentor	Hire	Temp	Appointment	250.00	22-JAN-18
Sage Preble	MS9932	00	Physics Hourly - Reichenbacher	Hire	Temp	Appointment	1260.00	22-JAN-18

Korey Pryer	MS9918 00	athletics general student help	Hire Temp Appointment	400.00	22-OCT-17
Jesse Punsal	MS9965 00	HRLY/CEE/Stone	Hire Temp Appointment	2400.00	22-DEC-17
Jesse Punsal	MS9965 00	HRLY/GR/CEE/Stone	Hire Temp Appointment	4800.00	22-JAN-18
Ryan Puzel	MG9983 00	GTA/GEOL/Anderson	Hire Temp Appointment	3849.00	22-JAN-18
Ryan Puzel	MG9984 00	GRA/GGE/Li	Hire Temp Appointment	3849.00	22-JAN-18
Deborah Rankin	MS9940 00	CABS Lab Assistant - Gilley	Hire Temp Appointment	885.00	08-JAN-18
Katelyn Raposa	MS9929 01	Break RA	Hire Temp Appointment	173.00	21-NOV-17
Sierra Rasmussen	MG9999 00	MES/GRA/Cross	Hire Temp Appointment	1041.63	22-DEC-17
Sierra Rasmussen	MG9999 00	MES/GRA/Cross	Hire Temp Appointment	8333.00	22-JAN-18
Ishara Ratnayake	MG9995 00	NANO GRA	Hire Temp Appointment	2428.00	22-DEC-17
Ishara Ratnayake	MG9995 00	NANO GRA	Hire Temp Appointment	9710.00	22-JAN-18
Shailabh Rauniyar	MG9964 00	GRA/CBE/Sani	Hire Temp Appointment	2083.00	22-DEC-17
Shailabh Rauniyar	MG9964 00	GRA/CBE/Sani	Hire Temp Appointment	8333.00	22-JAN-18
Abhishek Ray	MS9970 00	CBE Student Hourly	Hire Temp Appointment	3072.00	22-JAN-18
Stephanie Reed	ME9910 00	Drama Club Director	Hire Temp Appointment	2250.00	22-NOV-17
David Reinhardt	MS9926 02	WC Student Supervisor	Hire Temp Appointment	1140.00	16-DEC-17
Dallas Richter	ME9948 00	Assistant Women's BB Coach	Hire Temp Appointment	3093.76	01-NOV-17
Nicholas Ritchie	MS9970 00	CBE Student Hourly	Hire Temp Appointment	2240.00	22-JAN-18
Heather Rogers	MS9914 02	Intramural Official	Hire Temp Appointment	1080.00	16-DEC-17
Heather Rogers	MS9977 01	2018SP Peer Mentor	Hire Temp Appointment	250.00	22-JAN-18
William Roggenthen	ME9543 00	Senior Lecturer	Overload for Teaching	7000.00	22-JAN-18
Dillon Roller	MS9936 00	UG LL CSC 170 Manes /MCS Riley	Hire Temp Appointment	1200.00	03-JAN-18
Philip Romano	MS9992 03	SSC/TLC Finals Tutor	Hire Temp Appointment	156.00	28-NOV-17
Tyler Ronken	MS9977 01	2018SP Peer Mentor	Hire Temp Appointment	250.00	22-JAN-18
Scott Rosenthal	MS9947 00	MEM Hourly Brickey	Hire Temp Appointment	5001.60	22-JAN-18
Scott Rosenthal	MS9947 01	MEM Hourly Brickey	Hire Temp Appointment	312.60	08-JAN-18
Farid Roust	MG9977 00	ME/TA/Lessani	Hire Temp Appointment	7698.00	22-JAN-18
Mariya Sache	MS9962 00	Hoover/UG Research	Hire Temp Appointment	2400.00	22-OCT-17
Awat Safari	MS9900 00	Campus Safety - Student	Hire Temp Appointment	885.00	08-JAN-18
Fabian Sanchez	MS9977 01	2018SP Peer Mentor	Hire Temp Appointment	250.00	22-JAN-18
Joree Sandin	MS9927 00	Wise Mentor	Hire Temp Appointment	500.00	22-DEC-17
Genevieve Sandoval	MS9959 01	STUDENT LABOR/GEOE/Sawyer	Hire Temp Appointment	5120.00	22-JAN-18
Sambhu Sapkota	MG9980 00	Gadhamshetty/Crawford/RA/MES	Hire Temp Appointment	1924.00	22-DEC-17
Sambhu Sapkota	MG9988 00	GRA/CEE/Gadhamshetty	Hire Temp Appointment	7924.00	22-JAN-18
Jonah Sayre	MS9928 01	Resident Assistant	Hire Temp Appointment	1950.00	22-JAN-18
Eric Schmid	MS9988 00	NANO GRA HOURLY	Hire Temp Appointment	5848.49	22-JAN-18
Paige Schnetter	MS9908 00	Grad Ed student employee	Hire Temp Appointment	1400.00	22-NOV-17
Paige Schnetter	MS9927 00	Wise Mentor	Hire Temp Appointment	500.00	22-DEC-17
Thomas Schroeder	MS9900 00	Student - Campus Safety	Hire Temp Appointment	2400.00	04-DEC-17
Savoy Schuler	MS9936 00	UG Research - McGough / MCS	Hire Temp Appointment	2250.00	22-JAN-18
Chamaka Senarath	MS9992 06	SSC/TLC Finals Tutor	Hire Temp Appointment	156.00	28-NOV-17
Chamaka Senarath	MS9992 07	2018 Spring Tutor	Hire Temp Appointment	2400.00	22-DEC-17
Saeed Shahmiri	MG9985 00	GTA/ECE/Rajan	Hire Temp Appointment	7698.00	22-JAN-18
Malik Shakur	MS9914 01	Intramural official	Hire Temp Appointment	900.00	17-JAN-18
Brandon Sharkey	MS9977 01	2018SP Peer Mentor	Hire Temp Appointment	250.00	22-JAN-18
Anoushka Sharma	MS9980 00	Surbeck Event Manager	Hire Temp Appointment	1296.00	20-JAN-18
Madan Sharma Timalisina	MG9957 01	Physics GRA Reichenbacher	Hire Temp Appointment	2533.33	22-DEC-17
Madan Sharma Timalisina	MG9957 01	Physics GRA Reichembacher	Hire Temp Appointment	10133.28	22-JAN-18
Anthony Sherman	MS9977 01	2018SP Peer Mentor	Hire Temp Appointment	250.00	22-JAN-18
Ishaan Shetye	MS9986 00	Museum Student Worker	Hire Temp Appointment	504.00	18-DEC-17
Brady Shimp	MS9936 00	UG Research - McGough / MCS	Hire Temp Appointment	2250.00	22-JAN-18
Krista Showalter	MG9982 25	IE dept GRA, Dr. Woldstad	Hire Temp Appointment	3849.00	22-JAN-18
Shashwati Shradha	MS9936 00	UG CSC 170LL / Riley	Hire Temp Appointment	2100.00	22-DEC-17
Namita Shrestha	MG9987 00	GTA/CEE/Gadhamshetty	Hire Temp Appointment	1924.50	22-JAN-18
Namita Shrestha	MG9988 00	GRA/CEE/Gadhamshetty	Hire Temp Appointment	2083.34	22-DEC-17
Namita Shrestha	MG9988 00	GRA/CEE/Gadhamshetty	Hire Temp Appointment	8333.00	22-JAN-18
Prashansa Shrestha	MG9988 00	GRA/CEE/Stone	Hire Temp Appointment	2222.22	22-DEC-17
Prashansa Shrestha	MG9988 00	GRA/CEE/Stone	Hire Temp Appointment	10000.00	22-JAN-18
Brandon Sieh	MS9953 00	MET/Research UG/Cross	Hire Temp Appointment	3249.75	05-FEB-18
Gavin Silveira	MS9992 06	SSC/TLC Finals Tutor	Hire Temp Appointment	156.00	28-NOV-17
Gavin Silveira	MS9992 07	2018 Spring Tutor	Hire Temp Appointment	2400.00	22-DEC-17
Pratik Sinai Kunkolienker	MS9977 01	2018SP Peer Mentor	Hire Temp Appointment	250.00	22-JAN-18
Pratik Sinai Kunkolienker	MS9992 01	SSC/TLC Finals Tutor	Hire Temp Appointment	144.00	28-NOV-17
Pratik Sinai Kunkolienker	MS9992 02	2018 Spring Tutor	Hire Temp Appointment	2000.00	22-DEC-17
Shelby Sires-Lemke	MS9927 00	Wise Mentor	Hire Temp Appointment	500.00	22-DEC-17
Donald Skillings	MG9990 00	GTA/CBE/Gilcrease	Hire Temp Appointment	1925.00	22-JAN-18
Donald Skillings	MG9991 00	GRA/CBE/Gilcrease	Hire Temp Appointment	1155.00	22-DEC-17
Donald Skillings	MG9991 00	GRA/CBE/Gilcrease	Hire Temp Appointment	5773.00	22-JAN-18

Casey Skillingstad	MS9965	00	HRLY/CEE/Arneson-Meyer	Hire	Temp	Appointment	1152.00	22-JAN-18
Aaron Slattery	MS9970	00	CBE Student Hourly	Hire	Temp	Appointment	2240.00	13-NOV-17
Aaron Slattery	MS9970	00	CBE Student Hourly	Hire	Temp	Appointment	2240.00	22-JAN-18
Nathan Smaglik	MG9995	00	NANO GRA	Hire	Temp	Appointment	2428.00	22-DEC-17
Nathan Smaglik	MG9995	00	NANO GRA	Hire	Temp	Appointment	9710.00	22-JAN-18
Leila Sorkhi	MG9998	00	GTA/MES/Crawford	Hire	Temp	Appointment	3849.00	22-JAN-18
Maxwell Southbloom	MS9965	00	HRLY/UG/CEE/Lingwall	Hire	Temp	Appointment	2079.84	22-JAN-18
Alex Spies	MS9928	01	Resident Assistant	Hire	Temp	Appointment	1950.00	22-JAN-18
Saiprasad Sreekumar Ajitha	MG9976	00	MEM GRA Tukkaraja	Hire	Temp	Appointment	962.00	22-DEC-17
Saiprasad Sreekumar Ajitha	MS9947	00	MEM Hourly Tukkaraja	Hire	Temp	Appointment	4715.76	22-JAN-18
William Stapert	MS9929	01	Break RA	Hire	Temp	Appointment	86.50	21-NOV-17
Shane Star	MS9965	00	HRLY/UG/CEE/Gadhamshetty	Hire	Temp	Appointment	768.00	22-DEC-17
Shane Star	MS9965	00	HRLY/UG/CEE/Gadhamshetty	Hire	Temp	Appointment	3072.00	22-JAN-18
Jacob Steffen	MS9950	00	ME/Lalley/Hourly	Hire	Temp	Appointment	612.00	02-FEB-18
Hannah Stevenson	MS9992	00	2018 Spring Tutor	Hire	Temp	Appointment	1500.00	22-DEC-17
Emily Stickney	MG9972	00	GRA Kunza	Hire	Temp	Appointment	8000.00	22-JAN-18
Emily Stickney	MG9944	00	Admissions Student Assistant	Hire	Temp	Appointment	1805.40	08-JAN-18
Cody Stock	MG9984	01	GRA/GEOL/Baran	Hire	Temp	Appointment	7698.00	22-JAN-18
Jason Stock	MG9956	00	Physics GTA Reichenbacher	Hire	Temp	Appointment	11111.33	22-JAN-18
Jason Stock	MG9956	01	Physycs GTA Reichenbacher	Hire	Temp	Appointment	2611.08	22-DEC-17
Lincoln Stoel	MS9970	00	CBE Student Hourly	Hire	Temp	Appointment	3000.00	08-NOV-17
Lincoln Stoel	MS9970	00	CBE Student Hourly	Hire	Temp	Appointment	2400.00	22-JAN-18
Lincoln Stoel	MS9970	01	CBE Student Hourly	Hire	Temp	Appointment	1500.00	22-OCT-17
Hannah Stork	MS9977	01	2018SP Peer Mentor	Hire	Temp	Appointment	250.00	22-JAN-18
Joleena Strange	MW9979	00	UR Assistant	Hire	Temp	Appointment	3024.00	23-OCT-17
Joseph Street	MG9956	01	Physics GTA Schnee	Hire	Temp	Appointment	5355.60	22-JAN-18
Joseph Street	MG9957	00	Physics GRA Schnee	Hire	Temp	Appointment	5355.60	22-JAN-18
Joseph Street	MG9957	01	Physics GRA Schnee	Hire	Temp	Appointment	2677.80	22-DEC-17
Jessy Stueven	MW9992	00	AMP WS	Hire	Temp	Appointment	1760.00	08-JAN-18
Maxwell Sykora	MS9953	00	UG/IE Grader/Jensen	Hire	Temp	Appointment	2383.15	08-JAN-18
Suvarna Talluri	MG9964	00	GRA/CBE/Winter	Hire	Temp	Appointment	2653.00	22-DEC-17
Suvarna Talluri	MS9970	00	CBE Student Hourly	Hire	Temp	Appointment	10611.20	22-JAN-18
Wyatt Tatge	MS9965	01	HRLY/CEE/Kenner	Hire	Temp	Appointment	2800.00	22-DEC-17
Christina Taylor	MS9950	00	ME/Larochelle/Website Design	Hire	Temp	Appointment	348.00	22-DEC-17
Christina Taylor	MS9950	00	ME/Surovek/Grader	Hire	Temp	Appointment	960.00	07-FEB-18
Christina Taylor	MS9950	01	ME/Larochelle/Website Design	Hire	Temp	Appointment	240.00	16-FEB-18
Danielle Taylor	MS9977	01	2018SP Peer Mentor	Hire	Temp	Appointment	250.00	22-JAN-18
Jessica Teeslink	MG9985	00	GTA/ECE/Rajan	Hire	Temp	Appointment	7698.00	22-JAN-18
Jessica Teeslink	MS9927	00	Wise Mentor	Hire	Temp	Appointment	500.00	22-DEC-17
Tiati Thelen	MS9977	01	2018SP Peer Mentor	Hire	Temp	Appointment	250.00	22-JAN-18
Forest Thompson	MS9953	00	Grad/Hourly/Crawford	Hire	Temp	Appointment	2085.28	22-DEC-17
Forest Thompson	MS9953	00	Grad/Hourly/Crawford	Hire	Temp	Appointment	8341.12	22-JAN-18
Jessica Thompson	MS9927	00	Wise Mentor	Hire	Temp	Appointment	500.00	22-DEC-17
Douglas Tiedt	MG9957	00	Physics GRA Bai	Hire	Temp	Appointment	10889.00	22-JAN-18
Douglas Tiedt	MG9957	01	Physics GRA Bai	Hire	Temp	Appointment	2733.30	22-DEC-17
Ambrose Tingan	MG9990	00	GTA/CBE/Pinkelman	Hire	Temp	Appointment	4330.00	22-JAN-18
Calvin Tohm	MW9967	00	FWS/CEE/Haffner	Hire	Temp	Appointment	1250.10	08-JAN-18
Michael Tomac	MG9964	00	GRA/CBE/Dixon	Hire	Temp	Appointment	2667.00	22-DEC-17
Michael Tomac	MG9964	00	GRA/CBE/Dixon	Hire	Temp	Appointment	10667.00	22-JAN-18
Leif Torgersen	MS9936	00	UG CSC150 Lab Leader / Riley	Hire	Temp	Appointment	5400.00	22-DEC-17
Margaret Torness	MS9926	00	Yoga Instructor	Hire	Temp	Appointment	2000.00	08-JAN-18
Jalon Torres	MW9952	00	FWS-Club for Boys-Off Campus	Hire	Temp	Appointment	1100.00	08-JAN-18
Frank Torvik	MS9959	01	STUDENT/GEOL/Roggenthen	Hire	Temp	Appointment	150.00	22-JAN-18
Nav Tran	MS9977	01	2018SP Peer Mentor	Hire	Temp	Appointment	250.00	22-JAN-18
Cassidy Trapp	MS9977	04	2018SP Peer Mentor	Hire	Temp	Appointment	250.00	22-JAN-18
Abhilash Kumar Tripathi	MG9964	00	GRA/CBE/Sani	Hire	Temp	Appointment	2083.00	22-DEC-17
Abhilash Kumar Tripathi	MG9964	00	GRA/CBE/Sani	Hire	Temp	Appointment	8333.00	22-JAN-18
Lynzie Trively	MS9940	00	CABS Lab Assistant - Gilley	Hire	Temp	Appointment	885.00	08-JAN-18
Eirik Valseth	MG9977	00	ME/TA/Romkes	Hire	Temp	Appointment	3849.00	22-JAN-18
Drew Vance	MG9988	00	GRA/CEE/Kenner	Hire	Temp	Appointment	3849.00	22-JAN-18
Michael Vander Wal	MS9977	01	2018SP Peer Mentor	Hire	Temp	Appointment	250.00	22-JAN-18
Gordon Vandine	MS9977	00	2018SP Peer Mentor	Hire	Temp	Appointment	250.00	22-JAN-18
Andrea Vargas Castano	MS9944	01	Admissions Student Assistant	Hire	Temp	Appointment	902.70	08-JAN-18
Walter Vaughan	MS9962	00	Hourly TA-Mechatronics	Hire	Temp	Appointment	1920.00	22-JAN-18
Lyle Vaz	MS9977	01	2018SP Peer Mentor	Hire	Temp	Appointment	250.00	22-JAN-18
Lyle Vaz	MS9992	06	SSC/TLC Finals Tutor	Hire	Temp	Appointment	156.00	28-NOV-17
Lyle Vaz	MS9992	07	2018 Spring Tutor	Hire	Temp	Appointment	2400.00	22-DEC-17
Fernando Vazquez	MS9921	00	AML Hourly	Hire	Temp	Appointment	1080.00	01-DEC-17



Fernando Vazquez	MS9921	00	AML UG Hourly	Hire Temp Appointment	1440.00	22-JAN-18
Bhuvan Vemuri	MG9988	00	GRA/CEE/Gadhamshetty	Hire Temp Appointment	7924.00	22-JAN-18
Bhuvan Vemuri	MG9999	00	MES/Crawford/Gadhamshetty/GRA	Hire Temp Appointment	1924.00	22-DEC-17
Cade Venhuizen	MS9950	00	ME/Hourly/Lalley	Hire Temp Appointment	637.20	02-FEB-18
Marken Vilson	MW9960	00	FWS - Equipment Room	Hire Temp Appointment	720.00	25-JAN-18
Hunter Vincent	MS9977	04	2018SP Peer Mentor	Hire Temp Appointment	250.00	22-JAN-18
Mathew Volkmer	MS9953	01	MET/UG Grader/Kellar	Hire Temp Appointment	2599.80	22-JAN-18
Mathew Volkmer	MS9953	02	MET UG Kellar/Duke	Hire Temp Appointment	4500.00	15-JAN-18
Mathew Volkmer	MS9977	01	2018SP Peer Mentor	Hire Temp Appointment	250.00	22-JAN-18
Adrian Vopnford	MS9927	00	WiSE Mentor	Hire Temp Appointment	500.00	22-DEC-17
Jonathan Vottero	MS9936	00	UG Grader CSC 315 / MCS Riley	Hire Temp Appointment	900.00	22-DEC-17
Jonathan Vottero	MS9977	01	2018SP Peer Mentor	Hire Temp Appointment	250.00	22-JAN-18
Ian Walters	ME9176	00	Researcher I	Hire Temp Appointment	50586.10	18-DEC-17
Jia Wang	MG9960	00	GRA/CBE/Salem	Hire Temp Appointment	2083.00	22-DEC-17
Jia Wang	MG9960	00	GRA/CAPE/Salem	Hire Temp Appointment	8333.00	22-JAN-18
Michelle While	MG9956	00	Physics GTA Corwin	Hire Temp Appointment	4666.68	22-JAN-18
Michelle While	MG9956	01	Physics GTA Corwin	Hire Temp Appointment	1166.67	22-DEC-17
Michelle While	MG9957	00	Physics GRA Corwin	Hire Temp Appointment	4666.68	22-JAN-18
Michelle While	MG9957	01	Physics GRA Corwin	Hire Temp Appointment	1166.67	22-DEC-17
Joseph Wilder	MG9987	01	GTA2/CEE/Waterman	Hire Temp Appointment	2000.00	22-JAN-18
Kaylee Wilson	MW9991	00	FWS - Financial Aid Student	Hire Temp Appointment	810.00	08-JAN-18
Ryan Wise	MS9962	00	TA/ECE/Rajan	Hire Temp Appointment	1600.00	12-FEB-18
Samantha Wolfe	MW9957	00	FWS UG Office & IT / MCS Riley	Hire Temp Appointment	1620.00	08-JAN-18
Tao Xu	MS9903	00	BME/graduate research/Fong	Hire Temp Appointment	7999.47	22-JAN-18
Umit Yildiz	MS9916	01	STUDENT HOURLY/GEOL/Uzunlar	Hire Temp Appointment	3007.50	22-DEC-17
Sarah Zabawa	MG9974	00	GRA/AES/Capehart	Hire Temp Appointment	2000.00	22-DEC-17
Sarah Zabawa	MG9974	00	GRA/AES/Capehart	Hire Temp Appointment	8000.00	22-JAN-18
Fan Zheng	MG9995	00	NANO GRA	Hire Temp Appointment	9710.00	22-JAN-18

Student Employment and NFE Non-Benefit Eligible (NFE2)  
Permanent Salary Adjustment(SP)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Jakob Berg	MS9944	00	UG Telecounselor/ADM/Smith	Minimum Wage Increase	945.00	955.80	10.80	
Aaron Campbell	MS9917	00	Student Senate President	Minimum Wage Increase	3000.06	3000.06	0.00	
Theodore Donovan	ME9163	00	Research Scientist III	Permanent Change in FTE	20610.00	31860.00	11250.00	
Ezra Grothe	MS9917	00	Chief Financial Officer	Minimum Wage Increase	1500.00	1500.00	0.00	
Tania Hawes	MS9933	00	RAS Student Employee	Minimum Wage Increase	3114.00	3186.00	72.00	
Divine Kavunga	MS9900	36	Student Campus Safety Officer	Minimum Wage Increase	3114.00	3114.00	0.00	
Anna Larson	MS9944	00	UG/Telecounselor/ADM/Smith	Minimum Wage Increase	1890.00	1911.60	21.60	
Soham Naik	MS9901	00	International Peer Mentor	Minimum Wage Increase	1000.00	1000.00	0.00	
Angel Nunez	MS9985	00	Student Programmer	Minimum Wage Increase	1732.50	1752.30	19.80	
Jacob Oberpriller	MS9917	00	Student Senate Vice President	Minimum Wage Increase	1500.00	1500.00	0.00	
Spencer Oeltjenbruns	MS9981	00	BOOKSTORE STUDENT EMPLOYEE	Minimum Wage Increase	3719.50	3805.50	86.00	
Oliver Olele	MS9900	36	Student Campus Safety	Minimum Wage Increase	1557.00	1557.00	0.00	
Kunj Patel	MS9900	00	Student Labor Campus Safety	Minimum Wage Increase	2768.00	2768.00	0.00	
Danika Pollreis	MS9917	00	Student Senate Secretary	Minimum Wage Increase	1000.08	1000.08	0.00	
Berit Quinn	MS9940	00	CABS - Grader - Coble	Minimum Wage Increase	2491.20	2548.80	57.60	
Shashwati Shradha	MS9901	00	International Peer Mentor	Minimum Wage Increase	1000.00	1000.00	0.00	
Tiati Thelen	MS9944	00	UG Telecounselor/ADM/Smith	Minimum Wage Increase	997.50	1008.90	11.40	

Student Employment and NFE Non-Benefit Eligible (NFE2)  
Leave of Absence(LA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
William Roggenthen	ME9498	00	Res Sci IV	LWOP Personal Reason	81904.16	22-DEC-17

Student Employment and NFE Non-Benefit Eligible (NFE2)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Mark Hanhardt	MG9957	00	Physics GRA Strieder	TV012	21-JAN-18
Joshua Adeniran	MG9990	00	GTA/CBE/Leberknight	TV012	21-DEC-17
Joshua Adeniran	MG9990	01	GTA/CBE/Pinkelman	TV012	21-DEC-17

Ajibola Adewole	MG9964 00	GRA/CBE/Salem	TV012	21-DEC-17
Ajibola Adewole	MG9964 00	GRA/CBE/Winter	TV012	21-JAN-18
Kayode Ajayi	MG9976 00	MEM GRA Tukkaraja	TV012	21-DEC-17
Kayode Ajayi	MG9976 00	MEM GRA Tukkaraja	TV012	21-JAN-18
Kayode Ajayi	MS9947 01	MEM Hourly Tukkaraja	TV012	21-JAN-18
Rotimi Akinnuoye	MG9976 01	MEM GRA Brickey	TV012	21-JAN-18
Ayobami Alao	MG9987 00	GTA/CEE/Shearer	TV012	21-DEC-17
Ayobami Alao	MS9986 00	Museum Student Worker	TV012	14-FEB-18
Pierce Alexander	MS9936 00	UG Grant Assistant /MCS Kliche	TV012	21-DEC-17
Othman Ali	MS9962 00	ECE Hourly/Tian	TV012	21-DEC-17
Aimee Allcock	MS9927 00	WiSE Mentor	TV012	21-DEC-17
Grace Andersen	MS9977 00	Peer Mentor	TV012	21-DEC-17
Amir Bajramovic	MG9987 00	GTA/CEE/Lingwall	TV012	21-DEC-17
Amir Bajramovic	MS9986 00	Museum Student Worker	TV012	16-DEC-17
Elijah Balavitch	MW9972 00	FWS APEX Gallery	TV012	15-NOV-17
Michael Baranowski	MG9983 00	GTA/GGE/Anderson	TV012	21-DEC-17
Haleh Barmaki	MG9981 00	IE dept, TA position, A Piper	TV012	21-DEC-17
Haleh Barmaki	MS9986 00	Museum Student Worker	TV012	16-DEC-17
Jordan Baumeister	MS9927 00	WiSE Mentor	TV012	21-DEC-17
Jordan Baumeister	MS9992 00	SSC/TLC Tutor	TV012	21-DEC-17
McKenzie Becker	MS9918 00	Football Student Worker	TV012	05-NOV-17
Molly Becker	MS9924 00	Graduate Intern	TV012	15-DEC-17
Leanna Bender	ME9608 00	Bkstr Rgstrtn Wrkr (Sales C)	TV013	21-NOV-17
Christina Bergevin	MS9927 00	WiSE Mentor	TV012	21-DEC-17
Christina Bergevin	MS9992 00	SSC/TLC Tutor	TV012	21-DEC-17
Christina Bergevin	MS9992 01	SSC/TLC Finals Tutor	TV012	21-DEC-17
George Bernard	MS9953 00	MET UG Hourly Worker	TV012	21-DEC-17
George Bernard	MS9953 00	MET UG Hourly Worker	TV012	21-JAN-18
Rahul Bhargava	MG9976 00	GRA MEM Tukkaraja	TV012	21-DEC-17
Rahul Bhargava	MG9976 00	MEM GRA Tukkaraja	TV012	21-JAN-18
Venkata Bhattiprolu	MG9999 00	MES/GRA/Crawford	TV012	21-DEC-17
Venkata Bhattiprolu	MG9999 00	MES/GRA/Crawford	TV012	21-JAN-18
Brooke Bialas	MG9950 00	ME/Hourly/Degen	TV012	13-DEC-17
Mohit Bibra	MG9964 00	GRA/CBE/Sani	TV012	21-DEC-17
Mohit Bibra	MG9964 00	GRA/CBE/Sani	TV012	21-JAN-18
Mohit Bibra	MG9990 00	GTA/CBE/Sani	TV012	21-DEC-17
Kirk Blumenthal	MS9974 00	ITS Tech Fellow Lan Crew	TV012	21-DEC-17
Allison Bodvig	MS9908 00	Grad Ed Student Employee	TV012	21-DEC-17
Allison Bodvig	MS9936 01	SI Trig - Math 120 / MCS Riley	TV012	21-DEC-17
Daniel Boe	MS9950 00	ME/Hourly/Knudson	TV012	13-DEC-17
Jared Boehmer	MS9918 01	Wellness Ctr Stdt Supervisor	TV012	15-DEC-17
Scyller Borglum	MG9983 00	GTA/GEOL/Soeder	TV012	21-DEC-17
Scyller Borglum	MS9959 00	STUDENT WORKER/GEOL/Soeder	TV012	21-JAN-18
Jacob Boschee	MG9956 00	Physics GTA Petukhov	TV012	21-DEC-17
Jacob Boschee	MG9956 01	Physics GTA Oszwaldowski	TV012	21-JAN-18
Jacob Boschee	MG9957 00	Physics GRA Petukhov	TV012	21-DEC-17
Jacob Boschee	MG9957 01	Physics GRA Oszwaldowski	TV012	21-JAN-18
Aaron Bost	MS9950 00	ME/Hourly/Muci	TV012	21-DEC-17
Cooper Bowen	MG9987 00	GTA/CEE/Capehart	TV012	21-DEC-17
Hallie Bower	MS9959 00	STUDENT LABOR/GEOE/Sawyer	TV012	21-DEC-17
Michael Bowles	MG9957 00	Physics GRA Schnee	TV012	21-DEC-17
Michael Bowles	MG9957 01	Physics GRA Schnee	TV012	21-JAN-18
Sophie Brogdon	MS9926 02	yoga instructor - students	TV012	15-DEC-17
Sophie Brogdon	MS9926 03	Yoga Instructor-Faculty/staff	TV012	21-DEC-17
Andrew Brown	MS9940 00	CABS UG Research - Smirnova	TV012	21-DEC-17
Triston Brown	MW9960 00	FWS - Equipment Room	TV012	21-DEC-17
Natalie Buckley	MG9987 00	GTA/CEE/Waterman	TV012	21-DEC-17
Reeha Jasmine Budatala	MG9980 00	GRA/MES/Crawford	TV012	21-DEC-17
Remington Bullis	MS9962 01	Hourly TA-Mechatronics	TV012	13-DEC-17
Kimberlynn Cameron	MG9984 00	GRA/GEOL/Sawyer	TV012	21-DEC-17
Marcus Cannon	MG9987 00	GTA/CEE/Haffner	TV012	21-DEC-17
Zhendao Cao	MS9959 01	STUDENT LABOR/GGE/Lisenbee	TV012	21-DEC-17
Scott Carda	MS9936 00	CSC 314L-Lab Leader/MCS/Riley	TV012	21-DEC-17
William Carpenter	MS9953 00	MET/UG Hourly/Cross	TV012	21-DEC-17
William Carpenter	MS9977 00	Peer Mentor	TV012	21-DEC-17
Alana Carrier	MS9977 00	Peer Mentor	TV012	21-DEC-17
James Carver	MS9977 00	Peer Mentor	TV012	21-DEC-17
Josef Ceritelli	MS9936 00	UG Math 102 LL / MCS / Riley	TV012	21-DEC-17

Anurag Chakraborty	MG9977	00	ME/GTA/Ash	TV012	21-DEC-17
Hari Chapagain	MG9956	00	Physics GTA Oszwaldowski	TV012	21-DEC-17
Hari Chapagain	MG9956	01	Physics GTA Oszwaldowski	TV012	21-JAN-18
Hari Chapagain	MG9957	00	Physics GRA Oszwaldowski	TV012	21-DEC-17
Hari Chapagain	MG9957	01	Physics GRA Oszwaldowski	TV012	21-JAN-18
Clinton Chapman	MG9964	00	GRA/CBE/Groven	TV012	21-DEC-17
Clinton Chapman	MG9964	00	GRA/CBE/Groven	TV012	21-JAN-18
Nathaniel Chapman	MS9970	00	CBE Student Hourly	TV012	21-DEC-17
Nathaniel Chapman	MS9970	01	CBE Student Hourly	TV012	21-DEC-17
Krishna Govinda Rajan Chilkoor	MG9988	00	GRA/CEE/Gadhamshetty/F17	TV012	21-DEC-17
Krishna Govinda Rajan Chilkoor	MG9988	00	GRA/CEE/Gadhamshetty	TV012	21-JAN-18
Seungyun Choi	MS9900	00	Campus Safety - Student	TV012	03-DEC-17
Gregory Christensen	MS9990	00	AMP Grad Hourly--Hong	TV012	21-DEC-17
Blake Claus	MS9992	05	SSC/TLC	TV012	21-DEC-17
Kyla Coan	MS9947	00	MEM Hourly Roberts	TV012	21-DEC-17
Kyla Coan	MS9947	01	MEM Hourly Roberts	TV012	21-JAN-18
Samuel Coffin	MS9977	00	Peer Mentor	TV012	21-DEC-17
Walter Coombe	MS9977	00	Peer Mentor	TV012	21-DEC-17
Juan Correal	MS9959	01	STUDENT LABOR/GGE/Lisenbee	TV012	21-DEC-17
Brittany Coupe	MS9927	37	WISE Mentor	TV012	21-DEC-17
Hannah Covey	MS9965	00	HRLY/CEE/Lingwall/Grant	TV012	21-DEC-17
Hannah Covey	MS9965	01	HRLY/CEE/RESPEC GRANT/Kenner	TV012	21-DEC-17
Zachery Crandall	MS9992	04	SSC/TLC Tutor	TV012	21-DEC-17
Peter Daly	MS9959	00	STUDENT WORKER/GEOL/Anderson	TV012	21-DEC-17
Peter Daly	MS9959	01	STUDENT WORKER/GEOL/Anderson	TV012	21-JAN-18
Kerrick Dando	MS9988	00	NANO GRA HOURLY	TV012	21-DEC-17
Martin Dangelmayr	ME9211	00	Research Scientist I	TV013	19-DEC-17
Mathew Daniel	MG9985	00	GTA/ECE/Rajan	TV012	21-DEC-17
Aditi David	MG9964	01	GRA/CBE/Sani	TV012	21-DEC-17
Aditi David	MG9964	01	GRA/CBE/Sani	TV012	21-JAN-18
Rahel Dean-Pelikan	MS9927	00	WISE Mentor	TV012	21-DEC-17
Caleb Dillinger	MG9966	00	AML Grad	TV012	21-DEC-17
Steven Dixler	MG9977	00	ME/TA/Muci	TV012	21-DEC-17
Daniel Dolan	ME9546	00	Senior Lecturer	TV013	21-DEC-17
Matthew Dondelinger	MG9972	01	CABS GRA - Smirnova	TV012	21-DEC-17
Theodore Donovan	ME9546	00	Lecturer	TV013	21-DEC-17
Hope Dosch	MS9927	00	WISE Mentor	TV012	21-DEC-17
Sierra Doyle	MS9977	00	Peer Mentor	TV012	21-DEC-17
Sky Drago	MS9947	00	MEMUG Stdt Lab Asst McCormick	TV012	21-DEC-17
Sky Drago	MS9947	01	MEM Hourly McCormick	TV012	21-JAN-18
Kimberly Drennon	MG9988	00	GRA/CEE/Benning	TV012	21-DEC-17
Hannah Dudak	MS9970	00	CBE Student Hourly	TV012	21-DEC-17
Colter Dunagan	MG9992	01	GRA/Christofferson	TV012	21-DEC-17
Colter Dunagan	MG9992	01	GRA	TV012	21-JAN-18
Emily Dvorak	MG9957	00	Physics GRA Bai	TV012	21-DEC-17
Emily Dvorak	MG9957	01	Physics GRA Bai	TV012	21-JAN-18
Hilary Eaton	MS9924	00	Counseling/ADA Grad Intern	TV012	21-DEC-17
Hilary Eaton	MS9980	00	Scheduling Intern	TV012	21-DEC-17
Hilary Eaton	MS9992	03	Test Proctor	TV012	21-DEC-17
Rishikesh Ederada	MG9991	00	GRA/CBE/Shende	TV012	21-DEC-17
Logan Elers	MS9918	00	Equipment Room	TV012	09-JAN-18
Abbigail Elger	MS9977	00	Peer Mentor	TV012	21-DEC-17
Wyatt Engel	MW9942	00	FWS - Wellness Center	TV012	03-FEB-18
Erica Everson	MG9994	00	BME GRA - Sindén	TV012	21-JAN-18
Jessica Fabin	MS9927	00	WISE Mentor	TV012	21-DEC-17
Jessica Fabin	MS9959	00	STUDENT WORKER/GGE/Anderson	TV012	21-DEC-17
Jessica Fabin	MS9959	00	STUDENT WORKER/GGE/Anderson	TV012	21-JAN-18
Jeremy Feist	MG9987	00	GTA/CEE/Shearer	TV012	21-DEC-17
Jon Fisher	MS9988	00	NANO GRA HOURLY	TV012	21-DEC-17
Brock Folkers	MS9956	00	IE dept, stdt hrly, A Piper	TV012	21-DEC-17
Jared Fox	MS9977	00	Peer Mentor	TV012	21-DEC-17
Elizabeth Friesen	MS9965	00	HRLY/CEE/Arneson-Meyer	TV012	21-DEC-17
Logan Gayton	MG9988	00	GRA/CEE/Benning	TV012	21-DEC-17
Logan Gayton	MS9926	02	Wellness Ctr Std Supervisor	TV012	15-DEC-17
Jack Genovesi	MG9956	00	Physics GTA Bai	TV012	21-DEC-17
Jack Genovesi	MG9956	01	Physics GTA Bai	TV012	21-JAN-18
Jack Genovesi	MG9957	00	Physics GRA Bai	TV012	21-DEC-17
Jack Genovesi	MG9957	01	Physics GRA Bai	TV012	21-JAN-18

Kayla Gill	MS9927 00	WiSe Mentor	TV012	21-DEC-17
Sharla Glover	MS9970 00	CBE Student Hourly	TV012	21-DEC-17
Sharla Glover	MS9970 00	CBE Student Hourly	TV012	21-JAN-18
Naomi Green	MS9977 00	Peer Mentor	TV012	21-DEC-17
Lucas Griebel	MW9974 00	FWS Bookstore Student	TV012	13-DEC-17
Yun Seok Gwon	MG9977 00	ME/TA/Fekrmandi	TV012	21-DEC-17
Yun Seok Gwon	MS9950 00	ME/Hourly/Hoover	TV012	13-DEC-17
Barbara Hadrava	MG9991 00	GRA/CBE/Groven	TV012	21-DEC-17
Barbara Hadrava	MG9991 00	GRA/CBE/Groven	TV012	21-JAN-18
Anahita Haghighizadeh	MG9995 00	NANO GRA	TV012	21-DEC-17
Anahita Haghighizadeh	MG9995 00	NANO GRA	TV012	21-JAN-18
James Haiston	MG9956 00	Physics GTA Reichenbacher	TV012	21-DEC-17
James Haiston	MG9956 01	Physics GTA Reichenbacher	TV012	21-JAN-18
Marcus Hall	MS9928 01	Resident Assistant	TV012	21-DEC-17
Michaela Halvorson	MG9972 00	CABS GRA - Kunza	TV012	21-DEC-17
Mark Hanhardt	MG9957 01	Physics GRA Strieder	TV012	21-DEC-17
Cheyenne Harper	MW9991 00	Financial Aid Student Worker	TV012	13-DEC-17
Matthew Harrell	MS9959 01	STUDENT LABOR/GEOL/Anderson	TV012	21-DEC-17
MD Sazadul Hasan	MG9988 00	GRA/CEE/Geza	TV012	21-DEC-17
MD Sazadul Hasan	MG9988 00	GRA/CEE/Geza	TV012	21-JAN-18
Md Raqibull Hasan	MG9986 00	GRA/ECE/Zhao	TV012	21-DEC-17
Md Raqibull Hasan	MG9986 00	GRA/ECE/Zhao	TV012	21-JAN-18
Asif Hassan	MG9986 00	GRA/ECE/Zhao	TV012	21-DEC-17
Asif Hassan	MG9986 00	GRA/ECE/Zhao	TV012	21-JAN-18
Kaleb Hedman	MS9965 00	UG/HRLY/CEE/Kenner	TV012	21-DEC-17
Spencer Heidbrink	MS9965 00	HRLY/CEE/Haffner	TV012	21-DEC-17
Saige Herbert	MS9927 00	WiSe Mentor	TV012	21-DEC-17
Victor Hernandez Chinos	MS9956 00	IE UG, Studt hourly - Dr Piper	TV012	21-DEC-17
Kathryn Hines	MS9936 00	UG Math102 LL / MCS Riley	TV012	21-DEC-17
Kathryn Hines	MS9992 02	SSC/TLC Tutor	TV012	21-DEC-17
Benjamin Hinricher	MS9940 00	CABS Storeroom Employee - UG	TV012	21-DEC-17
Benjamin Hinricher	MS9940 01	CABS Storeroom Employee - UG	TV012	21-JAN-18
Christa Hollister	MS9927 00	WiSe Mentor	TV012	21-DEC-17
Josiah Horner	MS9929 01	Break RA	TV012	27-NOV-17
Joseph Houck	MG9964 00	GRA/CBE/Shende	TV012	21-DEC-17
Joseph Houck	MG9964 00	GRA/CBE/Shende	TV012	21-JAN-18
Robert Huber	MG9983 00	GTA/GEOE/Anderson	TV012	21-DEC-17
Stacie Hull	MS9918 03	Equipment Room	TV012	09-JAN-18
Mollie Hunt	MS9977 00	Peer Mentor	TV012	21-DEC-17
Colleen Hyer	MS9940 00	CABS - Grader - Marshall	TV012	07-DEC-17
Donald Iversen	MG9987 00	GTA/CEE/Lingwall	TV012	21-DEC-17
Jayvon Jackson	MS9918 01	Athletics Student Workder	TV012	12-DEC-17
Samuel Jacobs	MS9953 00	Undergrad/Hourly/Crawford	TV012	21-DEC-17
Ashley Jasunas	MS9918 00	Volleyball	TV012	05-DEC-17
Ankit Jha	MG9976 00	MEM GRA Tukkaraja	TV012	21-DEC-17
Ankit Jha	MG9976 00	MEM GRA Tukkaraja	TV012	21-JAN-18
Tait Johannsen	MG9990 00	GTA/CBE/Menkhaus	TV012	21-DEC-17
Tait Johannsen	MG9991 00	GRA/CBE/Menkhaus	TV012	21-DEC-17
Kaycee Johnson	MS9977 00	Peer Mentor	TV012	21-DEC-17
Colin Jones	MS9940 00	CABS/Biol 311L lab asst/Kunza	TV012	08-DEC-17
Meerab Joseph	MS9927 00	WiSe Mentor	TV012	21-DEC-17
Thomas Kadlecek	MG9957 00	Physics GRA - Strieder	TV012	21-DEC-17
Thomas Kadlecek	MG9957 01	Physics GRA Strieder	TV012	21-JAN-18
Lin Kang	MG9995 00	NANO GRA	TV012	21-DEC-17
Lin Kang	MG9995 00	NANO GRA	TV012	21-JAN-18
Austin Kaul	MS9936 01	UG Grader Math 373 / MCS Riley	TV012	21-DEC-17
Austin Kaul	MS9950 00	ME/Hourly/Romkes	TV012	13-DEC-17
Austin Kaul	MS9977 00	Peer Mentor	TV012	21-DEC-17
Balarama Krishna Reddy Keesari	MG9990 00	GTA/CBE/Dixon	TV012	21-DEC-17
Balarama Krishna Reddy Keesari	MG9991 00	GRA/CBE/Dixon	TV012	21-DEC-17
Balarama Krishna Reddy Keesari	MS9970 00	CBE Student Hourly	TV012	21-DEC-17
Lucas Keester	MW9942 00	FWS Wellness Ctr Stdt Employee	TV012	13-DEC-17
Mackenzie Kenney	MS9977 00	Peer Mentor	TV012	21-DEC-17
Mitchell Kern	MG9974 00	GRA/AES/Capehart/grant	TV012	21-DEC-17
Mitchell Kern	MG9974 00	GRA/AES/Capehart	TV012	21-JAN-18
Roy Kesterson	MS9953 01	UG/MET/Kellar	TV012	21-DEC-17
Charles Kieffer	MG9987 00	GTA/CEE/Lingwall	TV012	21-DEC-17
Averyonna Kimery	MS9927 00	WiSe Mentor	TV012	21-DEC-17

Justin King	MG9977	00	ME/TA/Romkes	TV012	21-DEC-17
Matthew Kirkwold	MS9965	00	HRLY/CEE/KENNER/Project	TV012	21-DEC-17
Matthew Kirkwold	MS9965	00	HRLY/CEE KENNER/Project	TV012	21-JAN-18
Karissa Kjenstad	MS9918	00	Volleyball - Student Worker	TV012	05-DEC-17
Andrew Klingaman	MS9956	00	IE UG, Studt hourly - A Piper	TV012	21-DEC-17
Joshua Knock	MG9988	00	GRA/CEE/Kenner	TV012	21-DEC-17
Christina Koeck	MS9927	00	WiSE Mentor	TV012	21-DEC-17
Daniel Koelfgen	MS9947	00	MEM TA McCormick	TV012	21-DEC-17
Venkata Aneesh Kona	MG9975	00	TA MEM	TV012	21-DEC-17
Lance Kotter	MG9991	00	GRA/CBE/Groven	TV012	21-DEC-17
Lance Kotter	MG9991	00	GRA/CBE/Groven	TV012	21-JAN-18
Scott Kottkamp	MG9983	00	GTA/PALE/Anderson	TV012	21-DEC-17
Harry Kramer	MS9936	00	RA - Rebenitsch / MCS Riley	TV012	21-DEC-17
Abigail Labahn	MS9947	00	MEM Hourly Roberts	TV012	21-DEC-17
Beverly Lalama Del Salto	MS9944	01	Admissions Student Assistant	TV012	21-DEC-17
Bhubnesh Lama	MG9956	00	Physics GTA Oszwaldowski	TV012	21-DEC-17
Bhubnesh Lama	MG9956	01	Physics GTA Oazwaldowski	TV012	21-JAN-18
Jordan Landen	MS9977	00	Peer Mentor	TV012	21-DEC-17
Elizabeth Larsen	MS9965	00	HRLY/CEE/Arneson-Meyer	TV012	21-DEC-17
Elizabeth Larsen	MS9965	01	HRLY/UG/CEE/GADHAMSHETTY	TV012	21-DEC-17
Madison Larsen	MS9956	00	IE UG, Studt hourly - Dr Piper	TV012	21-DEC-17
Skylar Larson	MS9918	01	Athletics - Volleyball Worker	TV012	01-DEC-17
Brian Lauters	MS9959	00	STUDENT LABOR/GGE/Anderson	TV012	21-DEC-17
Brian Lauters	MS9959	00	STUDENT WORKER/GGE/Anderson	TV012	21-JAN-18
Clint Leeper	MG9974	00	GRA/AES/Capehart/grant	TV012	21-DEC-17
Clint Leeper	MG9974	00	GRA/CEE/Capehart	TV012	21-JAN-18
Hannah Leppert	MS9940	00	CABS Storeroom Employee - UG	TV012	21-DEC-17
Hannah Leppert	MS9940	01	CABS/Lab assistant/Marshall	TV012	06-DEC-17
Hannah Leppert	MS9977	01	Peer Mentor	TV012	21-DEC-17
Kristin Lerdal	MS9927	00	WiSE Mentor	TV012	21-DEC-17
Tyler Liebsch	MG9956	00	Physics GTA Sobolev	TV012	21-DEC-17
Tyler Liebsch	MG9956	01	Physics GTA Sobolev	TV012	21-JAN-18
Alexis Long	MS9914	01	Intramural Referee	TV012	15-DEC-17
Alexis Long	MS9977	00	Peer Mentor	TV012	21-DEC-17
Benjamin Love	MS9965	00	HRLY/CEE/Shearer	TV012	21-DEC-17
Nathan Lynum	MG9974	00	GRA/AES/French/Capehart	TV012	21-DEC-17
Nathan Lynum	MG9974	00	GRA/Physics/CEE/French/Capehar	TV012	21-JAN-18
Xiaojing Ma	MS9988	00	NANO GRA HOURLY	TV012	21-DEC-17
Ryan Macy	MG9993	00	AMP GRA	TV012	21-DEC-17
Bharathkiran Maddipudi	MG9990	00	GTA/CBE/Hadley	TV012	21-DEC-17
Bharathkiran Maddipudi	MG9991	00	GRA/CBE/Hadley	TV012	21-DEC-17
Bharathkiran Maddipudi	MG9991	01	GRA/CBE/Hadley	TV012	21-JAN-18
MD Manjur-A-Elahi	MG9988	00	GRA/CEE/Shearer/Grant	TV012	21-DEC-17
MD Manjur-A-Elahi	MG9988	00	GRA/CEE/Shearer	TV012	21-JAN-18
Bryce Mann	MS9914	01	Intramural Official	TV012	15-DEC-17
Ethan Marcoux	MS9947	00	MEM Hourly Brickey	TV012	21-DEC-17
Ethan Marcoux	MS9977	00	Peer Mentor	TV012	21-DEC-17
Marc Mascarenhas	MS9977	00	Peer Mentor	TV012	21-DEC-17
Marc Mascarenhas	MS9992	03	SSC/TLC Tutor	TV012	21-DEC-17
Marc Mascarenhas	MS9992	04	SSC/TLC Finals Tutor	TV012	21-DEC-17
Jordan Mason	MS9965	00	UG/HRLY/CEE/Kenner/Research	TV012	21-DEC-17
Jordan Mason	MS9965	00	UG/HRLY/CEE/Kenner/Research	TV012	21-JAN-18
Cora Masterlark	MS9940	01	CABS Storeroom Employee - UG	TV012	21-DEC-17
Mikaela Matzen	MW9993	00	Baker - FacStaffLounge - Johns	TV012	13-DEC-17
Chanclor McAllister	MS9965	00	HRLY/UG/CEE/Kenner	TV012	21-DEC-17
Chanclor McAllister	MS9965	00	HRLY/CEE/Kenner	TV012	21-JAN-18
Jared McMaster	MS9980	00	Surbeck Center Event Manager	TV012	21-DEC-17
Lance Meinhardt	MS9965	00	HRLY/UG/CEE/Robinson	TV012	21-DEC-17
Jacey Merkle	MS9940	00	CABS - Grader - K. Gilcrease	TV012	15-DEC-17
Jacey Merkle	MS9977	00	Peer Mentor	TV012	21-DEC-17
Dakota Merrival	MS9974	00	ITS Tech Fellow	TV012	21-DEC-17
Robert Mertens	MS9986	00	Museum Student Employee	TV012	16-DEC-17
Cory Mohill-Smith	MS9950	00	ME/Lalley/Hourly	TV012	15-DEC-17
Brenna Mollet	MS9927	00	WiSE Mentor	TV012	21-DEC-17
Michael Montalbano	MG9956	01	Physics GTA French	TV012	21-JAN-18
Michael Montalbano	MG9957	00	Physics GRA French	TV012	21-DEC-17
Melissa Montoya Mairena	MS9977	02	Peer Mentor	TV012	21-DEC-17
Cale Moore	MS9947	00	MEM Hourly Roberts	TV012	21-DEC-17

Cale Moore	MS9947 01	MEM Hourly Roberts	TV012	21-JAN-18
John Moore	MG9990 00	GTA/CBE/Gilcrease	TV012	21-DEC-17
John Moore	MG9991 00	GRA/CBE/Gilcrease	TV012	21-DEC-17
Eric Morrison	MG9957 00	Physics GRA Schnee	TV012	21-DEC-17
Eric Morrison	MG9957 01	Physics GRA Schnee	TV012	21-JAN-18
Shannon Morse	MS9970 00	CBE Student Hourly	TV012	21-DEC-17
Shannon Morse	MS9970 00	CBE Student Hourly	TV012	21-JAN-18
Trevor Mount	MS9959 00	STUDENT WORKER/GEOL/Anderson	TV012	21-DEC-17
Trevor Mount	MS9959 01	STUDENT WORKER/GEOL/Anderson	TV012	21-JAN-18
Taylor Muncie	MW9962 00	ME/FWS/Lalley	TV012	13-DEC-17
Jonathon Murray	MS9918 00	Football Student Worker	TV012	05-NOV-17
Kelsey Murray	MG9994 01	BME GRA - Kunza	TV012	21-DEC-17
Daniel Nagel	MS9953 00	MET UG Hourly	TV012	21-DEC-17
Soham Naik	MS9977 00	Peer Mentor	TV012	21-DEC-17
Anirban Naskar	MG9979 00	MES/GTA/Jasthi	TV012	21-DEC-17
Anirban Naskar	MS9990 36	Jasthi AMP Hourly	TV012	14-NOV-17
Tanner Nelson	MS9950 00	ME/Hourly/Lalley	TV012	13-DEC-17
Derek Neubert	MS9970 01	CBE Student Hourly	TV012	21-DEC-17
Joseph Newkirk	MG9978 00	ME/GRA/Degen	TV012	21-DEC-17
Emily Newton	MS9927 00	WISE Mentor	TV012	21-DEC-17
Walelign Nikshi	MS9990 00	AMP Hrly Grad	TV012	21-DEC-17
Mariah Novak	MS9927 00	WISE Mentor	TV012	21-DEC-17
Ni Putu Dewi Nurmalasari	MG9995 00	NANO GRA	TV012	21-DEC-17
Ni Putu Dewi Nurmalasari	MG9995 00	NANO GRA	TV012	21-JAN-18
Marie Ojeda	MG9975 00	GTA MEM McCormick	TV012	21-DEC-17
Mojolaoluwa Ojoawo	MS9962 00	ECE/Hourly/Tian	TV012	21-DEC-17
Mojolaoluwa Ojoawo	MS9962 00	ECE/Hourly/Tian	TV012	21-JAN-18
Mojolaoluwa Ojoawo	MS9986 00	Museum Student Worker	TV012	07-JAN-18
Oladimeji Oladepo	MG9993 00	AMP GRA	TV012	21-JAN-18
Alan Olderness	MS9977 00	Peer Mentor	TV012	21-DEC-17
Alyssa Ottman	MS9918 00	Volleyball student worker	TV012	05-DEC-17
Mark Owens	MS9953 01	MET UG Research Student	TV012	21-DEC-17
Mark Owens	MS9953 02	MET UG Kellar/Duke	TV012	21-DEC-17
Wasiu Oyetunji	MG9964 00	GRA/CBE/Hadley	TV012	21-DEC-17
Wasiu Oyetunji	MG9964 01	GRA/CBE/Hadley	TV012	21-DEC-17
Wasiu Oyetunji	MG9964 01	GRA/CBE/Hadley	TV012	21-JAN-18
Wasiu Oyetunji	MG9990 01	GTA/CBE/Hadley	TV012	21-DEC-17
Jacob Pallas	MS9992 00	SSC/TLC Tutor	TV012	21-DEC-17
Jacob Pallas	MS9992 01	SSC/TLC Finals Tutor	TV012	21-DEC-17
Yong Pan	MG9976 00	GRA MEM Tukkaraja	TV012	21-DEC-17
Yong Pan	MG9976 00	MEM GRA Tukkaraja	TV012	21-JAN-18
Emily Parks	MS9936 00	UG LL Math 102L / MCS Riley	TV012	21-DEC-17
Emily Parks	MS9977 00	Peer Mentor	TV012	21-DEC-17
Victoria Parks	MS9927 00	WISE Mentor	TV012	21-DEC-17
Xavier Pasala	MG9995 00	NANO GRA	TV012	21-DEC-17
Xavier Pasala	MG9995 00	NANO GRA	TV012	21-JAN-18
DeVaughn Pearson	MS9959 00	STUDENT LABOR/GEOE/Sawyer	TV012	21-DEC-17
Amanda Penning	MS9977 00	Peer Mentor	TV012	21-DEC-17
Hung Pham	MW9968 00	FEDERAL WORK STUDY	TV012	13-DEC-17
Jason Phillips	MG9988 00	GRA/CEE/Benning	TV012	21-DEC-17
Jason Phillips	MG9988 00	GRA/CEE/Benning	TV012	21-JAN-18
Nikhil Pokharel	MG9995 00	NANO GRA	TV012	21-DEC-17
Nikhil Pokharel	MG9995 00	NANO GRA	TV012	21-JAN-18
Navaneethaa Pollachi Veluswamy	MG9960 00	GRAD/CNAM/SALEM	TV012	21-DEC-17
Navaneethaa Pollachi Veluswamy	MS9913 00	CAPE Student Hourly	TV012	21-JAN-18
Danika Pollreis	MS9927 00	WISE Mentor	TV012	21-DEC-17
Gabriela Ponce Molina	MS9992 00	SSC/TLC Tutor	TV012	21-DEC-17
Gabriela Ponce Molina	MS9992 01	SSC/TLC Finals Tutor	TV012	21-DEC-17
Sahil Prabhudesai	MS9926 03	Wellness Ctr Stdt Supervisor	TV012	15-DEC-17
Kristin Pratscher	MS9959 00	STUDENT WORKER/GGE/Anderson	TV012	21-DEC-17
Kristin Pratscher	MS9959 01	STUDENT WORKER/GGE/Anderson	TV012	21-JAN-18
Kristin Pratscher	MS9977 00	Peer Mentor	TV012	21-DEC-17
Korey Pryer	MS9918 00	athletics general student help	TV012	30-NOV-17
Jesse Punsal	MG9988 00	GRA/CEE/Stone/Grant	TV012	21-DEC-17
Jesse Punsal	MS9965 00	HRLY/CEE/Stone	TV012	21-JAN-18
Jacob Radtke	MS9928 01	Resident Assistant	TV012	21-DEC-17
Nicholas Radzykewycz	MS9992 00	SSC/TLC Tutor	TV012	21-DEC-17
Katelyn Raposa	MS9929 01	Break RA	TV012	27-NOV-17

Sierra Rasmussen	MG9999	00	MES/GRA/Cross	TV012	21-JAN-18
Ishara Ratnayake	MG9995	00	NANO GRA	TV012	21-DEC-17
Ishara Ratnayake	MG9995	00	NANO GRA	TV012	21-JAN-18
Shailabh Rauniyar	MG9964	00	GRA/CBE/Sani	TV012	21-DEC-17
Shailabh Rauniyar	MG9964	00	GRA/CBE/Sani	TV012	21-JAN-18
Stephanie Reed	ME9910	00	Drama Club Director	TV013	21-DEC-17
David Reinhardt	MS9926	01	Wellness Ctr Stdt Supervisor	TV012	15-DEC-17
Sterling Richard	MS9959	01	STUDENT/GEOL/Roggenthen	TV012	21-DEC-17
Nicholas Ritchie	MS9956	00	IE UG Stdt hrly lab, D Jensen	TV012	21-DEC-17
Nicholas Ritchie	MS9970	00	CBE Student Hourly	TV012	21-DEC-17
Jorge Robles Arancibia	MG9975	00	GTA MEM Tukkaraja	TV012	21-DEC-17
Heather Rogers	MS9914	00	Intramural Referee	TV012	15-DEC-17
Heather Rogers	MS9977	00	Peer Mentor	TV012	21-DEC-17
Philip Romano	MG9971	00	CABS GTA - Smirnova	TV012	21-DEC-17
Philip Romano	MS9992	02	SSC/TLC Tutor	TV012	21-DEC-17
Philip Romano	MS9992	03	SSC/TLC Finals Tutor	TV012	21-DEC-17
Tyler Ronken	MS9977	00	Peer Mentor	TV012	21-DEC-17
Scott Rosenthal	MS9947	01	MEM Hourly Brickey	TV012	21-JAN-18
Farid Roust	MG9977	00	ME/TA/Lessani	TV012	21-DEC-17
Dakotah Rusley	MS9962	00	ECE Grader	TV012	21-DEC-17
Mariya Sachek	MS9908	00	Grad Ed student employee	TV012	21-DEC-17
Fabian Sanchez	MS9977	00	Peer Mentor	TV012	21-DEC-17
Joree Sandin	MS9927	00	WiSE Mentor	TV012	21-DEC-17
Genevieve Sandoval	MS9959	00	STUDENT LABOR/GEOE/Sawyer	TV012	21-DEC-17
Sambhu Sapkota	MG9980	00	Gadhamshetty/Crawford/RA/MES	TV012	21-JAN-18
Sambhu Sapkota	MG9988	00	GRA/CEE/Gadhamshetty	TV012	21-DEC-17
Cole Sawyer	MS9940	00	CABS/Biol 331L lab asst/Gilley	TV012	05-DEC-17
Paige Schnetter	MS9927	00	WiSE Mentor	TV012	21-DEC-17
Nathan Scholl	MG9977	00	ME/TA/Larochelle	TV012	21-DEC-17
Theodore Schoper	MS9977	00	Peer Mentor	TV012	21-DEC-17
Nicole Schrader	MS9918	00	Volleyball Student Worker	TV012	05-DEC-17
Thomas Schroeder	ME9182	00	Safety Officer (Scurity Offer)	TV013	21-NOV-17
Avery Schroer	MW9992	00	AMP Office WS	TV012	21-DEC-17
Enis Sefa	MS9940	00	CABS UG Research - Smirnova	TV012	21-DEC-17
Randi Seiwald	MS9947	00	MEM UG Hourly McCormik	TV012	21-DEC-17
Chamaka Senarath	MS9992	05	SSC/TLC Tutor	TV012	21-DEC-17
Chamaka Senarath	MS9992	06	SSC/TLC Finals Tutor	TV012	21-DEC-17
Malik Shakur	MS9914	36	Intramural Official	TV012	15-DEC-17
Brandon Sharkey	MS9977	00	Peer Mentor	TV012	21-DEC-17
Madan Sharma Timalisina	MG9956	00	Physics GTA Reichenbacher	TV012	21-DEC-17
Madan Sharma Timalisina	MG9957	00	Physics GRA Reichenbacher	TV012	21-DEC-17
Madan Sharma Timalisina	MG9957	01	Physics GRA Reichenbacher	TV012	21-JAN-18
Patrick Shaw	MG9988	00	GRA/CEE/Kenner	TV012	21-FEB-18
Mitchell Shelton	MS9940	00	Chem 112 grader/Christofferson	TV012	15-DEC-17
Anthony Sherman	MS9977	00	Peer Mentor	TV012	21-DEC-17
Ishaan Shetye	MS9928	01	Resident Assistant	TV012	21-DEC-17
Ishaan Shetye	MS9986	00	Museum Student Worker	TV012	06-JAN-18
Shashwati Shradha	MS9936	00	UG CSC 170 LL / MCS Riley	TV012	21-DEC-17
Namita Shrestha	MG9988	00	GRA/CEE/Gadhamshetty	TV012	21-DEC-17
Namita Shrestha	MG9988	00	GRA/CEE/Gadhamshetty	TV012	21-JAN-18
Prashansa Shrestha	MG9988	00	GRA/CEE/Stone/Grant	TV012	21-DEC-17
Prashansa Shrestha	MG9988	00	GRA/CEE/Stone	TV012	21-JAN-18
Westley Siebdrath	MS9918	00	Football Student Worker	TV012	05-NOV-17
Gavin Silveira	MS9992	05	SSC/TLC Tutor	TV012	21-DEC-17
Gavin Silveira	MS9992	06	SSC/TLC Finals Tutor	TV012	21-DEC-17
Pratik Sinai Kunkolienker	MS9977	00	Peer Mentor	TV012	21-DEC-17
Pratik Sinai Kunkolienker	MS9992	00	SSC/TLC Tutor	TV012	21-DEC-17
Pratik Sinai Kunkolienker	MS9992	01	SSC/TLC Finals Tutor	TV012	21-DEC-17
Shelby Sires-Lemke	MS9927	00	WiSE Mentor	TV012	21-DEC-17
Andreas Skau	MS9926	00	Wellness Ctr Student Worker	TV012	15-DEC-17
Donald Skillings	MG9991	00	GRA/CBE/Gilcrease	TV012	21-DEC-17
Donald Skillings	MG9991	00	GRA/CBE/Gilcrease	TV012	21-JAN-18
Casey Skillingsstad	MS9965	00	HRLY/CEE/Arneson-Meyer	TV012	21-DEC-17
Aaron Slattery	MS9970	00	CBE Student Hourly	TV012	21-DEC-17
Nathan Smaglik	MG9995	00	NANO GRA	TV012	21-DEC-17
Nathan Smaglik	MG9995	00	NANO GRA	TV012	21-JAN-18
Woodlin Smith	MS9932	01	Physics Hourly - Schnee	TV012	21-DEC-17
Samuel Sorger	MG9987	00	GTA/CEE/Robinson	TV012	21-DEC-17

Leila Sorkhi	MG9998	00	GTA/MES/Crawford	TV012	21-DEC-17
Saiprasad Sreekumar Ajitha	MG9976	00	MEM GRA Tukkaraja	TV012	21-DEC-17
Saiprasad Sreekumar Ajitha	MG9976	00	MEM GRA Tukkaraja	TV012	21-JAN-18
William Stapert	MS9929	01	Break RA	TV012	27-NOV-17
Shane Star	MS9965	00	HRLY/CEE/Gadhamshetty	TV012	21-DEC-17
Shane Star	MS9965	00	HRLY/UG/CEE/Gadhamshetty	TV012	21-JAN-18
Jacob Steffen	MS9950	00	ME/Lalley/Hourly	TV012	15-DEC-17
Emily Stickney	MG9972	00	CABS GRA - Kunza	TV012	21-DEC-17
Cody Stock	MG9984	00	GRA/GEOL/Baran	TV012	21-DEC-17
Jason Stock	MG9956	01	Physycs GTA Reichenbacher	TV012	21-JAN-18
Jason Stock	MG9957	01	Physycs GRA Reichenbacher	TV012	21-DEC-17
Lincoln Stoel	MS9970	00	CBE Student Hourly	TV012	21-DEC-17
Lincoln Stoel	MS9970	01	CBE Student Hourly	TV012	07-NOV-17
Hannah Stork	MS9977	00	Peer Mentor	TV012	21-DEC-17
Joseph Street	MG9956	00	Physics GTA Schnee	TV012	21-DEC-17
Joseph Street	MG9957	00	Physics GRA Schnee	TV012	21-DEC-17
Joseph Street	MG9957	01	Physics GRA Schnee	TV012	21-JAN-18
Ryan Stremick	MS9944	00	UG Telecounselor/ADM/Smith	TV012	29-NOV-17
Joel Swanson	MS9940	00	CABS UG Research - Smirnova	TV012	21-DEC-17
Maxwell Sykora	MS9956	00	IE UG Stdt hrly grdr, P Jensen	TV013	21-DEC-17
Suvarna Talluri	MG9964	00	GRA/CBE/Salem	TV012	21-DEC-17
Suvarna Talluri	MG9964	00	GRA/CBE/Winter	TV012	21-JAN-18
Wyatt Tatge	MS9965	00	HRLY/UG/CEE/Kenner	TV012	21-DEC-17
Christina Taylor	MS9950	00	ME/Larochelle/Website Design	TV012	21-JAN-18
Danielle Taylor	MS9977	00	Peer Mentor	TV012	21-DEC-17
Jessica Teeslink	MG9985	00	GTA/ECE/Rajan	TV012	21-DEC-17
Jessica Teeslink	MS9927	00	WISE Mentor	TV012	21-DEC-17
Zachary Tenhave	MW9985	00	FWS Library Assistant	TV012	07-DEC-17
Tiati Thelen	MS9977	00	Peer Mentor	TV012	21-DEC-17
Forest Thompson	MG9999	00	GRA/MES/Crawford	TV012	21-DEC-17
Forest Thompson	MS9953	00	Grad/Hourly/Crawford	TV012	21-JAN-18
Jessica Thompson	MS9927	00	WISE Mentor	TV012	21-DEC-17
Douglas Tiedt	MG9957	00	Physics GRA Bai	TV012	21-DEC-17
Douglas Tiedt	MG9957	01	Physics GRA Bai	TV012	21-JAN-18
Ambrose Tingan	MG9990	00	GTA/CBE/Leberknight	TV012	21-DEC-17
Ambrose Tingan	MG9990	01	GTA/CBE/Brenza	TV012	21-DEC-17
Jessica Tisdale	MS9965	00	HRLY/CEE/Arneson-Meyer	TV012	21-DEC-17
Dylan Tobacco	MS9926	00	Wellness Center Student Employ	TV012	15-DEC-17
Michael Tomac	MG9964	00	GRA/CBE/Dixon	TV012	21-DEC-17
Michael Tomac	MG9964	00	GRA/CBE/Dixon	TV012	21-JAN-18
Leif Torgersen	MS9936	00	UG - CSC Lab TA / MCS / Riley	TV012	21-DEC-17
Frank Torvik	MS9959	00	STUDENT/GEOL/Roggenthen	TV012	21-DEC-17
Frank Torvik	MS9959	01	STUDENT/GEOL/Roggenthen	TV012	21-FEB-18
Danielle Tourtillott	MS9965	00	HRLY/CEE/Kenner/PEEC Grant	TV012	21-DEC-17
Nav Tran	MS9977	00	Peer Mentor	TV012	21-DEC-17
Cassidy Trapp	MS9977	03	Peer Mentor	TV012	21-DEC-17
Abhilash Kumar Tripathi	MG9964	00	GRA/CBE/Sani	TV012	21-DEC-17
Abhilash Kumar Tripathi	MG9964	00	GRA/CBE/Sani	TV012	21-JAN-18
Lynzie Trively	MS9940	00	CABS UG Research - Kunza	TV012	31-OCT-17
Eirik Valseth	MG9977	00	ME/TA/Romkes	TV012	21-DEC-17
Michael Vander Wal	MS9977	00	Peer Mentor	TV012	21-DEC-17
Vaughn Vargas	MS9965	00	HRLY/CEE/Benning	TV012	21-DEC-17
Walter Vaughan	MS9962	00	ECE UG Grader	TV012	21-DEC-17
Lyle Vaz	MS9977	00	Peer Mentor	TV012	21-DEC-17
Lyle Vaz	MS9992	05	SSC/TLC Tutor	TV012	21-DEC-17
Lyle Vaz	MS9992	06	SSC/TLC Finals Tutor	TV012	21-DEC-17
Fernando Vazquez	MS9921	00	AML Hourly	TV012	21-JAN-18
Bhuvan Vemuri	MG9988	00	GRA/CEE/Gadhamshetty	TV012	21-DEC-17
Bhuvan Vemuri	MG9999	00	MES/Crawford/Gadhamshetty/GRA	TV012	21-JAN-18
Hunter Vincent	MS9977	03	Peer Mentor	TV012	21-DEC-17
Mathew Volkmer	MS9953	01	MET UG Kellar/Duke	TV012	21-DEC-17
Mathew Volkmer	MS9977	00	Peer Mentor	TV012	21-DEC-17
Adrian Vopnford	MS9927	00	WISE Mentor	TV012	21-DEC-17
Jonathan Vottero	MS9977	00	Peer Mentor	TV012	21-DEC-17
Jia Wang	MG9960	00	GRA/CBE/Salem	TV012	21-DEC-17
Jia Wang	MG9960	00	GRA/CBE/Salem	TV012	21-JAN-18
Mark Wathen	MS9928	01	Resident Assistant	TV012	21-DEC-17
Jessica Weinkauff	MS9965	00	HRLY/CEE/Geza	TV012	21-DEC-17



Michelle While	MG9956	00	Physics GTA Corwin	TV012	21-DEC-17
Michelle While	MG9956	01	Physics GTA Corwin	TV012	21-JAN-18
Michelle While	MG9957	00	Physics GRA Corwin	TV012	21-DEC-17
Michelle While	MG9957	01	Physics GRA Corwin	TV012	21-JAN-18
Joseph Wilder	MG9988	01	GRA/CEE/Kenner	TV012	21-DEC-17
Grace Wilson	MS9923	00	Proctor-ADA Testing	TV012	21-NOV-17
Samantha Wolfe	MS9989	00	FWS Museum Employee	TV012	13-DEC-17
Tao Xu	MG9995	00	BioSNTR SDRIC GRA	TV012	21-JAN-18
Mark Yeske	MS9965	00	HRLY/CEE/Kenner	TV012	21-DEC-17
Umit Yildiz	MS9916	01	STUDENT HOURLY/GEOL/Uzunlar	TV012	21-JAN-18
Sarah Zabawa	MG9974	00	GRA/AES/Capehart	TV012	21-JAN-18
Sarah Zabawa	MG9988	00	GRA/AES/Capehart	TV012	21-DEC-17
Fan Zheng	MS9940	00	CABS - Lab GTA - Zhu	TV012	21-DEC-17
Fan Zheng	MS9988	00	NANO GRA HOURLY	TV012	21-DEC-17
Nan Zheng	MG9995	00	NANO GRA	TV012	21-DEC-17

Faculty Benefit Eligible (FAC1)  
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Haley Armstrong	ME9989	01	Asst Prof/Director of Bands	Supplemental Appointment	5000.00	22-JAN-18
Nickolaus Bruno	ME9833	00	Assistant Professor	Appointment	83000.00	22-DEC-17
Thomas Montoya	ME9787	01	Associate Professor	Overload for Teaching	6350.20	22-JAN-18
Curtis Price	ME9171	00	Lecturer	Appointment	58300.00	05-JAN-18
Travis Walker	ME9170	00	Lecturer	Appointment	71000.00	08-DEC-17

Faculty Benefit Eligible (FAC1)  
Leave of Absence(LA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Dimitrios Anagnostou	ME9652	00	Associate Professor	LWOP Personal Reason	91166.00	22-DEC-17
Mengyu Qiao	ME9775	00	Associate Professor	Sabbatical Leave	94913.00	22-JAN-18
Rajesh Sani	ME9679	00	Associate Professor	Sabbatical Leave	82560.00	22-JAN-18

Faculty Benefit Eligible (FAC1)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Dimitrios Anagnostou	ME9652	00	Associate Professor	TV000	31-DEC-17
Darren Clabo	ME9976	00	Fire Mtrlgst/Res Sci III	SA011	22-OCT-17
Shaobo Huang	ME9328	00	Asst Prof-E.R.Stensaas STEM Ch	TV000	21-DEC-17
Keith Whites	ME9706	00	Professor	TV000	01-JAN-18
Lois Arneson-Meyer	ME9987	01	Assistant Professor	TV013	21-DEC-17
Dan Heglund	ME9873	02	Associate Professor	TV013	21-FEB-18

Faculty Non-Benefit Eligible (FAC2)

Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Steven Becker	ME9541	00	Instructor	Hire Temp Appointment	7000.00	22-JAN-18
Stanley Caskey	ME9593	00	Instructor BHNSFS	Hire Temp Appointment	7000.00	22-DEC-17
Richard Chancellor	ME9547	00	Instructor	Hire Temp Appointment	4500.00	22-JAN-18
Kelly Corwin	ME9551	00	Instructor	Hire Temp Appointment	8500.00	22-JAN-18
Duane DeVecchio	ME9593	00	Instructor BHNSFS	Hire Temp Appointment	3900.00	22-DEC-17
Cheryl Gansecki	ME9593	00	Instructor-BHNSFS	Hire Temp Appointment	5600.00	22-DEC-17
Roger Hall	ME9541	00	Instructor	Hire Temp Appointment	4500.00	22-JAN-18
Erin Handberg	ME9551	00	Lecturer	Hire Temp Appointment	5000.00	22-JAN-18
Kathleen Hanley	ME9541	00	Instructor	Hire Temp Appointment	5250.00	22-JAN-18
Richard Hazlett	ME9593	00	Instructor BHNSFS	Hire Temp Appointment	1400.00	22-DEC-17

Carlie Herrick	ME9624 00	Instructor	Hire Temp Appointment	12000.00	22-JAN-18
Justin Kepler	ME9541 00	Instructor	Hire Temp Appointment	7500.00	22-JAN-18
Lowell Kolb	ME9542 00	Instructor	Hire Temp Appointment	9000.00	22-JAN-18
Lowell Kolb	ME9542 01	Instructor	Hire Temp Appointment	716.00	22-JAN-18
Antonette Logar	ME9551 00	Senior Lecturer	Hire Temp Appointment	2000.00	22-JAN-18
Val Manes	ME9623 00	Instructor	Hire Temp Appointment	12750.00	22-JAN-18
Matthew Mueller	ME9541 00	Instructor	Hire Temp Appointment	4500.00	22-JAN-18
Kelsey Murray	ME9549 00	Lecturer	Hire Temp Appointment	5500.00	22-JAN-18
Natalie Neumann	ME9624 00	Instructor	Hire Temp Appointment	16000.00	22-JAN-18
Daniel Rederth	ME9546 00	Lecturer	Hire Temp Appointment	12000.00	22-JAN-18
Tammy Schnittgrund	ME9550 00	Instructor	Hire Temp Appointment	3000.00	22-JAN-18
Shannon Thornburg	ME9632 00	Lecturer	Hire Temp Appointment	16000.00	22-JAN-18
Shannon Thornburg	ME9632 01	Liaison Corp Rel/Intshp Co Cor	Supplemental Appointment	1000.00	22-NOV-17
Shannon Thornburg	ME9632 01	Liaison Corp Rel/Intshp Co Cor	Supplemental Appointment	1000.00	22-JAN-18
Kelly Weischedel	ME9550 00	Instructor	Hire Temp Appointment	8000.00	22-JAN-18
Karen Westergaard	ME9624 00	Instructor	Hire Temp Appointment	12000.00	22-JAN-18

Faculty Non-Benefit Eligible (FAC2)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Michael Batchelder	ME9542 00		Senior Lecturer	TV013	21-DEC-17
Steven Becker	ME9541 00		Instructor	TV013	21-DEC-17
Stanley Caskey	ME9593 00		Instructor BHNSFS	TV013	21-JAN-18
Richard Chancellor	ME9547 00		Instructor	TV013	21-DEC-17
Kelly Corwin	ME9551 00		Instructor	TV013	21-DEC-17
Duane DeVecchio	ME9593 00		Instructor BHNSFS	TV013	21-JAN-18
Cheryl Gansecki	ME9593 00		Instructor-BHNSFS	TV013	21-JAN-18
Erin Handberg	ME9551 00		Lecturer	TV013	21-DEC-17
Kathleen Hanley	ME9541 00		Instructor	TV013	21-DEC-17
Richard Hazlett	ME9593 00		Instructor BHNSFS	TV013	21-JAN-18
Carlie Herrick	ME9624 00		Instructor	TV013	21-DEC-17
Justin Kepler	ME9541 00		Instructor	TV013	21-DEC-17
Sharon Kirkpatrick-Sanchez	ME9620 00		Instructor	TV013	21-DEC-17
Lowell Kolb	ME9542 00		Instructor	TV013	21-DEC-17
Lowell Kolb	ME9542 01		Instructor	TV013	21-FEB-18
Mark Lippincott	ME9541 00		Instructor	TV013	21-DEC-17
Antonette Logar	ME9551 00		Senior Lecturer	TV013	21-DEC-17
Val Manes	ME9623 00		Instructor	TV013	21-DEC-17
Natalie Neumann	ME9624 00		Instructor	TV013	21-DEC-17
Curtis Price	ME9543 00		Instructor	TV013	21-DEC-17
Tammy Schnittgrund	ME9550 00		Instructor	TV013	21-DEC-17
Shannon Thornburg	ME9632 00		Lecturer	TV013	21-DEC-17
Shannon Thornburg	ME9632 01		Liaison Corp Rel/Intshp Co Cor	TV013	21-DEC-17
Kelly Weischedel	ME9624 00		Instructor	TV013	21-DEC-17
Karen Westergaard	ME9624 00		Instructor	TV013	21-DEC-17
Yan Zhang	ME9549 00		Lecturer	TV013	21-DEC-17

## ECLS 45 Volunteers

Banner ID	Name	Department	Institution
A00223005	Scott Knupe	Academic Affairs	SDSMT
A00221964	Blake Benson	Center for Adv Manufacturing & Prod	SDSMT
A00221788	Neha Basotra	Chemical & Biological Engineering	SDSMT
A00225786	Shagun Choudhary	Chemical & Biological Engineering	SDSMT
A00225792	Gorky Gorky	Chemical & Biological Engineering	SDSMT
A00225785	Anandita Govil	Chemical & Biological Engineering	SDSMT
A00225784	Rishabh Nautiyal	Chemical & Biological Engineering	SDSMT
A00225791	Mehul Salaria	Chemical & Biological Engineering	SDSMT
A00225778	Wageesha Sharma	Chemical & Biological Engineering	SDSMT
A00225783	Pallavi Soni	Chemical & Biological Engineering	SDSMT
A00225779	Pratha Sood	Chemical & Biological Engineering	SDSMT
A00224371	Warissara Phumimart	Civil & Environmental Eng	SDSMT
A00224370	Sirikwan Unpanwat	Civil & Environmental Eng	SDSMT

A00225556	Jason Anderson	Cntr for Adv Manufacturing & Prod	SDSMT
A00014152	Andrew Belsaas	Department of Humanities	SDSMT
A00223249	Marcia Dunsmore	Department of Humanities	SDSMT
A00225561	Michael Chamberlain	Geology & Geological Engineering	SDSMT
A00222747	Scott Cooper	Geology & Geological Engineering	SDSMT
A00223594	Justin Johnsen	Geology & Geological Engineering	SDSMT
A00225583	Eric Engelken	Intercollegiate Athletics	SDSMT
A00225584	Carlie Erickson	Intercollegiate Athletics	SDSMT
A00188324	Brian Beaudin	Mechanical Engineering	SDSMT
A00225582	Ethan Edwards	Museum of Geology	SDSMT
A00219081	Tyler Greenfield	Museum of Geology	SDSMT
A00216973	Sydney McCuiston	Museum of Geology	SDSMT
A00222358	Kelli Wold	Museum of Geology	SDSMT
A00223216	Wendy Rankin	President	SDSMT
A00221976	William Betten	Research Affairs	SDSMT
A00224150	Daniel Quinn	Research Affairs	SDSMT

P2RNJOB

South Dakota Board of Regents  
BOR Routine  
Date Range : 22-OCT-17 thru 21-FEB-18  
For :SDSU

03/07/2018 08:53:43

Ver: 072011.28a

Career Service Benefit Eligible (CSA1)						
Appointments(AA)						
Name	POSN	SUFF	Job Desc	Change Reason	Desc	Ann. Sal. Effective Date
Jill Alms	SE4983	01	Temp Ticket Taker	Supplemental	Appointment	270.00 22-OCT-17
Adrian Amiotte	SE7472	00	Communications Network Analyst	Appointment		51000.00 28-NOV-17
Blake Azevedo	SE7342	00	Facility Worker	Appointment		27559.47 29-NOV-17
Joshua Brainard	SE8238	00	Facility Worker	Appointment		25167.52 22-DEC-17
Casey Cokens	SE8765	00	Secretary	Appointment		25770.70 11-DEC-17
Rachelle Cook	SE4983	06	Temp Ticket Taker	Supplemental	Appointment	45.00 22-OCT-17
Rodney Dawkins	SE4983	01	Temp Ticket Taker	Supplemental	Appointment	90.00 22-OCT-17
Teresa Dawkins	SE4983	08	Temp Ticket Taker	Supplemental	Appointment	871.00 22-OCT-17
Amanda Dixon	SE8709	08	Program Assistant II	Supplemental	Appointment	300.00 22-NOV-17
Amanda Dixon	SE8709	09	Program Assistant II	Supplemental	Appointment	75.00 22-DEC-17
Norene Doyle	SE6276	00	Secretary-part time	Appointment		7356.61 22-DEC-17
Casey Eich	SE6498	00	Facility Worker	Appointment		25791.50 21-FEB-18
Anna Eynard	SE7255	00	Facility Worker	Appointment		27559.47 04-DEC-17
Dinkitu Gameda	SE6649	00	Facility Worker	Appointment		25167.52 24-OCT-17
Nicholas Gilbreath	SE8405	00	Facility Worker	Appointment		25167.52 29-NOV-17
Maria Hall	SE4983	11	Temp Ticket Taker	Supplemental	Appointment	1056.00 22-OCT-17
Amanda Hamburger	SE8404	00	Facility Worker	Appointment		24543.53 14-DEC-17
Emberlyn Hinshaw	SE8250	00	Facility Worker	Appointment		25791.50 21-FEB-18
Megan Jacobs	SE6385	00	Facility Worker	Appointment		25791.50 21-FEB-18
Mark Jensen	SE8342	00	Building Maint Specialist	Appointment		43679.16 13-NOV-17
Laura Johnson	SE8662	00	Senior Secretary	Appointment		31053.80 03-JAN-18
Bryan Jones	SE4983	14	Temp Ticket Taker	Supplemental	Appointment	805.00 22-OCT-17
Courtney Jones	SE6346	00	Senior Secretary	Appointment		30305.02 14-DEC-17
Kay Jorenby	SE8384	00	Facility Worker	Appointment		28453.85 07-NOV-17
Lacey Julson	SE8742	00	Secretary	Appointment		25146.72 08-JAN-18
Donald Keylon	SE8319	00	Facility Worker	Appointment		24543.53 28-NOV-17
Ji Young Kim	SE8756	00	Secretary	Appointment		25146.72 01-DEC-17
Jungsook Kim	AE9057	00	Laboratory Aide	Appointment		10764.00 01-NOV-17
Levi Klinkhammer	SE8339	00	Senior Building Maint Worker	Appointment		33653.75 06-NOV-17
Amy Lacek	SE6502	00	Cashier	Appointment		9401.15 10-JAN-18
Kelli Larson	EE9186	00	Program Assistant I	Appointment		32759.37 23-OCT-17
Derek Martinson	SE7642	00	Facility Worker	Appointment		28183.46 04-DEC-17
Derek Martinson	SE8396	01	Facility Worker	Appointment		28183.46 22-JAN-18
Jessica Mellon	SE9612	00	Senior Secretary	Appointment		28869.84 30-OCT-17
Rena Mills	SE4983	07	Temp Ticket Taker	Supplemental	Appointment	1016.50 22-OCT-17
Carolyn Mullaney	SE8366	00	Custodial Services Supv I	Appointment		31074.60 22-JAN-18
Craig Nagel	SE8318	00	Facility Worker	Appointment		25167.52 29-NOV-17
LeAnn Nelson	SE4983	00	Temp Ticket Taker	Supplemental	Appointment	200.00 17-JAN-18
Trevor Overweg	SE4983	00	Temp Ticket Taker	Supplemental	Appointment	44.00 22-OCT-17
Trevor Overweg	SE4983	01	Temp Ticket Taker	Supplemental	Appointment	104.00 22-DEC-17
Trevor Overweg	SE8141	00	Accounting Assistant	Appointment		29639.43 22-DEC-17
Diane Perry	SE4983	00	Temp Ticket Taker	Supplemental	Appointment	135.00 22-OCT-17
Diane Perry	SE6839	00	Accounting Assistant	Appointment		31719.39 20-FEB-18
Brenda Pratt	SE8714	00	Accounting Assistant	Appointment		31573.79 01-NOV-17
Vickie Prussman	EE9119	00	Program Assistant I	Appointment		34964.13 31-OCT-17
Viola Richards	SE7085	00	Cashier	Appointment		9401.15 04-DEC-17
Michele Sage	SE4983	13	Temp Ticket Taker	Supplemental	Appointment	1409.00 22-OCT-17
Veronica Shriver	SE8925	01	Senior Comp Sup Spec	Supplemental	Appointment	2750.00 22-JAN-18
Jacob Simon	SE8015	00	Facility Worker	Appointment		25791.50 21-FEB-18
Charles Smith	SE4983	12	Temp Ticket Taker	Supplemental	Appointment	1059.00 22-OCT-17
Gregory Smith	SE8064	00	Building Maint Specialist	Appointment		49919.04 29-JAN-18
Kim Sterrett	SE4983	13	Temp Ticket Taker	Supplemental	Appointment	964.50 22-OCT-17
Kim Sterrett	SE8706	00	Accounting Assistant	Appointment		31719.39 26-JAN-18
Rainer Westall	SE8323	00	Building Maint Specialist	Appointment		42639.18 23-OCT-17

Career Service Benefit Eligible (CSA1) Permanent Salary Adjustment (SP)							
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff. New Adj.
Anthony Filholm	SE8314	00	Physical Plant Manager I	Reclassification	42805.58	47090.29	4284.71
Beverly French	SE8641	00	Program Assistant I	Sal Adj-Unusual Circumstance	33279.36	35359.32	2079.96
Nina Herrera	SE8512	00	Microbiologist	End of Probation Adjust	31199.40	32759.37	1559.97
Robert Jensen	SE6483	00	Building Maintenance Specialis	Sal Adj-Unusual Circumstance	41599.20	45759.12	4159.92
Stephanie Jensen	SE8711	00	Program Assistant I	Sal Adj-Unusual Circumstance	32759.37	35359.32	2599.95
Michelle Kukuk	SE8590	00	Program Assistant II	Sal Adj-Unusual Circumstance	39872.83	57864.49	17991.66

Career Service Benefit Eligible (CSA1) Temporary Salary Adjustments (ST)							
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff. New Adj.
Alison Deknikker	SE8406	00	Facility Worker	Temporary Additional Duties	25791.50		1289.58 27081.08
Katherine Hofinga	SE6606	00	Secretary	Temporary Additional Duties	15649.92		1564.99 17214.91
Sherlyn Karber	SE6375	00	Facility Worker	Temporary Additional Duties	24543.53		1227.18 25770.71
Jordan Monnier	SE8308	00	Equipment Technician	Temporary Additional Duties	37439.28		1871.96 39311.24
Sarah Vaa	SE7573	00	Secretary	Temporary Additional Duties	28599.45		1429.97 30029.42

Career Service Benefit Eligible (CSA1) Terminated					
Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Andrew Becker	SE8330	00	Building Maint Specialist	TV002	03-JAN-18
Tatjana Damjanovic	EE9711	00	Senior Secretary-Sx Falls	TV001	02-JAN-18
Anne Eichelberg	SE6346	00	Senior Secretary	TV001	27-OCT-17
Anna Eynard	SE8238	00	Facility Worker	SA017	03-DEC-17
Jessica Fasel	SE8015	00	Facility Worker	TV002	08-DEC-17
David Fish	SE8366	00	Custodial Services Supv I	TV001	19-JAN-18
Sara Flute	SE8642	00	Program Assistant I	TI000	12-DEC-17
Amanda Hamburger	SE8439	00	Facility Worker	SA017	13-DEC-17
Sean Hollearn	SE8562	00	Nutrition Assistant	TV007	08-DEC-17
Kristi Johnson	SE8378	00	Laundry Supervisor	TV001	21-FEB-18
Melissa Kasuske	SE8438	00	Facility Worker	TV001	30-NOV-17
Donald Keylon	SE8319	00	Facility Worker	TI001	12-FEB-18
Karla Kruger	AE8247	00	Senior Claims Clerk	TI000	18-DEC-17
Michelle Kukuk	SE8590	00	Program Assistant II	TL001	26-JAN-18
Kelli Larson	SE8744	00	Senior Secretary	SA011	22-OCT-17
Derek Martinson	SE7642	00	Facility Worker	SA017	21-JAN-18
Derek Martinson	SE8396	00	Facility Worker	SA017	03-DEC-17
Jessica Maynard	SE8640	00	Program Assistant I	TI001	23-DEC-17
Carolyn Mullaney	SE8395	00	Facility Worker	SA011	21-JAN-18
Bradlee Nelson	SE8300	00	Road Maintenance Worker	TV007	16-JAN-18
Randal Nelson	SE6498	00	Facility Worker	TV001	21-NOV-17
Diane Perry	SE8817	00	Senior Claims Clerk	SA011	19-FEB-18
Vickie Prussman	SE8947	00	Senior Secretary	SA011	30-OCT-17
Kim Sterrett	SE8815	00	Senior Claims Clerk	SA011	25-JAN-18
Steven Tolle	SE8404	00	Facility Worker	TV001	29-NOV-17
Kathi Tunniessen	EE9255	00	Program Assistant I	TV001	10-JAN-18
Randy Welch	SE8250	00	Facility Worker	TV001	19-JAN-18
Darla Armstrong	SE8581	00	Assistant Admissions Officer	TV009	12-JAN-18
Amanda Dixon	SE8709	08	Program Assistant II	TV013	21-DEC-17
Amanda Dixon	SE8709	09	Program Assistant II	TV013	21-JAN-18
Norene Doyle	SE4467	00	Temp Secretary	TV013	21-DEC-17
Lacey Julson	AE4501	00	Temp Secretary	TV013	07-JAN-18
Lacey Julson	SE4454	00	Temp Secretary Plant Science	TV013	21-DEC-17
Amy Lacek	SE4438	00	Temp Cashier	TV013	21-JAN-18
Delorus Limmer	SE4498	01	Temp Event Parking	TV013	01-JAN-18
Sandra Malone	SE8883	00	Program Assistant II	TR000	21-JAN-18
Suzanne McMillan	SE6769	00	Facility Worker	TR000	20-FEB-18
Diane Molengraaf	SE8697	00	Secretary	TR001	21-FEB-18
Wayne Ness	SE8280	00	Senior Ag Research Tech	TR001	29-DEC-17

Tracy Nordstrom	SE4498 01	Temp Event Parking	TV013	01-JAN-18
Trevor Overweg	SE4983 00	Temp Ticket Taker	TV013	21-NOV-17
Shawn Reed	SE8307 00	Equipment Mechanic	TR000	21-JAN-18
Veronica Shriver	SE8925 01	Senior Comp Sup Spec	TV013	21-FEB-18

Career Service Non-Benefit Eligible (CSA2)  
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Amel Abdalla	AE4532	02	Temp Lab Aide	Hire Temp Appointment	24959.52	22-DEC-17
Amber Acker	AE4671	01	Temp Fisheries Tech	Hire Temp Appointment	24959.52	05-FEB-18
Christopher Anderson	SE4498	01	Temp Event Parking	Hire Temp Appointment	270.00	22-OCT-17
Christopher Anderson	SE4498	01	Temp Event Parking	Hire Temp Appointment	225.00	22-NOV-17
Jessica Anderson	SE4498	01	Temp Event Parking	Hire Temp Appointment	270.00	22-OCT-17
Jessica Anderson	SE4498	01	Temp Event Parking	Hire Temp Appointment	225.00	22-NOV-17
Debra Archer	SE4983	03	Temp Ticket Taker	Hire Temp Appointment	374.00	22-OCT-17
Debra Archer	SE4983	03	Temp Ticket Taker	Hire Temp Appointment	217.00	22-DEC-17
Alexander Baker	SE4983	01	Temp Seasonal Game Attend.	Hire Temp Appointment	207.00	22-OCT-17
Thomas Bertram	SE4983	00	Temp Seasonal Game Attend.	Hire Temp Appointment	198.00	22-OCT-17
Thomas Bertram	SE4983	00	Temp Seasonal Game Attend.	Hire Temp Appointment	193.50	22-NOV-17
Jennifer Breum	SE4983	00	Temp Ticket Taker	Hire Temp Appointment	108.00	22-OCT-17
Jennifer Breum	SE4983	00	Temp Ticket Taker	Hire Temp Appointment	216.00	22-NOV-17
Blaise Bursell	AE4671	00	Temp Fisheries Tech	Hire Temp Appointment	24959.52	08-JAN-18
Kellie Busho	SE4447	01	Temp Seasonal I	Hire Temp Appointment	18719.64	17-JAN-18
Spencer Carstens	AE4527	00	Temp Tech	Hire Temp Appointment	20799.60	22-DEC-17
Christina Casados	SE4983	01	Temp Seasonal Game Attend.	Hire Temp Appointment	207.00	22-OCT-17
Nicanor Cayetano	SE4983	00	Temp Ticket Taker	Hire Temp Appointment	225.00	22-OCT-17
Nicanor Cayetano	SE4983	00	Temp Ticket Taker	Hire Temp Appointment	45.00	22-DEC-17
Terry Christianson	SE4982	00	Temp Clerk	Hire Temp Appointment	25999.50	22-NOV-17
Katelyn Clement	SE4510	00	Temp Clerk	Hire Temp Appointment	21839.58	18-NOV-17
Marlin Dart	AE4671	00	Temp Research Tech	Hire Temp Appointment	18719.64	21-FEB-18
Paul Dawkins	SE4983	01	Temp Ticket Taker	Hire Temp Appointment	135.00	22-OCT-17
Addison DeHaven	SE4889	06	Temp Seasonal I	Hire Temp Appointment	19239.63	08-DEC-17
Norene Doyle	SE4467	00	Temp Secretary	Hire Temp Appointment	23357.95	22-OCT-17
Jesse Enstad	SE4498	00	Temp Event Parking	Hire Temp Appointment	110.00	22-NOV-17
Adam Eral	AE4498	00	Temp Farm Worker	Hire Temp Appointment	20799.60	22-DEC-17
Londa Florey	SE4509	00	Temp Substitute Teacher	Hire Temp Appointment	35359.32	22-DEC-17
Jesse Foss	SE4452	00	Temp Substitute Pre-k Teacher	Hire Temp Appointment	35359.32	22-JAN-18
Michael Frederiksen	SE4983	05	Temp Ticket Taker	Hire Temp Appointment	110.00	22-OCT-17
Rodrigo Grazziotin	AE4506	00	Temp Intern	Hire Temp Appointment	20716.40	15-NOV-17
Tanya Gruntmeir	SE4441	00	Temp Pharmacist I	Hire Temp Appointment	112754.63	22-DEC-17
Leyby Guifarro Rodriguez	AE4502	00	Temp Extensstion Lab Assist	Hire Temp Appointment	20799.60	13-NOV-17
Todd Gulbranson	SE4983	32	Temp Ticket Taker	Hire Temp Appointment	375.00	22-OCT-17
Todd Gulbranson	SE4983	32	Temp Ticket Taker	Hire Temp Appointment	370.00	22-DEC-17
Cody Hall	AE4512	00	Temp Research Assist	Hire Temp Appointment	33279.36	22-DEC-17
Julie Hendricks	SE4982	00	Temp Clerk	Hire Temp Appointment	25999.50	27-NOV-17
Jeanne Hess	SE4982	00	Temp Cashier	Hire Temp Appointment	25999.50	30-NOV-17
Daniel Higginbotham	SE4451	01	Camp Clinician/Coach	Supplemental Appointment	3000.00	22-NOV-17
Daniel Higginbotham	SE4451	02	Temp Seasonal I	Hire Temp Appointment	46799.10	08-JAN-18
Barbara Hillestad	SE4983	28	Temp Ticket Taker	Hire Temp Appointment	488.00	22-OCT-17
Barbara Hillestad	SE4983	28	Temp Ticket Taker	Hire Temp Appointment	279.00	22-DEC-17
Dianne Hoff	SE4983	21	Temp Ticket Taker	Hire Temp Appointment	376.00	22-OCT-17
Dianne Hoff	SE4983	21	Temp Ticket Taker	Hire Temp Appointment	455.00	22-DEC-17
Susan Holler	SE4510	00	Temp Sale Clerk	Hire Temp Appointment	21839.58	23-OCT-17
Cole Holzer	SE4440	00	Temp Tutor & SI Leader	Hire Temp Appointment	19551.62	08-JAN-18
Doris Hornby	SE4983	02	Temp Ticket Taker	Hire Temp Appointment	157.00	22-OCT-17
Doris Hornby	SE4983	02	Temp Ticket Taker	Hire Temp Appointment	112.00	22-DEC-17
Tomoko Ichinomiya	SE4445	01	Temp Lab & Field Assist	Hire Temp Appointment	24959.52	22-DEC-17
Kristen Intermill	SE4498	01	Temp Event Parking	Hire Temp Appointment	505.00	22-OCT-17
Kristen Intermill	SE4498	01	Temp Event Parking	Hire Temp Appointment	105.00	22-NOV-17
Victoria Iverson	SE4510	00	Temp Sales Clerk	Hire Temp Appointment	21839.58	23-OCT-17
Jesahbeel Jimenez	SE4678	00	Temp Secretary	Hire Temp Appointment	24522.73	24-JAN-18
Brent Johnson	SE4983	01	Temp Ticket Taker	Hire Temp Appointment	415.00	22-OCT-17
Brent Johnson	SE4983	01	Temp Ticket Taker	Hire Temp Appointment	174.00	22-DEC-17
Peggy Johnson	SE4983	00	Temp Ticket Taker	Hire Temp Appointment	225.00	22-OCT-17
Peggy Johnson	SE4983	00	Temp Ticket Taker	Hire Temp Appointment	152.00	22-DEC-17
Faye Jones	SE4983	30	Temp Ticket Taker	Hire Temp Appointment	375.00	22-OCT-17

Faye Jones	SE4983 30	Temp Ticket Taker	Hire Temp Appointment	455.00	22-DEC-17
Lacey Julson	AE4501 00	Temp Secretary	Hire Temp Appointment	31199.40	22-DEC-17
Taylor Kafton	SE4983 00	Temp Ticket Taker	Hire Temp Appointment	187.00	22-OCT-17
Aaron Karl	SE4436 00	Temp Building Engineer Assist	Hire Temp Appointment	35837.71	16-FEB-18
Adam Kauth	SE4555 00	Temp Pheasant Tech	Hire Temp Appointment	20799.60	15-DEC-17
Mary Kees	SE4441 00	Temp Pharmacist I	Hire Temp Appointment	124028.01	22-NOV-17
Anneliese Klinzmann	AE4644 00	Temp Christmas Farm Crew	Hire Temp Appointment	31719.39	23-DEC-17
Anneliese Klinzmann	AE4644 01	Temp Farm Crew	Hire Temp Appointment	21319.59	27-DEC-17
Anneliese Klinzmann	AE4644 02	Temp Farm Crew Holiday	Hire Temp Appointment	23399.55	27-DEC-17
Betty Knutsen	SE4983 21	Temp Ticket Taker	Hire Temp Appointment	330.00	22-OCT-17
Betty Knutsen	SE4983 21	Temp Ticket Taker	Hire Temp Appointment	532.00	22-DEC-17
Madeline Kovach	SE4642 00	Temp Data Control Clerk	Hire Temp Appointment	22879.56	22-OCT-17
Joanne Kruse	SE4983 32	Temp Ticket Taker	Hire Temp Appointment	464.50	22-OCT-17
Joanne Kruse	SE4983 32	Temp Ticket Taker	Hire Temp Appointment	565.00	22-DEC-17
Stacy Lindblom-Dreis	AE4496 00	Temp Field & Lab Assist	Hire Temp Appointment	37439.28	22-JAN-18
Esneider Mahecha Bojaca	AE4655 00	Temp Research Scholar	Hire Temp Appointment	18407.65	01-FEB-18
Naresh Malla	SE4443 00	Temp Lab Aide	Hire Temp Appointment	24959.52	23-OCT-17
Taylor McKeown	SE4439 00	Temp Museum Aide	Hire Temp Appointment	24959.52	02-JAN-18
Tyler Meyer	SE4474 02	Temp Gardener	Hire Temp Appointment	22879.56	22-JAN-18
Seth Moret	AE4497 00	Temp Farm Worker	Hire Temp Appointment	19239.63	22-DEC-17
Mia Morton	SE4670 02	Temp Research Assist	Hire Temp Appointment	22879.56	02-JAN-18
Kristopher Muhl	SE4983 00	Temp Ticket Taker	Hire Temp Appointment	109.00	22-OCT-17
Kristopher Muhl	SE4983 00	Temp Ticket Taker	Hire Temp Appointment	239.00	22-DEC-17
Jeanette Niles	SE4753 03	Temp Secretary	Hire Temp Appointment	31199.40	22-DEC-17
Tess Owens	AE4508 00	Temp Lab Assist	Hire Temp Appointment	31199.40	06-FEB-18
Chad Parmley	SE4983 00	Temp Seasonal Game Attend.	Hire Temp Appointment	198.00	22-OCT-17
Chad Parmley	SE4983 00	Temp Seasonal Game Attend.	Hire Temp Appointment	216.00	22-NOV-17
Mark Parrott	SE4983 04	Temp Ticket Taker	Hire Temp Appointment	471.00	22-OCT-17
Mark Parrott	SE4983 04	Temp Ticket Taker	Hire Temp Appointment	182.00	22-DEC-17
Cynthia Peterson	SE4982 00	Temp Clerk	Hire Temp Appointment	25999.50	28-NOV-17
Dale Petrik	SE4983 01	Temp Seasonal Game Attend.	Hire Temp Appointment	90.00	22-OCT-17
Dale Petrik	SE4983 01	Temp Seasonal Game Attend.	Hire Temp Appointment	193.50	22-NOV-17
Anne Rath	SE4497 02	Temp Secretary	Hire Temp Appointment	20799.60	22-DEC-17
Tasha Rausch	SE4441 00	Temp Pharmacist I	Hire Temp Appointment	112754.63	22-DEC-17
Arla Reed	SE4983 31	Temp Ticket Taker	Hire Temp Appointment	375.00	22-OCT-17
Arla Reed	SE4983 31	Temp Ticket Taker	Hire Temp Appointment	480.00	22-DEC-17
Rebecca Richardson	SE4678 00	Temp Secretary	Hire Temp Appointment	24522.73	29-JAN-18
Jessica Roberts	SE4485 01	Temp Teaching Assist	Hire Temp Appointment	22567.57	02-JAN-18
Robert Rowe II	SE4435 00	Temp Seasonal	Hire Temp Appointment	20799.60	12-FEB-18
Sandra Rusten	SE4982 11	Temp Clerk	Hire Temp Appointment	25999.50	22-NOV-17
Rebecca Schwarz	SE4983 00	Temp Ticket Taker	Hire Temp Appointment	187.00	22-OCT-17
Steven Skeels	SE4983 07	Temp Ticket Taker	Hire Temp Appointment	180.00	22-OCT-17
Jacob Smither	AE4515 00	Temp Lab Tech	Hire Temp Appointment	21839.58	25-NOV-17
Jacob Smither	AE4515 00	Temp Lab Tech	Hire Temp Appointment	21839.58	22-JAN-18
Daniel Snyder	AE4520 00	Temp Sr Ag Research Tech	Hire Temp Appointment	31199.40	22-OCT-17
Shane Snyders	AE4531 00	Temp Field & Lab Assist	Hire Temp Appointment	20799.60	22-NOV-17
Diane Sorensen	SE4475 00	Temp Training Specialist	Hire Temp Appointment	41599.20	22-DEC-17
Jodi Stanga	SE4983 01	Temp Seasonal Game Attend.	Hire Temp Appointment	220.00	22-OCT-17
Jodi Stanga	SE4983 01	Temp Seasonal Game Attend.	Hire Temp Appointment	240.00	22-NOV-17
Martina Steinmaurer	SE4442 00	Temp Research Specialist	Hire Temp Appointment	33279.36	03-NOV-17
Todd Sterrett	SE4983 33	Temp Ticket Taker	Hire Temp Appointment	531.00	22-OCT-17
Todd Sterrett	SE4983 33	Temp Ticket Taker	Hire Temp Appointment	480.00	22-DEC-17
David Strain	SE4437 00	Temp Meat Lab Worker	Hire Temp Appointment	20799.60	22-JAN-18
Ardis Sween	SE4505 02	Temp Program Assistant	Hire Temp Appointment	31199.40	22-DEC-17
Marie Tesch	SE4560 00	Temp Group Fitness Cert.	Hire Temp Appointment	22879.56	12-FEB-18
Danielle Tews	AE4644 02	Temp Farm Crew	Hire Temp Appointment	24959.52	22-DEC-17
Danielle Tews	AE4644 03	Temp Farm Crew Holiday	Hire Temp Appointment	27039.48	22-DEC-17
Jared Thompson	AE4541 02	Temp Ag Research Tech	Hire Temp Appointment	23919.54	22-NOV-17
Mary Thompson	AE4661 01	Temp Sr Ag Research Tech	Hire Temp Appointment	29119.44	22-OCT-17
Michael Thompson	SE4498 00	Temp Event Parking	Hire Temp Appointment	745.00	22-OCT-17
Michael Thompson	SE4498 00	Temp Event Parking	Hire Temp Appointment	65.00	22-NOV-17
Kelsey Van Loh	SE4473 00	Temp Pep Band	Hire Temp Appointment	18407.65	22-JAN-18
Kelsey Van Loh	SS7707 01	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Debra White	SE4983 01	Temp Seasonal Game Attend.	Hire Temp Appointment	193.50	22-OCT-17
Debra White	SE4983 01	Temp Seasonal Game Attend.	Hire Temp Appointment	216.00	22-NOV-17
Laura White	AE4500 00	Temp Research Assist	Hire Temp Appointment	24959.52	22-NOV-17
Supapit Wongkuna	AE4656 03	Temp Research Scholar	Hire Temp Appointment	18199.65	05-DEC-17
Theodora Wrightson	SE4498 00	Temp Event Parking	Hire Temp Appointment	645.00	22-OCT-17

Theodora Wrightson	SE4498 00	Temp Event Parking	Hire Temp Appointment	665.00	22-NOV-17
Theodora Wrightson	SE4498 00	Temp Event Parking	Hire Temp Appointment	380.00	22-DEC-17
Theodora Wrightson	SE4498 00	Temp Event Parking	Hire Temp Appointment	370.00	22-JAN-18
Yan hang Zhang	AE4499 00	Temp Lab Tech	Hire Temp Appointment	22879.56	25-NOV-17
Yan hang Zhang	AE4499 00	Temp Lab Tech	Hire Temp Appointment	22879.56	22-JAN-18
Donn De Witt	SE6273 00	Grounds Keeper	Hire Temp Appointment	10511.28	01-FEB-18

Career Service Non-Benefit Eligible (CSA2)  
Permanent Salary Adjustment(SP)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Brandi Burke	SE4982 01		Temp Store Helper	Minimum Wage Increase	17991.65	18407.65	416.00	
Sean Demontigny	SE4510 02		Temp Cashier	Sal Adj-Unusual Circumstance	21839.58	27559.47	5719.89	
David Falco	SE4504 02		Temp Seasonal I	Minimum Wage Increase	18199.65	18407.65	208.00	
Anilly Fresno Rueda	AE4658 01		Temp Lab Worker	Sal Adj-Unusual Circumstance	17991.65	20799.60	2807.95	
Chase Kari	AE4520 01		Temp Ag Research Tech	Sal Adj-Unusual Circumstance	24959.52	31199.40	6239.88	
Christopher Lee	AE4532 00		Temp Field & Lab Assist	Sal Adj-Unusual Circumstance	22879.56	24959.52	2079.96	
Esneider Mahecha Bojaca	AE4507 00		Temp Seasonal	Minimum Wage Increase	17991.65	18407.65	416.00	
Sangwoo Park	AE4658 00		Temp Seasonal Ag Research Tech	Sal Adj-Unusual Circumstance	17991.65	20799.60	2807.95	
Supapit Wongkuna	AE4656 03		Temp Research Scholar	Minimum Wage Increase	18199.65	18407.65	208.00	

Career Service Non-Benefit Eligible (CSA2)  
Temporary Salary Adjustments(ST)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
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There were no records found for this group.

Career Service Non-Benefit Eligible (CSA2)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Amel Abdalla	AE4532 01		Temp Lab Aide	TV013	21-DEC-17
Amber Acker	AE4671 00		Temp Fisheries Research Tech	TV013	21-DEC-17
Christopher Anderson	SE4498 01		Temp Event Parking	TV013	21-NOV-17
Christopher Anderson	SE4498 01		Temp Event Parking	TV013	21-DEC-17
Jessica Anderson	SE4498 01		Temp Event Parking	TV013	21-NOV-17
Jessica Anderson	SE4498 01		Temp Event Parking	TV013	21-DEC-17
Debra Archer	SE4983 03		Temp Ticket Taker	TV013	21-NOV-17
Debra Archer	SE4983 03		Temp Ticket Taker	TV013	21-JAN-18
Micha Armitage	SE4451 00		Temp Seasonal I	TV013	21-DEC-17
Edward Aurand	AE4520 01		Temp Ag Research Tech	TV013	21-DEC-17
Alexander Baker	SE4983 01		Temp Seasonal Game Attend.	TV013	21-NOV-17
Evan Berg	SE4474 01		Temp Gardener	TV013	21-DEC-17
Thomas Bertram	SE4983 00		Temp Seasonal Game Attend.	TV013	21-NOV-17
Thomas Bertram	SE4983 00		Temp Seasonal Game Attend.	TV013	21-DEC-17
Courtney Birkholtz	SE4474 00		Temp Gardener	TV013	21-DEC-17
Todd Bortnem	AE4652 02		Temp Ag Research Tech	TV013	21-DEC-17
Jennifer Breum	SE4983 00		Temp Ticket Taker	TV013	21-NOV-17
Jennifer Breum	SE4983 00		Temp Ticket Taker	TV013	21-DEC-17
Kendyl Brooks	SE4449 00		Temp Lab Aide	TV013	09-JAN-18
Wyatt Brown	SE4474 01		Temp Gardener	TV013	21-DEC-17
Charles Bush	SE4512 02		Temp Law Enforcement Officer	TV012	02-NOV-17
Kellsie Busho	SE4447 00		Temp Seasonal I	TV013	21-JAN-18
Nathaly Carpinelli	AE4506 00		Temp Intern	TV013	01-DEC-17
Spencer Carstens	AE4527 00		Temp Tech	TV013	21-FEB-18
Christina Casados	SE4983 01		Temp Seasonal Game Attend.	TV013	21-NOV-17
Nicanor Cayetano	SE4983 00		Temp Ticket Taker	TV013	21-NOV-17
Nicanor Cayetano	SE4983 00		Temp Ticket Taker	TV013	21-JAN-18
Paul Dawkins	SE4983 01		Temp Ticket Taker	TV013	21-NOV-17
Addison DeHaven	SE4889 06		Temp Seasonal I	TV013	18-DEC-17
Sean Demontigny	SE4510 02		Temp Cashier	TV013	21-JAN-18
Hytham Elbohy	SE4462 00		Temp Lab Tech	TV013	21-NOV-17
Mark Ennis	AE4520 01		Temp Ag Research Tech	TV013	21-DEC-17
Jesse Enstad	SE4498 00		Temp Event Parking	TV013	21-DEC-17



David Falco	SE4504 02	Temp Seasonal I	TV013	21-JAN-18
Michael Frederiksen	SE4983 05	Temp Ticket Taker	TV013	21-NOV-17
Jesse Gergen	SE4551 03	Temp Facility Worker	TV013	01-JAN-18
Tanya Gruntmeir	SE4573 03	Temp Pharmacist I	TV013	21-DEC-17
Todd Gulbranson	SE4983 32	Temp Ticket Taker	TV013	21-NOV-17
Todd Gulbranson	SE4983 32	Temp Ticket Taker	TV013	21-JAN-18
Timothy Heinz	SE4562 00	Temp Cleaning Crew	TV013	21-FEB-18
Daniel Higginbotham	SE4451 00	Temp Seasonal I	TV013	21-DEC-17
Daniel Higginbotham	SE4451 01	Camp Clinician/Coach	TV013	21-DEC-17
Barbara Hillestad	SE4983 28	Temp Ticket Taker	TV013	21-NOV-17
Barbara Hillestad	SE4983 28	Temp Ticket Taker	TV013	21-JAN-18
Benjamin Hoefer	SE4510 01	Temp Sales Clerk	TV013	19-JAN-18
Dianne Hoff	SE4983 21	Temp Ticket Taker	TV013	21-NOV-17
Dianne Hoff	SE4983 21	Temp Ticket Taker	TV013	21-JAN-18
Elizabeth Hoon	SE4510 00	Temp Sales Clerk	TV013	19-JAN-18
Doris Hornby	SE4983 02	Temp Ticket Taker	TV013	21-NOV-17
Doris Hornby	SE4983 02	Temp Ticket Taker	TV013	21-JAN-18
Tomoko Ichinomiya	SE4445 00	Temp Horticulture Lab Assist	TV013	21-DEC-17
Kristen Intermill	SE4498 01	Temp Event Parking	TV013	21-NOV-17
Kristen Intermill	SE4498 01	Temp Event Parking	TV013	21-DEC-17
Sara Jaragoske	SE4517 03	Temp Communications Specialist	TV013	21-FEB-18
Brent Johnson	SE4983 01	Temp Ticket Taker	TV013	21-NOV-17
Brent Johnson	SE4983 01	Temp Ticket Taker	TV013	21-JAN-18
Peggy Johnson	SE4983 00	Temp Ticket Taker	TV013	21-NOV-17
Peggy Johnson	SE4983 00	Temp Ticket Taker	TV013	21-JAN-18
Faye Jones	SE4983 30	Temp Ticket Taker	TV013	21-NOV-17
Faye Jones	SE4983 30	Temp Ticket Taker	TV013	21-JAN-18
Adam Jungwirth	AE4514 00	Temp Field & Lab Assist	TV013	21-DEC-17
Taylor Kafton	SE4983 00	Temp Ticket Taker	TV013	21-NOV-17
Aaron Karl	SE4469 01	Temp Seasonal Temp	TV013	15-FEB-18
Mary Kees	SE4573 01	Temp Pharmacist I	TV013	21-NOV-17
Anneliese Klinzmann	AE4644 00	Temp Christmas Farm Crew	TV013	26-DEC-17
Amy Knofczynski	SE4474 01	Temp Gardener	TV013	21-DEC-17
Betty Knutsen	SE4983 21	Temp Ticket Taker	TV013	21-NOV-17
Betty Knutsen	SE4983 21	Temp Ticket Taker	TV013	21-JAN-18
Molly Koch	AE4989 03	Temp Farm Worker	TV013	20-FEB-18
Kriston Koeppe	SE4670 00	Temp Research coordinator	TV013	30-NOV-17
Joanne Kruse	SE4983 32	Temp Ticket Taker	TV013	21-NOV-17
Joanne Kruse	SE4983 32	Temp Ticket Taker	TV013	21-JAN-18
Brianna Lee	AE4644 02	Temp Farm Crew	TV013	31-DEC-17
Brianna Lee	AE4644 03	Temp Farm Crew Holiday	TV013	31-DEC-17
Christopher Lee	AE4532 00	Temp Field & Lab Assist	TV013	21-JAN-18
Stacy Lindblom-Dreis	AG7014 02	Graduate Research Assistant	TV013	21-JAN-18
Esneider Mahecha Bojaca	AE4507 00	Temp Seasonal	TV013	31-JAN-18
Naresh Malla	SE4443 00	Temp Lab Aide	TV013	21-DEC-17
Tyler Meyer	SE4474 01	Temp Gardener	TV013	21-DEC-17
Thumbiko Mkandawire	AE4512 02	Temp Field & Lab Assist	TV013	21-DEC-17
Gayle Mohr	EE4881 00	Temp 4-H Assistant	TV013	19-JAN-18
Mia Morton	SE4670 02	Temp Research Assist	TV013	21-JAN-18
Kristopher Muhl	SE4983 00	Temp Ticket Taker	TV013	21-NOV-17
Kristopher Muhl	SE4983 00	Temp Ticket Taker	TV013	21-JAN-18
Jeannette Niles	SE4753 02	Temp Secretary	TV013	21-DEC-17
Chad Parmley	SE4983 00	Temp Seasonal Game Attend.	TV013	21-NOV-17
Chad Parmley	SE4983 00	Temp Seasonal Game Attend.	TV013	21-DEC-17
Mark Parrott	SE4983 04	Temp Ticket Taker	TV013	21-NOV-17
Mark Parrott	SE4983 04	Temp Ticket Taker	TV013	21-JAN-18
Theanne Peterson	SE4979 04	Temp Health Nurse	TV013	10-JAN-18
Dale Petrik	SE4983 01	Temp Seasonal Game Attend.	TV013	21-NOV-17
Dale Petrik	SE4983 01	Temp Seasonal Game Attend.	TV013	21-DEC-17
Lori Puetz	SE4474 00	Temp Gardener	TV013	21-DEC-17
Anne Rath	SE4497 01	Temp Secretary	TV013	21-DEC-17
Anne Rath	SE4497 02	Temp Secretary	TV013	21-JAN-18
Tasha Rausch	SE4573 01	Temp Pharmacist I	TV013	21-DEC-17
Arla Reed	SE4983 31	Temp Ticket Taker	TV013	21-NOV-17
Arla Reed	SE4983 31	Temp Ticket Taker	TV013	21-JAN-18
Robert Rowe II	SE4470 01	Temp Seasonal	TV013	21-NOV-17
Rebecca Schwarz	SE4983 00	Temp Ticket Taker	TV013	21-NOV-17
Steven Skeels	SE4983 07	Temp Ticket Taker	TV013	21-NOV-17

Shane Snyders	AE4531 00	Temp Field & Lab Assist	TV013	21-FEB-18
Shane Snyders	AE4541 00	Temp Lab Aide	TV013	21-NOV-17
Jodi Stanga	SE4983 01	Temp Seasonal Game Attend.	TV013	21-NOV-17
Jodi Stanga	SE4983 01	Temp Seasonal Game Attend.	TV013	21-DEC-17
Martina Steinmaurer	SE4442 00	Temp Research Specialist	TV013	30-NOV-17
Todd Sterrett	SE4983 33	Temp Ticket Taker	TV013	21-NOV-17
Todd Sterrett	SE4983 33	Temp Ticket Taker	TV013	21-JAN-18
Anthony Struwe	SE4464 00	Temp Seasonal I	TV013	21-DEC-17
Ardis Sween	SE4505 01	Temp Program Assistant	TV013	21-DEC-17
Jared Thompson	AE4541 01	Temp Ag Research Tech	TV013	21-NOV-17
Mary Thompson	AE4661 01	Temp Sr Ag Research Tech	TV013	21-DEC-17
Michael Thompson	SE4498 00	Temp Event Parking	TV013	21-NOV-17
Michael Thompson	SE4498 00	Temp Event Parking	TV013	21-DEC-17
Bertha Tobias	SE4541 00	Temp Facility Worker	TV013	30-JAN-18
Shannon VanDerVliet	SE4532 01	Temp Gardener	TV013	21-DEC-17
Victoria Vertin	SE4478 01	Temp Special Events Tech	TV013	21-DEC-17
Debra White	SE4983 01	Temp Seasonal Game Attend.	TV013	21-NOV-17
Debra White	SE4983 01	Temp Seasonal Game Attend.	TV013	21-DEC-17
Laura White	AE4500 00	Temp Research Assist	TV013	21-FEB-18
Theodora Wrightson	SE4498 00	Temp Event Parking	TV013	21-NOV-17
Theodora Wrightson	SE4498 00	Temp Event Parking	TV013	21-DEC-17
Theodora Wrightson	SE4498 00	Temp Event Parking	TV013	21-JAN-18
Theodora Wrightson	SE4498 00	Temp Event Parking	TV013	21-FEB-18
Jessica Wulf	SE4475 01	Temp Family Daycare Specialist	TV013	31-DEC-17
Kelsen Young	AE4671 00	Temp Fisheries Research Tech	TV013	21-DEC-17
Donn De Witt	SE4621 02	Temp Seasonal I	TV013	21-JAN-18

Non-Faculty Benefit Eligible (NFE1) (NFE1)  
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Laura Alexander	EE9731	00	Extension 4H Advisor	Appointment	36453.00	22-NOV-17
Florencio Aranda	SE6913	00	Program Advisor-Latino/Hisp	Appointment	45000.00	11-DEC-17
Robert Arnheim	SE7565	03	Assistant Coach-Football	Supplemental Appointment	5790.00	22-OCT-17
Robert Arnheim	SE7565	04	Assistant Coach-Football	Supplemental Appointment	2000.00	22-DEC-17
Michelle Bayer	SE6857	01	Assistant Director	Supplemental Appointment	972.00	22-DEC-17
Brian Bergstrom	SE9795	01	Assistant Coach-Football	Supplemental Appointment	3860.00	22-OCT-17
Brian Bergstrom	SE9795	02	Assistant Coach-Football	Supplemental Appointment	2000.00	22-DEC-17
Christopher Bono	SE9814	08	Head Coach-Wrestling	Supplemental Appointment	350.00	22-OCT-17
Christopher Bono	SE9814	09	Head Coach-Wrestling	Supplemental Appointment	350.00	22-JAN-18
Rebecca Bott	SE9987	00	Dean-Honors College	Appointment	146000.00	29-JAN-18
Clinton Brown	SE9794	18	Assistant Coach-Football	Supplemental Appointment	3860.00	22-OCT-17
Clinton Brown	SE9794	19	Assistant Coach-Football	Supplemental Appointment	2000.00	22-DEC-17
Brody Busho	SE8246	01	Assistant AD-Facilities & Ops	Supplemental Appointment	250.00	22-DEC-17
Nicole Cirillo	SE9817	04	Head Coach-Volleyball	Supplemental Appointment	3000.00	22-OCT-17
Caylee Costello	SE6321	02	Assistant Coach-Women's Soccer	Supplemental Appointment	1000.00	22-NOV-17
Hailey Cowles	SE9801	06	Assistant Coach-Volleyball	Supplemental Appointment	4000.00	22-OCT-17
Wendy Dailey	SE8864	14	Fac & Serv Employment Coord	Supplemental Appointment	500.00	22-NOV-17
Marc Davis	SE7558	06	Coordinator-Football Operation	Supplemental Appointment	3860.00	22-OCT-17
Marc Davis	SE7558	07	Coordinator-Football Operation	Supplemental Appointment	2000.00	22-DEC-17
Rodney DeHaven	SE9812	13	Head Coach-Track & Field	Supplemental Appointment	2000.00	22-NOV-17
Jeffrey Drietz	SE6403	01	Athletic Facilities Manager	Supplemental Appointment	500.00	22-DEC-17
Jason Eck	SE9807	03	Assistant Coach-Football	Supplemental Appointment	7720.00	22-OCT-17
Jason Eck	SE9807	04	Assistant Coach-Football	Supplemental Appointment	2000.00	22-DEC-17
C Eidsness	SE9802	17	Associate Head Coach-Football	Supplemental Appointment	3860.00	22-OCT-17
C Eidsness	SE9802	18	Associate Head Coach-Football	Supplemental Appointment	2000.00	22-DEC-17
Kimberlie Goodfellow	SE9960	01	Temporary Instructor	Supplemental Appointment	4630.00	22-JAN-18
Brian Grunzke	SE7025	21	Assistant Coach-Baseball	Supplemental Appointment	300.00	22-NOV-17
Kayte Haggerty	SE6881	01	Professional Academic Advisor	Supplemental Appointment	1500.00	22-OCT-17
Shana Harming	SE6330	00	Wokini Program Director	Appointment	70000.00	22-JAN-18
Shawn Helmbolt	SE9779	01	Assistant Director-Admissions	Supplemental Appointment	10000.00	22-OCT-17
Daniel Jackson	SE6637	08	Assistant Coach-Football	Supplemental Appointment	9650.00	22-OCT-17
Daniel Jackson	SE6637	09	Assistant Coach-Football	Supplemental Appointment	2000.00	22-DEC-17
Katherine Jaeger	EE9806	00	Extension Field Specialist I	Appointment	50000.00	04-DEC-17
Andrew Janssen	SE9797	02	Assistant Coach-Soccer	Supplemental Appointment	1000.00	22-NOV-17
Connie Johnson	SE8868	00	Coordinator-Veterans Affairs	Appointment	38500.00	23-OCT-17
Heather Johnson	SE9868	00	Assistant Director	Appointment	59000.00	12-FEB-18

John Johnson	SE6854 03	Assistant Coach-Football	Supplemental Appointment	3860.00	22-OCT-17
John Johnson	SE6854 04	Assistant Coach-Football	Supplemental Appointment	2000.00	22-DEC-17
Aaron Johnston	SE9819 33	Head Coach-Women's Basketball	Supplemental Appointment	16318.00	22-NOV-17
Carrie Jorgensen	SE6300 00	Staff Counselor	Appointment	36531.00	22-DEC-17
Jerrell Kelly	SE6726 00	Coord-Intra/Sports/Clubs/Camps	Appointment	37000.00	08-JAN-18
Andrea Kieckhefer	SE9578 06	Flags Coordinator	Supplemental Appointment	1250.00	22-NOV-17
Haylie Linn	SE7556 04	Asst Coach-Womens Basketball	Supplemental Appointment	300.00	22-JAN-18
Nicole Lounsbery	SE6870 08	Assistant Dean	Supplemental Appointment	4630.00	22-JAN-18
Nicole Lounsbery	SE6870 09	Assistant Dean	Supplemental Appointment	500.00	22-NOV-17
Delwyn McCarty	SE8871 00	Budget & Accounting Analyst	Appointment	36482.50	07-NOV-17
Mitchell Mormann	SE6527 05	Assistant Coach-Baseball	Supplemental Appointment	1230.00	22-NOV-17
Jill O'Neil	SE7658 00	Director	Appointment	77500.00	22-NOV-17
Adam Parsons	SE6888 05	Asst Coach-Strength & Conditio	Supplemental Appointment	600.00	22-DEC-17
Carson Petersheim	SE6753 00	Operations & Event Coordinator	Appointment	38000.00	26-OCT-17
Rebecca Peterson	SE9944 00	Director-Residential Life	Appointment	90000.00	07-FEB-18
Shannon Pivovar	SE7006 04	Assistant Coach-Softball	Supplemental Appointment	1000.00	22-NOV-17
Richard Reid	SE9971 16	Associate Dean/Professor	Supplemental Appointment	100.00	22-DEC-17
James Rogers	SE9804 11	Assistant Coach-Football	Supplemental Appointment	3860.00	22-OCT-17
James Rogers	SE9804 12	Assistant Coach-Football	Supplemental Appointment	2000.00	22-DEC-17
Luke Schleusner	SE9796 08	Assistant Coach-Football	Supplemental Appointment	3860.00	22-OCT-17
Luke Schleusner	SE9796 09	Assistant Coach-Football	Supplemental Appointment	2000.00	22-DEC-17
Justin Sell	SE9941 13	Director--Athletics	Supplemental Appointment	19200.00	22-NOV-17
Bridget Skeels	SE4983 07	Temp Ticket Taker	Supplemental Appointment	485.00	22-OCT-17
Kristine Skorseth	SE6304 00	Research Coordinator	Appointment	43000.00	13-NOV-17
Christian Smith	SE6941 01	Assistant Coach-Football	Supplemental Appointment	4825.00	22-OCT-17
Christian Smith	SE6941 02	Assistant Coach-Football	Supplemental Appointment	2000.00	22-DEC-17
Brian Stemmwedel	SE6930 03	Assistant Coordinator	Supplemental Appointment	200.00	22-OCT-17
John Stiegelmeier	SE9821 11	Head Coach-Football	Supplemental Appointment	15000.00	22-DEC-17
Brock Thompson	SE9818 05	Head Coach-Women's Soccer	Supplemental Appointment	1000.00	22-NOV-17
Kristi Villar	SE6534 02	Assistant Coach-Softball	Supplemental Appointment	3297.00	22-NOV-17
Christi Williams	SE6474 01	Assc Athletic Director-Operati	Supplemental Appointment	250.00	22-DEC-17
Krista Wood	SE9810 03	Head Coach-Softball	Supplemental Appointment	2000.00	22-NOV-17

Non-Faculty Benefit Eligible (NFE1) (NFE1)  
Permanent Salary Adjustment(SP)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Holly Beutler	SE6610 00		Financial & Data Specialist	Reclassification	56000.00	64000.00	8000.00	
Donna Bittiker	EE9752 00		Director-State 4H Program	Change Salary Rate/Pay Grade	73996.00	76216.00	2220.00	
Donna Bittiker	EE9752 00		Director-State 4H Program	Sal Adj-Unusual Circumstance	76216.00	80000.00	3784.00	
Tammy Hintz	SE6763 00		Safety & Health Consultant	Permanent Change in FTE	23868.73	47152.69	23283.96	
Tammy Hintz	SE6763 00		Safety & Health Consultant	Change in Overtime Eligibility	47152.69	47150.00	-2.69	
Carol Humburg	SE8459 00		Clinic Nurse Manager	Reclassification	38320.08	41914.14	3594.06	
Carol Humburg	SE8459 00		Clinic Nurse Manager	Change in Overtime Eligibility	41914.14	41921.60	7.46	
Deepak Joshi	AE9075 00		Research Associate I	Change in Overtime Eligibility	36482.50	36483.00	0.50	
Peter Nielson	EE9750 00		Coordinator-Youth Dvlp Op	Reclassification	84295.00	84295.00	0.00	
Megan Peterson	SE8565 00		Extension Associate	Reclassification	27559.47	36482.50	8923.03	
Jessica Rients	SE8816 00		Manager-Parking & Transportati	Change in Appointment Type	29577.03	45000.00	15422.97	
Zachary Rykhus	SE9232 00		Sr. Mechanical Engineer	Reclassification	60000.00	70000.00	10000.00	

Non-Faculty Benefit Eligible (NFE1) (NFE1)  
Temporary Salary Adjustments(ST)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Kinchel Doerner	SE9005 00		Dean-Graduate School	Temporary Additional Duties	166709.00		4167.66	170876.66
Peter Linke	AE9408 01		Manager-Dairy Res & Trng Fac	Temporary Additional Duties	150.00		300.00	450.00
Nicole Lounsbery	SE6870 10		Assistant Dean	Temporary Additional Duties	6020.52		7023.94	13044.46
Melissa Schmitt	SE9897 01		Asst Manager-Dairy Trng & Res	Temporary Additional Duties	150.00		00.00	450.00

Non-Faculty Benefit Eligible (NFE1) (NFE1)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Rebecca Bott	SE9584 00		Interim Dean-Honor's College	SA011	28-JAN-18

Shana Harming	SE6856	00	Research Coordinator	SA011	21-JAN-18
Theresa Ireland	SE9975	00	Student Services Facilitator	TV007	24-JAN-18
Katherine Jaeger	EE9743	00	Extension 4H Advisor	SA011	03-DEC-17
Heather Johnson	SE9908	00	Grant Accounting Analyst	SA011	11-FEB-18
Ann Kolthoff	AE8303	00	Livestock Unit Manager (Sheep)	TV001	15-NOV-17
Delwyn McCarty	SE6839	00	Accounting Assistant	SA011	06-NOV-17
Jill O'Neil	SE9868	00	Assistant Director	SA011	21-NOV-17
Jon Puetz	SE9626	00	Sr Health & Safety Consultant	TI002	12-DEC-17
Jodi Thompson	EE9714	00	Extension 4H Advisor	TV001	15-FEB-18
Nathan Ziegler	SE9939	00	Director-Incl, Divers & Equity	TV001	21-FEB-18
Michael Alcanter	SE9778	00	Financial Aid Counselor	TV009	21-FEB-18
Robert Arnheim	SE7565	03	Assistant Coach-Football	TV013	21-NOV-17
Robert Arnheim	SE7565	04	Assistant Coach-Football	TV013	21-JAN-18
Michelle Bayer	SE6857	01	Assistant Director	TV013	21-FEB-18
Brian Bergstrom	SE9795	01	Assistant Coach-Football	TV013	21-NOV-17
Brian Bergstrom	SE9795	02	Assistant Coach-Football	TV013	21-JAN-18
Christopher Bono	SE9814	08	Head Coach-Wrestling	TV013	23-OCT-17
Clinton Brown	SE9794	18	Assistant Coach-Football	TV013	21-NOV-17
Clinton Brown	SE9794	19	Assistant Coach-Football	TV013	21-JAN-18
Brody Busho	SE8246	01	Assistant AD-Facilities & Ops	TV013	21-JAN-18
Mary Carlson	SE6573	00	Grant Proposal Specialist	TV009	21-NOV-17
Nicole Cirillo	SE9817	04	Head Coach-Volleyball	TV013	21-NOV-17
Caylee Costello	SE6321	02	Assistant Coach-Women's Soccer	TV013	21-DEC-17
Hailey Cowles	SE9801	06	Assistant Coach-Volleyball	TV013	21-NOV-17
Wendy Dailey	SE8864	14	Fac & Serv Employment Coord	TV013	21-DEC-17
Marc Davis	SE7558	06	Coordinator-Football Operation	TV013	21-NOV-17
Marc Davis	SE7558	07	Coordinator-Football Operation	TV013	21-JAN-18
Rodney DeHaven	SE9812	13	Head Coach-Track & Field	TV013	21-DEC-17
Jeffrey Drietz	SE6403	01	Athletic Facilities Manager	TV013	21-JAN-18
Jason Eck	SE9807	03	Assistant Coach-Football	TV013	21-NOV-17
Jason Eck	SE9807	04	Assistant Coach-Football	TV013	21-JAN-18
C Eidsness	SE9802	17	Associate Head Coach-Football	TV013	21-NOV-17
C Eidsness	SE9802	18	Associate Head Coach-Football	TV013	21-JAN-18
Brian Grunzke	SE7025	21	Assistant Coach-Baseball	TV013	21-DEC-17
Kayte Haggerty	SE6881	01	Professional Academic Advisor	TV013	21-NOV-17
Jana Hanson	SE8888	02	Director Inst Assessment	TV013	21-FEB-18
Daniel Jackson	SE6637	08	Assistant Coach-Football	TV013	21-NOV-17
Daniel Jackson	SE6637	09	Assistant Coach-Football	TV013	21-JAN-18
Andrew Janssen	SE9797	02	Assistant Coach-Soccer	TV013	21-DEC-17
John Johnson	SE6854	03	Assistant Coach-Football	TV013	21-NOV-17
John Johnson	SE6854	04	Assistant Coach-Football	TV013	21-JAN-18
Aaron Johnston	SE9819	33	Head Coach-Women's Basketball	TV013	21-DEC-17
Andrea Kieckhefer	SE9578	06	Flags Coordinator	TV013	21-DEC-17
Peter Linke	AE9408	01	Manager-Dairy Res & Trng Fac	TV013	21-JAN-18
Nicole Lounsbery	SE6870	06	Assistant Dean	TV013	21-DEC-17
Nicole Lounsbery	SE6870	09	Assistant Dean	TV013	21-DEC-17
Mitchell Mormann	SE6527	05	Assistant Coach-Baseball	TV013	21-DEC-17
Dianne Nagy	SE9250	01	Grant Proposal Specialist	TV013	21-JAN-18
Jacqueline Nelson	SE9892	00	Asst VP-Finance & Business	TR000	21-FEB-18
Adam Parsons	SE6888	05	Asst Coach-Strength & Conditio	TV013	21-JAN-18
Stephanie Perkins	SE6284	00	Instructor - 9	TV013	21-DEC-17
Shannon Pivovar	SE7006	04	Assistant Coach-Softball	TV013	21-DEC-17
Richard Reid	SE9971	16	Associate Dean/Professor	TV013	21-JAN-18
James Rogers	SE9804	11	Assistant Coach-Football	TV013	21-NOV-17
James Rogers	SE9804	12	Assistant Coach-Football	TV013	21-JAN-18
Kay Scheibe	SE7658	00	Director Grants Admin	TV013	21-NOV-17
Luke Schleusner	SE9796	08	Assistant Coach-Football	TV013	21-NOV-17
Luke Schleusner	SE9796	09	Assistant Coach-Football	TV013	21-JAN-18
Melissa Schmitt	SE9897	01	Asst Manager-Dairy Trng & Res	TV013	21-JAN-18
Justin Sell	SE9941	13	Director--Athletics	TV013	21-DEC-17
Christian Smith	SE6941	01	Assistant Coach-Football	TV013	21-NOV-17
Christian Smith	SE6941	02	Assistant Coach-Football	TV013	21-JAN-18
Brian Stewwedel	SE6930	03	Assistant Coordinator	TV013	21-NOV-17
John Stiegelmeier	SE9821	11	Head Coach-Football	TV013	21-JAN-18
Brock Thompson	SE9818	05	Head Coach-Women's Soccer	TV013	21-DEC-17
Michaelong Tran	AE8005	00	Research Associate I	TV009	30-NOV-17
Kristi Villar	SE6534	02	Assistant Coach-Softball	TV013	21-DEC-17
Christi Williams	SE6474	01	Assc Athletic Director-Operati	TV013	21-JAN-18

Krista Wood	SE9810 03	Head Coach-Softball	TV013	21-DEC-17
Zhiling Zhang	SE6289 00	Temp Faculty-OT Eligible	TV013	21-DEC-17

Student Employment and NFE Non-Benefit Eligible (NFE2)  
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Gbolahan Abioye	SS7691	02	student hrly Custodial	Hire Temp Appointment	4800.00	22-DEC-17
Ahmed Abouelhassan	SS7879	00	student hrly Personal Training	Hire Temp Appointment	4320.00	24-OCT-17
Trenton Abrego	SS8704	00	student hrly Production Assist	Hire Temp Appointment	4248.00	17-JAN-18
Ibrahim Abusallout	SG7824	06	Graduate Research Assistant	Supplemental Appointment	100.00	22-NOV-17
Felix Acheampong	SG7799	02	Grad Teach Assist-Instr-9 mth	Hire Temp Appointment	15772.00	22-DEC-17
Kinsley Adams	SS8474	00	student hrly Equestrian Barn	Hire Temp Appointment	4320.00	10-JAN-18
Dhanuja Nirosh Adasuriya Mudiya	SS7867	00	student hrly Facility Worker	Hire Temp Appointment	4248.00	12-FEB-18
Olawale Adewale	SS7691	02	student hrly Custodial	Hire Temp Appointment	4920.00	22-DEC-17
Sandeep Adhikari	SS8023	00	student hrly Custodial	Hire Temp Appointment	5040.00	04-DEC-17
Robyn Adler	SE6708	07	Temporary Clinical Assistant	Hire Temp Appointment	2000.00	22-JAN-18
Shamiq Aftab	AG9748	00	Graduate Research Assistant	Hire Temp Appointment	21268.00	13-FEB-18
Mickelle Ahlers	AS9181	00	student hrly Lab worker	Hire Temp Appointment	4320.00	12-FEB-18
A K M Ahsan Ahmed	SG7799	03	Grad Teach Assist-Instr-9 mth	Hire Temp Appointment	15772.00	22-DEC-17
David Ahrens	AS9119	00	student hrly Field Assist	Hire Temp Appointment	5280.00	22-JAN-18
Patra Akaya	SS7648	00	student hrly Lab Assist	Hire Temp Appointment	4800.00	22-JAN-18
Suraiya Akter	SS7894	00	student hrly Grading Assist	Hire Temp Appointment	6720.00	08-JAN-18
Nicole Albert	SE6793	03	Temporary Clinical Assistant	Hire Temp Appointment	4000.00	22-JAN-18
Talal Alharbi	SS7750	00	student hrly Peer Mentor	Hire Temp Appointment	4248.00	08-JAN-18
Grace Allen	SS7810	00	student hrly DTS Tech	Hire Temp Appointment	4320.00	22-NOV-17
Kate Allen	SS8606	01	student hrly Library Assist	Hire Temp Appointment	4248.00	18-DEC-17
Noelle Allerdings	SS7707	01	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Noelle Allerdings	SS8044	00	student hrly Conference Driver	Hire Temp Appointment	4800.00	07-FEB-18
Troy Alley	SE6796	00	Temporary Clinical Assistant	Hire Temp Appointment	2000.00	22-JAN-18
Ali Alsubeai	SG7766	00	Graduate Research Assistant	Hire Temp Appointment	2776.00	22-JAN-18
Ibin Amatya	SS7871	00	student hrly Custodial	Hire Temp Appointment	4152.00	31-OCT-17
Jenessa Amdahl	SS9793	03	student hrly PhoneJack	Hire Temp Appointment	4560.00	02-JAN-18
Garrett Ammesmaki	SS7590	00	News Editor	Hire Temp Appointment	200.00	22-JAN-18
Garrett Ammesmaki	SS8704	01	student hrly News Editor	Hire Temp Appointment	4248.00	17-JAN-18
Lauretta Amon Otopah	SG7916	02	Grad Teach Assist-Instructor	Hire Temp Appointment	4045.00	22-JAN-18
Emily Andersen	AS9121	00	student hrly Farm Worker	Hire Temp Appointment	4320.00	05-FEB-18
Emily Andersen	SS8474	00	student hrly Equestrian Barn	Hire Temp Appointment	4320.00	12-JAN-18
Alyssa Anderson	SS7707	00	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Dawson Anderson	SS7707	00	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Keely Anderson	SW9562	00	WS IM Official	Hire Temp Appointment	4152.00	23-OCT-17
Lucas Anderson	SS8765	00	student hrly Driver	Hire Temp Appointment	4248.00	26-JAN-18
Natalie Anderson	SE6761	02	Temporary Clinical Assistant	Hire Temp Appointment	8660.00	22-JAN-18
Sadie Anderson	SS7592	00	student hrly Research	Hire Temp Appointment	4800.00	15-JAN-18
John Apraku	SG7799	04	Grad Teach Assist-Instr-9 mth	Hire Temp Appointment	15772.00	22-DEC-17
Fernando Arechiga	SS7669	00	student hrly Assistant	Hire Temp Appointment	5280.00	22-DEC-17
Reed Arneson	SS7902	01	student hrly Residence Exec.	Hire Temp Appointment	6547.20	22-DEC-17
Yasitha Aththanayaka	SS8696	00	student hrly CA Break Coverage	Hire Temp Appointment	4800.00	21-NOV-17
Josephine Ausdemore	SS7887	00	student hrly Note Taker	Hire Temp Appointment	4800.00	08-JAN-18
Madeline Ausdemore	SG7909	03	Grad Teach Assist-Instructor	Hire Temp Appointment	19899.72	05-JAN-18
Cassandra Auxt	AS9119	00	student hrly Field Assist	Hire Temp Appointment	5280.00	22-JAN-18
Matthew Avenson	SS7707	01	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Naresh Avula	SS8023	00	student hrly Custodial	Hire Temp Appointment	4800.00	04-DEC-17
Girma Ayana	AG7015	03	Graduate Research Assistant	Hire Temp Appointment	737.87	22-JAN-18
Girma Ayana	AG9772	00	Graduate Research Assistant	Hire Temp Appointment	21629.00	08-JAN-18
Nujhat Azad	SS7944	01	student hrly CA Break Coverage	Hire Temp Appointment	4800.00	13-DEC-17
Holli Baan Hofman	SE6708	01	Temporary Clinical Assistant	Hire Temp Appointment	4000.00	22-JAN-18
Anthony Bachmeier	SS7823	00	student hrly Museum aide	Hire Temp Appointment	4248.00	08-JAN-18
Elizabeth Bailey	SG7798	06	Graduate Research Assistant	Hire Temp Appointment	15772.00	22-DEC-17
Abhilasha Bajracharya	SG8012	01	Grad Teach Assist-Instructor	Hire Temp Appointment	464.36	22-DEC-17
Oluwatosin Balogun	SS7600	00	stdnt hrly Orientation Driver	Hire Temp Appointment	4800.00	28-NOV-17
Oluwatosin Balogun	SS7691	00	student hrly Custodial	Hire Temp Appointment	4800.00	08-NOV-17
Oluwatosin Balogun	SS7691	01	student hrly Custodial	Hire Temp Appointment	4800.00	22-DEC-17
Surendra Bam	AG7999	04	Graduate Research Assistant	Hire Temp Appointment	16604.00	22-DEC-17
Abiral Baniya	SG7801	02	Graduate Research Assistant	Hire Temp Appointment	3460.00	22-NOV-17
Conner Barbagallo	SS7787	00	student hrly Farm Crew	Hire Temp Appointment	4800.00	01-JAN-18
Conner Barbagallo	SS7787	01	student hrly Farm Crew Holiday	Hire Temp Appointment	5280.00	01-JAN-18

Joel Barker	SS7913 00	student hrly Parking Services	Hire Temp Appointment	4800.00	22-NOV-17
Joseph Barnett	SE6609 00	Temporary Clinical Assistant	Hire Temp Appointment	2660.00	22-JAN-18
Anna Barr	SW9530 00	WS Tutor	Hire Temp Appointment	4248.00	22-JAN-18
Olivia Bartel	SS7787 06	student hrly Holiday Farm Crew	Hire Temp Appointment	8160.00	23-DEC-17
Alex Barthel	SS7707 01	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Aaron Bartz	SS7707 01	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Avori Bastemeyer	SS7836 00	student hrly Library Assist	Hire Temp Appointment	4248.00	08-JAN-18
Shraddha Basu	SG7793 00	Graduate Research Assistant	Hire Temp Appointment	8047.00	22-DEC-17
Shraddha Basu	SG7799 00	Grad Teach Assist-Instr-9 mth	Hire Temp Appointment	7725.00	22-DEC-17
Joseph Baustian	SS7707 01	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Princess Baygboe	SW9503 00	WS Museum Aide	Hire Temp Appointment	4800.00	29-JAN-18
Colton Baysinger	SS7849 02	student hrly Maintenance Work	Hire Temp Appointment	5280.00	26-JAN-18
Bailey Beauchamp	SS8037 00	student hrly Facility Worker	Hire Temp Appointment	4152.00	13-NOV-17
Kristine Beck	SS7878 00	student hrly Facility Attend.	Hire Temp Appointment	4152.00	10-DEC-17
Heidi Becker	AG9716 00	Graduate Research Assistant	Hire Temp Appointment	17500.00	08-JAN-18
Heidi Becker	AW9728 00	WS Lab Assist	Hire Temp Appointment	5040.00	22-OCT-17
Cassie Beckett	SS9793 01	student hrly Admin Support	Hire Temp Appointment	4440.00	02-JAN-18
Morgan Beckmann	AS9206 00	student hrly Plant Worker	Hire Temp Appointment	4152.00	22-OCT-17
Taylor Beckstead	SS7856 00	student hrly Tech	Hire Temp Appointment	5280.00	16-JAN-18
Kaitlynn Beighley	SS8688 01	student hrly Union Set-Up Crew	Hire Temp Appointment	5112.00	22-DEC-17
Kaitlynn Beighley	SW9554 00	WS Union Set-up Crew	Hire Temp Appointment	5136.00	22-JAN-18
Marcelo Belisario Soares De	SS8519 00	stdnt Engineering Career Fair	Hire Temp Appointment	150.00	22-OCT-17
Kelli Berger	SS7787 04	student hrly Christmas Crew	Hire Temp Appointment	7320.00	23-DEC-17
Tiffany Bergeson	SE6708 00	Temporary Clinical Assistant	Hire Temp Appointment	4000.00	22-JAN-18
Cali Bergmann	SS8688 01	student hrly Union Set-Up Crew	Hire Temp Appointment	5112.00	03-JAN-18
Marissa Bergseng	SS8474 00	student hrly Equestrian Barn	Hire Temp Appointment	4440.00	06-DEC-17
Cole Berkley	AS9159 00	student hrly Tech	Hire Temp Appointment	4320.00	03-NOV-17
Sydney Berry	SS8093 01	student hrly Blueprint Design	Hire Temp Appointment	5136.00	03-JAN-18
Micaela Besser	SS7754 00	student hrly Research 3S7463	Hire Temp Appointment	5280.00	07-NOV-17
Micaela Besser	SS7754 01	student hrly Research 3M7501	Hire Temp Appointment	5280.00	07-NOV-17
Wyatt Beyer	SS9793 03	student hrly PhoneJack	Hire Temp Appointment	4502.40	02-JAN-18
Basanta Bhusal	SS8037 00	student hrly Facility Worker	Hire Temp Appointment	4152.00	18-DEC-17
Keeelan Bialas	SS7902 01	stdnt hrly Assoc Exec Board	Hire Temp Appointment	6547.20	22-DEC-17
Myles Bialas	AS9130 01	student hrly Field & Lab Asst.	Hire Temp Appointment	8640.00	03-JAN-18
Brooke Bigge	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Brooke Bigge	SS8044 00	student hrly Driver	Hire Temp Appointment	4800.00	07-FEB-18
Maged Bin Mahfooz	SS8023 00	student hrly Custodial	Hire Temp Appointment	4800.00	04-DEC-17
Paige Binger	SS7670 00	student hrly Teaching Assist	Hire Temp Appointment	4272.00	08-JAN-18
Althema Bjorback	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Brenna Blasius	SS7902 01	stdnt hrly Assoc. Exec. Board	Hire Temp Appointment	6547.20	22-DEC-17
Josie Blasius	SS7902 01	stdnt hrly Assoc Exec Board	Hire Temp Appointment	6547.20	22-DEC-17
Dylan Blomme	SS7751 00	student hrly Tutor	Hire Temp Appointment	4248.00	08-JAN-18
Mary Boksa	SS7799 00	student hrly Climbing Wall	Hire Temp Appointment	4152.00	07-NOV-17
Hope Bollin	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Matthew Borah	SS7591 00	student hrly Lab Assist	Hire Temp Appointment	4320.00	01-FEB-18
Sydney Bormann	AS9183 00	student hrly Research Assist	Hire Temp Appointment	4152.00	01-NOV-17
Gavin Borstad	SS8233 00	student hrly Orientation Lead	Hire Temp Appointment	4248.00	01-FEB-18
Claudia Botzet	SS7650 00	student hrly Research Assist	Hire Temp Appointment	4800.00	22-JAN-18
Melinda Bouma	SE6793 00	Temporary Clinical Assistant	Hire Temp Appointment	3660.00	22-JAN-18
Brady Braegelman	SS7879 00	student hrly Group Fitness NC	Hire Temp Appointment	4248.00	01-FEB-18
Victoria Braley	AS9184 00	student hrly Animal Tech	Hire Temp Appointment	4248.00	01-JAN-18
Spencer Brandsrud	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Andrew Breitzman	SS7750 00	student hrly Peer Mentor	Hire Temp Appointment	4248.00	08-JAN-18
Hannah Bressler	SS7589 00	student hrly Research Assist	Hire Temp Appointment	4800.00	04-JAN-18
Carrie Brown	SE6793 02	Temporary Clinical Assistant	Hire Temp Appointment	2000.00	22-JAN-18
Garrett Buchanan	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Jayden Buckley	SS7844 00	student hrly Aviation Trainer	Hire Temp Appointment	8280.00	22-DEC-17
Jayden Buckley	SW9542 03	WS Aviation Trainer	Hire Temp Appointment	8280.00	22-JAN-18
Lauren Buisker	SS7594 00	student hrly Office Assist	Hire Temp Appointment	4248.00	10-JAN-18
Shelby Buller	SS8233 00	student hrly Orientation Lead	Hire Temp Appointment	4248.00	01-FEB-18
Megan Bultsma	SS8474 00	student hrly Equestrian Barn	Hire Temp Appointment	4320.00	11-DEC-17
Aaron Bunger	SG7909 00	Grad Teach Assist-Instructor	Hire Temp Appointment	972.63	22-DEC-17
Megan Burgard	SE6793 02	Temporary Clinical Assistant	Hire Temp Appointment	2400.00	22-JAN-18
Landon Bushong	SS7707 01	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Jack Buysse	AS9217 03	student hrly Biological Tech	Hire Temp Appointment	4824.00	22-DEC-17
Jack Buysse	SS8548 02	student hrly Union Manager	Hire Temp Appointment	5280.00	03-JAN-18
Say Bway	SS8749 00	student hrly PAC Assist	Hire Temp Appointment	4320.00	24-OCT-17
Salvador Caballero	SG7735 00	Grad Teach Assist-Instructor	Hire Temp Appointment	2889.37	22-JAN-18

Salvador Caballero	SG7766	04	Graduate Research Assistant	Hire	Temp	Appointment	3082.00	22-DEC-17
Megan Caldwell	SS7721	00	student hrly Writing Tutor	Hire	Temp	Appointment	4560.00	22-JAN-18
Stephanie Callesen	SE6708	00	Temporary Clinical Assistant	Hire	Temp	Appointment	2660.00	22-JAN-18
Kaitlyn Carda	SE6708	00	Temporary Clinical Assistant	Hire	Temp	Appointment	2660.00	22-JAN-18
Chase Carlson	SS7613	00	student hrly Graphic Design	Hire	Temp	Appointment	4800.00	22-OCT-17
Gustaf Carlson	SW9499	00	WS Store Helper	Hire	Temp	Appointment	4320.00	29-JAN-18
Jacob Carlson	SS7844	00	student hrly Aviation Trainer	Hire	Temp	Appointment	8280.00	05-FEB-18
Madeline Carlson	SS7636	00	student hrly Teaching Assist	Hire	Temp	Appointment	4800.00	16-JAN-18
Alejandro Casella	AG9688	01	Graduate Research Assistant	Hire	Temp	Appointment	720.00	22-DEC-17
Fanding Ceesay	SS7648	00	student hrly Lab Assist	Hire	Temp	Appointment	4800.00	22-OCT-17
Ghana Shyam Challa	AS9126	01	student hrly Lab Tech	Hire	Temp	Appointment	6000.00	22-DEC-17
Santosh Chapagain	SG7912	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	4410.00	22-JAN-18
Zachary Chase	AS9179	00	student hrly Entomology Asst.	Hire	Temp	Appointment	5280.00	06-NOV-17
Adil Chekayev	SS7984	00	student hrly CA Break Coverage	Hire	Temp	Appointment	4800.00	21-NOV-17
Andrew Cheney	SS7622	01	student hrly Soccer Camp	Hire	Temp	Appointment	8640.00	14-JAN-18
Sharath Chandra Sai Chikka	SS8023	00	student hrly Custodial	Hire	Temp	Appointment	4800.00	04-DEC-17
Wai Chow Lin	SS7808	00	student hrly Programmer	Hire	Temp	Appointment	4320.00	25-OCT-17
Wai Chow Lin	SS7984	01	student hrly CA Break Coverage	Hire	Temp	Appointment	4800.00	14-DEC-17
Jena Christianson	SG7750	03	Grad Teach Assist-Instructor	Hire	Temp	Appointment	4912.00	22-JAN-18
In-Hun Chung	SS8037	00	student hrly Facility Worker	Hire	Temp	Appointment	4248.00	22-DEC-17
Kaitlyn Cihoski	AS9195	03	student hrly Lab Assist	Hire	Temp	Appointment	4800.00	22-JAN-18
Nathanael Clapp	SS7651	02	student hrly DTS Tech	Hire	Temp	Appointment	4800.00	13-DEC-17
Crystal Clark	SS7911	03	student hrly Lab Assist	Hire	Temp	Appointment	4320.00	22-DEC-17
Kendall Clarke	SS8233	00	student hrly Orientation Lead	Hire	Temp	Appointment	4248.00	01-FEB-18
Abbie Cleveland	SS8861	00	Student Hourly-Tech Fellow	Hire	Temp	Appointment	7272.00	14-FEB-18
Juan Cobo Gallegos	SS7605	00	student hrly Data Entry	Hire	Temp	Appointment	4320.00	22-OCT-17
Matthew Cole	AS9129	00	student hrly Research Assist	Hire	Temp	Appointment	7200.00	05-NOV-17
Nathaniel Condelli	SE6766	00	Temp Residence Hall Director	Hire	Temp	Appointment	1778.81	22-DEC-17
Katelyn Condon	SS8474	00	student hrly Equestrian Barn	Hire	Temp	Appointment	4320.00	10-JAN-18
Nicholas Covington	SS7944	00	student hrly CA Break Coverage	Hire	Temp	Appointment	4800.00	13-DEC-17
Willow Cowherd	SS7672	00	student hrly Acting	Hire	Temp	Appointment	4800.00	22-NOV-17
Bailey Cowling	SS8704	00	student hrly Digital Producer	Hire	Temp	Appointment	4248.00	17-JAN-18
Emma Culshaw	SW9569	00	WS Office Helper	Hire	Temp	Appointment	4320.00	17-JAN-18
Eli Custer	SS7751	00	student hrly Tutor	Hire	Temp	Appointment	4248.00	08-JAN-18
Puskar Dahal	SG7588	01	Graduate Research Assistant	Hire	Temp	Appointment	7397.00	22-DEC-17
Puskar Dahal	SG9826	00	Graduate Teaching Assistant	Hire	Temp	Appointment	2889.37	22-JAN-18
Peng Dai	SG7824	03	Graduate Research Assistant	Supplemental	Appointment		200.00	22-NOV-17
Abhinay Kumar Das	SS7871	00	student hrly Maintenance	Hire	Temp	Appointment	4248.00	01-JAN-18
Avijit Das	SG9650	02	Graduate Research Assistant	Hire	Temp	Appointment	311.82	22-DEC-17
Jack DeMoss	SS7771	00	student hrly MCAT Prep Tutor	Hire	Temp	Appointment	4800.00	08-JAN-18
Megan DeSmith	SW9471	00	WS Office Assist	Hire	Temp	Appointment	4320.00	29-JAN-18
Michaela Del Rio	SS7897	00	student hrly Bookstore	Hire	Temp	Appointment	4320.00	25-OCT-17
Jamie Derickson	SS7707	00	student hrly Pep Band	Hire	Temp	Appointment	4248.00	22-OCT-17
Joel Derickson	SS7707	01	student hrly Pep Band	Hire	Temp	Appointment	4248.00	22-OCT-17
Emily Dewaard	SS7989	00	student hrly JUR	Hire	Temp	Appointment	5280.00	27-NOV-17
Emily Dewaard	SS8704	01	student hrly Editor-in-Chief	Hire	Temp	Appointment	4248.00	17-JAN-18
Emily Dewaard	SS8704	02	student hrly Editor-in-Chief	Hire	Temp	Appointment	4248.00	22-JAN-18
Lorena Diaz-Martinez	SS9793	01	student hrly PhoneJack	Hire	Temp	Appointment	4425.60	02-JAN-18
Tanner Diemer	SS7771	00	student hrly MCAT Tutor	Hire	Temp	Appointment	4800.00	08-JAN-18
Jon Dilworth	SS7707	01	student hrly Pep Band	Hire	Temp	Appointment	4248.00	22-OCT-17
Caleb Dinse	SS7787	00	student hrly Farm Crew	Hire	Temp	Appointment	5040.00	22-DEC-17
Caleb Dinse	SS7787	01	student hrly Holiday Farm Crew	Hire	Temp	Appointment	5520.00	22-DEC-17
Thomas Docken	SS7707	01	student hrly Pep Band	Hire	Temp	Appointment	4248.00	22-OCT-17
Brandon Dodds	SS8861	00	Student Hourly-Tech Fellow	Hire	Temp	Appointment	7272.00	08-JAN-18
Bion Donelan	SS7877	00	student hrly Classroom Assist	Hire	Temp	Appointment	7200.00	22-DEC-17
Abigail Donkor	SG7797	00	Graduate Research Assistant	Hire	Temp	Appointment	21029.00	22-DEC-17
Anna Donnay	AS9206	00	student hrly Plant Worker	Hire	Temp	Appointment	4152.00	22-OCT-17
Brianna Doran	SS7720	01	student hrly Event Parking	Hire	Temp	Appointment	270.00	22-OCT-17
Brianna Doran	SS7720	01	student hrly Event Parking	Hire	Temp	Appointment	225.00	22-NOV-17
Brianna Doran	SS7720	02	student hrly Event Parking	Hire	Temp	Appointment	450.00	22-DEC-17
Brianna Doran	SS7720	02	student hrly Event Parking	Hire	Temp	Appointment	515.00	22-JAN-18
Carol Drayer	SS9793	01	student hrly PhoneJack	Hire	Temp	Appointment	4430.40	02-JAN-18
Harsh Dubey	SS8474	00	student hrly Equestrian Barn	Hire	Temp	Appointment	4248.00	22-JAN-18
Taylor Duerr	SS8474	01	student hrly Equestrian Barn	Hire	Temp	Appointment	4320.00	10-JAN-18
Myranda Dunmire	SG8015	01	Graduate Research Assistant	Hire	Temp	Appointment	6868.00	22-DEC-17
Robin Dutenhoeffer	SE6609	03	Temporary Clinical Assistant	Hire	Temp	Appointment	6000.00	22-JAN-18
Danielle Dvorak	SS7760	00	student hrly Lab Assist	Hire	Temp	Appointment	4248.00	01-JAN-18
Amos Kwabena Dwamena	SG7799	00	Grad Teach Assist-Instr-9 mth	Hire	Temp	Appointment	15772.00	22-DEC-17

Francis Dwomoh	SG7828 06	Graduate Research Assistant	Hire Temp Appointment	31200.00	22-DEC-17
Iman Ebadi Paskiabi	SG9747 01	Grad Teach Assist-Instructor	Hire Temp Appointment	2776.00	22-JAN-18
Maggie Edleman	AS9210 00	student hrly Farm Worker	Hire Temp Appointment	4800.00	14-NOV-17
Andrew Egge	SS8233 00	student hrly Orientation Lead	Hire Temp Appointment	4248.00	01-FEB-18
Rachel Eickhoff	SS9793 01	student hrly Admin Support	Hire Temp Appointment	4320.00	02-JAN-18
Logan Ellingson	AS9210 00	student hrly Farm Worker	Hire Temp Appointment	4800.00	28-NOV-17
Kate Ellis	SS7707 01	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Elisabeth Else	SS8037 00	student hrly Facility Worker	Hire Temp Appointment	4248.00	05-JAN-18
Maryam Enteshari	AG9793 02	Graduate Research Assistant	Supplemental Appointment	150.00	22-JAN-18
Cassidy Entwisle	SS8007 01	student hrly Info Exch Attd.	Hire Temp Appointment	5136.00	06-JAN-18
Kaitlin Epperson	AG9814 00	Graduate Research Assistant	Hire Temp Appointment	16000.00	03-JAN-18
Jason Eral	SS7787 00	student hrly Farm Crew	Hire Temp Appointment	4800.00	01-JAN-18
Jason Eral	SS7787 01	student hrly Farm Crew Holiday	Hire Temp Appointment	5280.00	01-JAN-18
Brianna Erdmann	SW9471 00	WS Office Assist	Hire Temp Appointment	4320.00	05-FEB-18
Debra Erk	SE6793 05	Temporary Clinical Assistant	Hire Temp Appointment	2000.00	22-JAN-18
Melissa Esser	SE6708 11	Temporary Clinical Assistant	Hire Temp Appointment	3000.00	22-JAN-18
Jayden Even	SS8548 00	student hrly State Tech	Hire Temp Appointment	5112.00	27-NOV-17
Jayden Even	SS8548 01	student hrly State Tech	Hire Temp Appointment	5112.00	03-JAN-18
Alexandra Farber	SS7598 00	student hrly Research Assist	Hire Temp Appointment	7200.00	28-NOV-17
Hanxiao Feng	AG9782 03	Graduate Research Assistant	Hire Temp Appointment	21629.00	09-JAN-18
Gage Fenski	SS7879 00	student hrly Group Fitness NC	Hire Temp Appointment	4152.00	24-OCT-17
Tanner Feterl	SS7599 00	student hrly Research	Hire Temp Appointment	5760.00	22-NOV-17
Megan Fiala	SS8519 00	student Career Fair	Hire Temp Appointment	150.00	22-NOV-17
Douglas Fiedler	AG7022 00	Graduate Research Assistant	Hire Temp Appointment	16904.00	22-JAN-18
Douglas Fiedler	AS9159 00	student hrly Tech	Hire Temp Appointment	4320.00	03-NOV-17
Cara Finck	ES9801 00	student hrly Teaching Assist	Hire Temp Appointment	4248.00	01-JAN-18
Emma Finkenbiner	SS7799 02	stdnt hrly Climbing Wall Suprv	Hire Temp Appointment	4320.00	10-JAN-18
Tiffany Finkral	SS8765 00	student hrly Driver	Hire Temp Appointment	4152.00	23-OCT-17
Tyrell Fisk	AS9165 00	student hrly Research Assist	Hire Temp Appointment	4800.00	22-JAN-18
Abby Flanery	SS8007 01	student hrly Info Exch Attd.	Hire Temp Appointment	5136.00	06-JAN-18
Karissa Flier	SE6708 02	Temporary Clinical Assistant	Hire Temp Appointment	4000.00	22-JAN-18
Viola Foderler	SS7612 01	student hrly German Assist	Hire Temp Appointment	4320.00	22-JAN-18
Ryan Folley	SS7650 00	student hrly Research Assist	Hire Temp Appointment	4800.00	22-JAN-18
Levi Foss	AS9172 00	student hrly Lab Assist	Hire Temp Appointment	4800.00	16-JAN-18
Erin Foth	SS9793 00	student hrly Admin Support	Hire Temp Appointment	4320.00	11-JAN-18
Anthony Fountoulakis	SS7988 00	student hrly Office Assist	Hire Temp Appointment	4800.00	14-DEC-17
Matthew Fowler	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Blake Foxley	SG9747 01	Grad Teach Assist-Instructor	Hire Temp Appointment	3859.00	22-JAN-18
Lauren Franken	SS8704 00	student hrly Copy Editor	Hire Temp Appointment	4248.00	17-JAN-18
Mackenzie Fransen	SW9471 00	WS Office Assist	Hire Temp Appointment	4320.00	29-JAN-18
Kyle Franta	SS7877 03	student hrly Classroom Assist	Hire Temp Appointment	7200.00	22-DEC-17
Daniel Fraser	SS8688 01	student hrly Union Set-Up Crew	Hire Temp Appointment	5136.00	03-JAN-18
Jamison French	SS7982 01	student hrly CA Break Coverage	Hire Temp Appointment	4800.00	21-NOV-17
Tyler Froseth	SS7617 00	student hrly String Project	Hire Temp Appointment	7680.00	22-DEC-17
Abigail Fullenkamp	SS8704 01	student hrly Photo Chief	Hire Temp Appointment	4248.00	17-JAN-18
Dinesh Fuyal	SS8037 00	student hrly Facility Worker	Hire Temp Appointment	4248.00	22-JAN-18
Margeaux Gaiani	SS7927 00	student hrly Office Assist	Hire Temp Appointment	4800.00	03-JAN-18
Kaylee Gakin	SS9793 01	student hrly PhoneJack	Hire Temp Appointment	4420.80	02-JAN-18
Rory Galada Brownell	SW9509 01	WS Scene Shop Assist	Hire Temp Appointment	4248.00	19-JAN-18
Naga Vara Prasad Ganti	AS9175 00	student hrly Lab Assist	Hire Temp Appointment	4800.00	30-OCT-17
Samantha Garness	SW9493 00	WS Project Assist	Hire Temp Appointment	4248.00	22-JAN-18
Samantha Garness	SW9496 00	WS Project Assist	Hire Temp Appointment	4248.00	09-JAN-18
Wyatt Gatrost	SW9499 00	WS FA Assist	Hire Temp Appointment	4248.00	26-JAN-18
Asmita Gautam	AG9752 00	Graduate Research Assistant	Hire Temp Appointment	16904.00	22-JAN-18
Asmita Gautam	AG9752 01	Graduate Research Assistant	Hire Temp Appointment	603.72	22-DEC-17
Alexander Gawarecki	SS7841 00	student hrly Research	Hire Temp Appointment	7200.00	22-OCT-17
Taylor Geerdes	SS7913 00	student hrly Parking Services	Hire Temp Appointment	4800.00	08-JAN-18
Jacynda Gellhaus	SS7589 00	student hrly Research Assist	Hire Temp Appointment	4800.00	04-JAN-18
Gabrielle Gervais	SW9530 00	WS Tutor	Hire Temp Appointment	4248.00	12-JAN-18
Samantha Gervais	SW9530 00	WS tutor	Hire Temp Appointment	4368.00	05-JAN-18
John Giovannettone	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Timothy Gleason	SS8548 03	student hrly Union Manager	Hire Temp Appointment	5304.00	03-JAN-18
Christopher Glodt	SS8548 04	student hrly Union Manager	Hire Temp Appointment	5304.00	03-JAN-18
Nicholas Goeman	SS7937 00	student hrly CA Break Coverage	Hire Temp Appointment	4800.00	20-NOV-17
Abigail Goens	SS9793 01	student hrly PhoneJack	Hire Temp Appointment	4430.40	02-JAN-18
Rinkinson Gohel	SS8548 01	student hrly State Tech	Hire Temp Appointment	5112.00	03-JAN-18
Seth Golden	SS7707 01	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Santu Golder	SS8023 00	student hrly Custodian	Hire Temp Appointment	4248.00	22-DEC-17



Nancy Gonzalez-Fiedler	SE6793 01	Temporary Clinical Assistant	Hire Temp Appointment	8000.00	22-JAN-18
Tanner Goodall	SS7707 01	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Natalie Goosen	SS8474 00	student hrly Equestrian Barn	Hire Temp Appointment	4320.00	22-JAN-18
April Grabow	SE6708 01	Temporary Clinical Assistant	Hire Temp Appointment	3000.00	22-JAN-18
Cynthia Granum	SS7588 00	student hrly Pharmacy Assist	Hire Temp Appointment	6336.00	09-JAN-18
Olivia Grave	AS9164 00	student hrly Lab Assist	Hire Temp Appointment	4248.00	30-JAN-18
Olivia Grave	SS8474 00	student hrly Equestrian Barn	Hire Temp Appointment	4440.00	04-DEC-17
Taylor Greenlun	SS8037 00	student hrly Facility Worker	Hire Temp Appointment	4152.00	23-OCT-17
Wei Gu	SG7998 03	Graduate Research Assistant	Hire Temp Appointment	4138.00	22-JAN-18
Kayla Gullickson	SS8233 00	student hrly Orientation	Hire Temp Appointment	4248.00	01-FEB-18
Kayla Gullickson	SS9793 01	student hrly Admin Support	Hire Temp Appointment	4440.00	02-JAN-18
Caleb Gunn	SS7756 00	student hrly Member Services	Hire Temp Appointment	4152.00	10-DEC-17
Caleb Gunn	SS7878 00	student hrly Operations Mngr	Hire Temp Appointment	4800.00	14-NOV-17
Caleb Gunn	SS7878 01	student hrly Special Events	Hire Temp Appointment	6240.00	22-DEC-17
Ailin Guo	SG7112 03	Graduate Research Assistant	Hire Temp Appointment	17532.00	22-JAN-18
Saumya Gupta	SS7750 00	student hrly Peer Mentor	Hire Temp Appointment	4248.00	08-JAN-18
Saumya Gupta	SS8023 00	student hrly Custodial	Hire Temp Appointment	4800.00	04-DEC-17
Kaitlin Guthmiller	SS8861 00	Student Hourly-Tech Fellow	Hire Temp Appointment	7272.00	08-JAN-18
Kidus Guye	SG9884 01	Graduate Research Assistant	Hire Temp Appointment	7551.00	22-DEC-17
Alyssa Haaland	SS7602 00	student hrly Admis. Processing	Hire Temp Appointment	4152.00	22-NOV-17
Connor Haaland	SS7605 00	student hrly Data Entry	Hire Temp Appointment	4320.00	22-OCT-17
Cassidy Hacker	AS9194 00	student hrly Lab Assist	Hire Temp Appointment	4800.00	22-JAN-18
Kalecia Hageman	SS8765 00	student hrly Driver	Hire Temp Appointment	4248.00	22-JAN-18
Kaitlyn Hague	SS7705 00	student hrly Theatre Assist	Hire Temp Appointment	4152.00	22-NOV-17
Kami Haider	SS7879 00	student hrly Personal Trainer	Hire Temp Appointment	4320.00	22-OCT-17
Benjamin Halbkat	SS7707 01	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Lee Halbritter	SS7917 02	student hrly Research	Hire Temp Appointment	4800.00	22-JAN-18
Rachel Halbur	SS8007 05	student hrly Info Exch Attd.	Hire Temp Appointment	5208.00	06-JAN-18
Connor Hall	SS7982 00	student hrly CA Break Coverage	Hire Temp Appointment	4800.00	14-DEC-17
Wade Hall	SS7844 00	student hrly Aviation Trainer	Hire Temp Appointment	8280.00	22-DEC-17
Samantha Halverson	SS8474 00	student hrly Equestrian Barn	Hire Temp Appointment	4248.00	06-FEB-18
Scott Halverson	AS9216 00	student hrly Farm Worker	Hire Temp Appointment	4248.00	22-DEC-17
Cole Halvorson	AS9194 00	student hrly IDIP Lab Assist	Hire Temp Appointment	4800.00	22-JAN-18
Brandon Hansen	SS7878 02	student hrly Facility Attend.	Hire Temp Appointment	4152.00	10-DEC-17
Collin Hansen	SS8548 01	student hrly State Tech	Hire Temp Appointment	5136.00	03-JAN-18
Lacey Hansen	SS8548 03	student hrly Union Manager	Hire Temp Appointment	5304.00	03-JAN-18
Lauryn Hansen	SS8548 00	student hrly Union Manager	Hire Temp Appointment	5328.00	06-FEB-18
Lauryn Hansen	SS8688 01	student hrly Union Set-Up Crew	Hire Temp Appointment	5136.00	03-JAN-18
Lauryn Hansen	SW9739 00	WS Union Manager	Hire Temp Appointment	5328.00	06-FEB-18
Madisen Hansen	SS8044 00	student hrly Conference Driver	Hire Temp Appointment	4800.00	07-FEB-18
Madisen Hansen	SS9793 00	student hrly PhoneJack	Hire Temp Appointment	4320.00	02-JAN-18
Brittany Harazin	AS9210 00	student hrly Brake Farm Worker	Hire Temp Appointment	4800.00	14-NOV-17
Brittany Harazin	AW9720 00	WS Farm Worker	Hire Temp Appointment	4272.00	02-FEB-18
Aaron Hargens	AS9217 03	student hrly Biological Tech	Hire Temp Appointment	4824.00	22-DEC-17
Rachel Harmon	SS8093 01	student hrly Blueprint Design	Hire Temp Appointment	5136.00	03-JAN-18
Isaac Harris	SS8548 02	student hrly State Tech	Hire Temp Appointment	5160.00	03-JAN-18
Dustin Harrold	SS7894 00	student hrly Driver	Hire Temp Appointment	7200.00	01-FEB-18
Hanna Hartman	SG8595 00	Graduate Research Assistant	Hire Temp Appointment	3234.00	22-JAN-18
Hunter Harvey	SS7878 00	student hrly Facility Attd.	Hire Temp Appointment	4152.00	22-NOV-17
Hunter Harvey	SW9474 00	WS Facility Attendent	Hire Temp Appointment	4152.00	22-OCT-17
Spencer Harwood	SG9884 00	Graduate Research Assistant	Hire Temp Appointment	6292.00	22-JAN-18
Andrea Haubert	SS7841 00	student hrly Research Assist	Hire Temp Appointment	5760.00	22-DEC-17
Wyatt Heezen	SS7982 00	student hrly CA Break Coverage	Hire Temp Appointment	4800.00	14-DEC-17
Wyatt Heezen	SS8765 00	student hrly Driver	Hire Temp Appointment	4248.00	22-JAN-18
Eric Heidel	SS7721 00	student hrly Tutor	Hire Temp Appointment	4560.00	22-JAN-18
Jacob Heidenreich	SS7756 01	student hrly Member Services	Hire Temp Appointment	4152.00	10-DEC-17
Vitoria Heier	SS7707 01	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Kaylie Hemish	SS7698 01	student hrly Custodial	Hire Temp Appointment	4800.00	22-DEC-17
Jessie Hendricks	SG7909 01	Grad Teach Assist-Instructor	Hire Temp Appointment	16800.00	05-JAN-18
Mary Hendricks	SS7705 00	student hrly Theatre Assist	Hire Temp Appointment	4152.00	22-OCT-17
Katie Hendrickson	SS9793 01	student hrly PhoneJack	Hire Temp Appointment	4406.40	02-JAN-18
Thane Henschel	SS7751 00	student hrly Tutor	Hire Temp Appointment	4248.00	08-JAN-18
Rachel Henselin	SS8765 01	student hrly Driver	Hire Temp Appointment	4152.00	23-OCT-17
Rachel Henselin	SS9793 02	student hrly PhoneJack	Hire Temp Appointment	4440.00	02-JAN-18
Alexa Hepner	SS9793 00	student hrly PhoneJack	Hire Temp Appointment	4320.00	02-JAN-18
Lily Hernandez	AG9805 00	Graduate Research Assistant	Hire Temp Appointment	16000.00	08-JAN-18
Desirae Hertling	AS9150 00	student hrly Lab Assist	Hire Temp Appointment	5040.00	04-DEC-17
Alexander Heyd	SS8688 01	student hrly Union Set-Up Crew	Hire Temp Appointment	5136.00	03-JAN-18

Mackenzie Hickey	SS8688	00	student hrly Union Set-Up Crew	Hire	Temp	Appointment	5208.00	22-JAN-18
Natalie Hilden	SS8704	00	student hrly Opinion Editor	Hire	Temp	Appointment	4248.00	17-JAN-18
Bailey Hill	SW9562	00	WS Marketing Assist	Hire	Temp	Appointment	4248.00	16-FEB-18
Natalie Hillstrom	AS9144	00	student hrly Swine Farm Worker	Hire	Temp	Appointment	4320.00	23-OCT-17
Natalie Hillstrom	AW9727	00	WS Swine Tech	Hire	Temp	Appointment	4320.00	25-OCT-17
Yazen Hindieh	SG7735	01	Grad Teach Assist-Instructor	Hire	Temp	Appointment	2889.37	22-JAN-18
Yazen Hindieh	SG7766	03	Graduate Research Assistant	Hire	Temp	Appointment	7397.00	22-DEC-17
Deanne Hoekstra	SE6708	08	Temporary Clinical Assistant	Hire	Temp	Appointment	3000.00	22-JAN-18
Christian Hogan	SS7712	02	student hrly Research Assist	Hire	Temp	Appointment	5280.00	22-NOV-17
Chandler Holland	SS8704	01	student hrly Sports Director	Hire	Temp	Appointment	4248.00	17-JAN-18
Maria Holland	SS8396	00	stdnt hrly Office Assist Grant	Hire	Temp	Appointment	4320.00	06-NOV-17
Maria Holland	SS8396	01	stdnt hrly Office Asst Seminar	Hire	Temp	Appointment	4320.00	06-NOV-17
Tiana Holmes	SS8233	00	student hrly Orientation Lead	Hire	Temp	Appointment	4248.00	01-FEB-18
Andrew Holtan	SS8704	01	student hrly Sports Editor	Hire	Temp	Appointment	4248.00	17-JAN-18
Ryan Hopkins	AG9685	00	Graduate Research Assistant	Hire	Temp	Appointment	16904.00	22-JAN-18
Blake Hornig	SW9499	00	WS Store Service	Hire	Temp	Appointment	4320.00	19-JAN-18
Kirsten Houg	SW9828	00	WS America Reads Tutor	Hire	Temp	Appointment	5760.00	15-FEB-18
Tyler Houwman	SS7751	00	student hrly Tutor	Hire	Temp	Appointment	4248.00	08-JAN-18
Jordanne Howe	AS9130	01	student hrly Field & Lab Asst.	Hire	Temp	Appointment	4800.00	22-JAN-18
Heather Hoy	SS8765	00	student hrly Driver	Hire	Temp	Appointment	4248.00	29-JAN-18
Cole Hoyer	AS9120	00	student hrly Research Assist	Hire	Temp	Appointment	4800.00	22-DEC-17
Sammantha Hoyles	SS7707	01	student hrly Pep Band	Hire	Temp	Appointment	4248.00	22-OCT-17
Carter Huber	SS7751	00	student hrly Tutor	Hire	Temp	Appointment	4248.00	08-JAN-18
Carter Huber	SS7917	01	student hrly Research	Hire	Temp	Appointment	4800.00	22-JAN-18
Jennifer Huber	SS7707	01	student hrly Pep Band	Hire	Temp	Appointment	4248.00	22-OCT-17
Derek Hunstad	SS8688	01	student hrly Union Set-Up Crew	Hire	Temp	Appointment	5136.00	03-JAN-18
Jacey Hupp	SS7816	00	student hrly Horse Unit	Hire	Temp	Appointment	4320.00	16-NOV-17
Ryan Hurt	SS7707	01	student hrly Pep Band	Hire	Temp	Appointment	4248.00	22-OCT-17
Cambree Huss	SS7887	00	student hrly Note Taker	Hire	Temp	Appointment	4800.00	08-JAN-18
Shea Husted	SS9793	00	student hrly PhoneJack	Hire	Temp	Appointment	4320.00	05-FEB-18
Kristen Hybertson	SE6793	01	Temporary Clinical Assistant	Hire	Temp	Appointment	3000.00	22-JAN-18
Dylan Hyronimus	SS8688	01	student hrly Union Set-Up Crew	Hire	Temp	Appointment	5136.00	03-JAN-18
Shelly Iburg	SS7740	01	student hrly Grader CEE 432	Hire	Temp	Appointment	5760.00	08-JAN-18
Sana Illahe	SG7998	00	Graduate Research Assistant	Hire	Temp	Appointment	8111.00	22-DEC-17
Iluppangama Iluppangama	SS7787	00	student hrly Farm Crew	Hire	Temp	Appointment	4800.00	18-DEC-17
Iluppangama Iluppangama	SS7787	01	student hrly Holiday Farm Crew	Hire	Temp	Appointment	5280.00	18-DEC-17
Iluppangama Iluppangama	SS8037	00	student hrly Facility Worker	Hire	Temp	Appointment	4152.00	18-DEC-17
Brooke Infield	SS8073	00	student hrly Office Assist	Hire	Temp	Appointment	4800.00	08-JAN-18
Quazi Irfan	AS9164	00	student hrly Lab Worker	Hire	Temp	Appointment	4248.00	02-FEB-18
Quazi Irfan	SS7880	00	student hrly Research	Hire	Temp	Appointment	5760.00	05-FEB-18
Joshua Irvin	SS7707	01	student hrly Pep Band	Hire	Temp	Appointment	4248.00	22-OCT-17
Joshua Irvin	SS7894	01	student hrly Math Session Lead	Hire	Temp	Appointment	5760.00	22-JAN-18
McCade Ivarsen	SS7630	00	student hrly Web Support	Hire	Temp	Appointment	4800.00	07-DEC-17
Alanna Ivers	AS9142	00	student hrly Lab Work	Hire	Temp	Appointment	4800.00	22-OCT-17
Anna Iverson	SS7754	00	student hrly Research 3S7463	Hire	Temp	Appointment	5280.00	30-OCT-17
Anna Iverson	SS7754	01	student hrly Research SM7501	Hire	Temp	Appointment	5280.00	30-OCT-17
Joshua Iverson	SS7859	00	student hrly Office Assist	Hire	Temp	Appointment	4800.00	22-DEC-17
John Jacobson	SS7720	00	Student Event Parking	Hire	Temp	Appointment	120.00	22-NOV-17
Balawanthrao Jadhav	SG7799	04	Grad Teach Assist-Instr-9 mth	Hire	Temp	Appointment	15772.00	22-DEC-17
Supriya Jadhav	SS7720	00	student hrly Event Parking	Hire	Temp	Appointment	630.00	22-OCT-17
Supriya Jadhav	SS7720	00	student hrly Event Parking	Hire	Temp	Appointment	890.00	22-NOV-17
Supriya Jadhav	SS7720	01	student hrly Event Parking	Hire	Temp	Appointment	370.00	22-DEC-17
Supriya Jadhav	SS7720	01	student hrly Event Parking	Hire	Temp	Appointment	265.00	22-JAN-18
Sanmati Jain	AS9194	00	student hrly Lab Assist	Hire	Temp	Appointment	4800.00	22-OCT-17
Rachel Janssen	SS8765	00	student hrly Driver	Hire	Temp	Appointment	4248.00	25-JAN-18
Kayla Jaques	SS8765	00	student hrly Driver	Hire	Temp	Appointment	4152.00	13-NOV-17
Stephani Jarecke	SG7706	00	Graduate Admin Assistant	Hire	Temp	Appointment	16897.67	02-JAN-18
Jessica Jasper	AS9121	00	student hrly Farm Worker	Hire	Temp	Appointment	4320.00	22-DEC-17
Fatima Javid	SS7600	00	stdnt hrly Orientation Driver	Hire	Temp	Appointment	4800.00	28-NOV-17
Fatima Javid	SS7904	00	student hrly Office Assist	Hire	Temp	Appointment	4152.00	22-OCT-17
Danielle Jax	AS9206	00	student hrly Plant Worker	Hire	Temp	Appointment	4152.00	01-DEC-17
Danielle Jax	SW9828	00	WS America Reads Tutor	Hire	Temp	Appointment	5760.00	10-FEB-18
Kaveen Jayamanna	SS7871	04	student hrly Custodial	Hire	Temp	Appointment	4800.00	14-DEC-17
Indrajith Jayasooriya Mudiyan	SS7597	00	student hrly Office Assist	Hire	Temp	Appointment	4800.00	22-DEC-17
Ngabo Jean De Dieu	SS8147	01	student hrly Lab Assist	Hire	Temp	Appointment	7200.00	08-JAN-18
Alexandra Jennings	AS9170	00	student hrly Lab Assist	Hire	Temp	Appointment	4800.00	08-JAN-18
Kevin Jerez Bogota	AG9813	00	Graduate Research Assistant	Hire	Temp	Appointment	16000.00	08-JAN-18
Xiaozhu Jin	SS7604	00	student hrly Data Collection	Hire	Temp	Appointment	4800.00	13-NOV-17

Amanda John	SS7944 00	student hrly CA Break Coverage	Hire Temp Appointment	4800.00	13-DEC-17
Amanda John	SS9793 01	student hrly PhoneJack	Hire Temp Appointment	4420.80	02-JAN-18
Brooke Johnson	SS8474 00	student hrly Equestrian Barn	Hire Temp Appointment	4320.00	24-JAN-18
Emily Johnson	SS7754 00	student hrly Research 3S7463	Hire Temp Appointment	5280.00	01-NOV-17
Emily Johnson	SS7754 01	student hrly Research 3M7501	Hire Temp Appointment	5280.00	01-NOV-17
Emily Johnson	SS8657 00	student hrly Office Assist	Hire Temp Appointment	4320.00	22-JAN-18
Kaylee Johnson	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Krista Johnson	SE6708 09	Temporary Clinical Assistant	Hire Temp Appointment	6000.00	22-JAN-18
Leslie Johnson	SE6761 03	Temporary Clinical Assistant	Hire Temp Appointment	2660.00	22-OCT-17
Leslie Johnson	SE6761 04	Temporary Clinical Assistant	Hire Temp Appointment	153.84	22-OCT-17
Philip Johnson	SS7720 01	student hrly Event Parking	Hire Temp Appointment	460.00	22-OCT-17
Philip Johnson	SS7720 01	student hrly Event Parking	Hire Temp Appointment	535.00	22-NOV-17
Philip Johnson	SS7720 02	student hrly Event Parking	Hire Temp Appointment	155.00	22-DEC-17
Philip Johnson	SS7720 02	student hrly Event Parking	Hire Temp Appointment	290.00	22-JAN-18
Rachel Johnson	AS9204 00	student hrly Field & Lab Asst.	Hire Temp Appointment	5760.00	22-JAN-18
Ryan Johnson	SS7793 00	student hrly Research Assist	Hire Temp Appointment	5760.00	15-FEB-18
Ryan Johnson	SS8548 03	student hrly Operations Mngr.	Hire Temp Appointment	5784.00	03-JAN-18
Adam Johnston	SS7911 01	student hrly Lab Assist	Hire Temp Appointment	4248.00	08-JAN-18
Maralee Jones	SE6796 01	Temporary Clinical Assistant	Hire Temp Appointment	2000.00	22-JAN-18
Maitlyn Jordan	SS7650 00	student hrly Research Assist	Hire Temp Appointment	4800.00	25-JAN-18
Maitlyn Jordan	SS7854 01	student hrly CA Break Coverage	Hire Temp Appointment	4800.00	21-NOV-17
Ashley Jorgensen	SS7836 00	student hrly Library Assist	Hire Temp Appointment	4248.00	08-JAN-18
Ashley Jorgensen	SS8233 00	student hrly Orientation	Hire Temp Appointment	4248.00	01-FEB-18
Katilynn Jorgensen	SS8474 00	student hrly Equestrian Barn	Hire Temp Appointment	4320.00	10-JAN-18
Conner Jurrens	SS7707 01	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Kayla Justen	SS9793 05	student hrly PhoneJack	Hire Temp Appointment	5040.00	02-JAN-18
Md Imtiazul Kabir	AG9748 00	Graduate Research Assistant	Hire Temp Appointment	16543.00	09-JAN-18
Milkah Kahiu	SG7828 02	Graduate Research Assistant	Hire Temp Appointment	36000.00	28-DEC-17
Ramu Kakumanu	SG7797 00	Graduate Research Assistant	Hire Temp Appointment	21029.00	22-DEC-17
Sahil Kalia	SS7707 01	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Emily Kallem	SS9793 00	student hrly PhoneJack	Hire Temp Appointment	4320.00	02-JAN-18
Udhesh Sitaram Kapadnis	SS7871 00	student hrly Custodial	Hire Temp Appointment	4248.00	08-JAN-18
Mohammad Karim	SS8023 02	student hrly Custodial	Hire Temp Appointment	4800.00	04-DEC-17
Sajan Karki	SS7917 00	student hrly Learning Assist	Hire Temp Appointment	4800.00	22-JAN-18
David Karst	SS9793 02	student hrly PhoneJack	Hire Temp Appointment	4320.00	11-JAN-18
Prabeen Kattel	SS8023 00	Hrly-Student Custodian	Hire Temp Appointment	4248.00	22-JAN-18
Alyssa Kauffman	SS7798 00	student hrly Food Principles	Hire Temp Appointment	7200.00	23-OCT-17
Tamara Keefner	SE6794 02	Temporary Clinical Assistant	Hire Temp Appointment	9340.00	22-JAN-18
Ellen Keena	SS8093 03	student hrly Blueprint Design	Hire Temp Appointment	5304.00	03-JAN-18
Sherese Kelliher	SE6708 08	Temporary Clinical Assistant	Hire Temp Appointment	4869.00	22-JAN-18
Cooper Kemnitz	SS7817 00	student hrly Admin Ambassador	Hire Temp Appointment	4248.00	31-JAN-18
Joshua Kennedy	SG7795 01	Graduate Research Assistant	Hire Temp Appointment	9319.45	22-DEC-17
MaryEllen Kennedy	SS7707 01	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Caleb Kervin	SS8548 02	student hrly Union Manager	Hire Temp Appointment	5304.00	03-JAN-18
Laura Kessler	SE6708 05	Temporary Clinical Assistant	Hire Temp Appointment	4000.00	22-OCT-17
Tate Ketelhut	SS7894 01	student hrly Math Session Lead	Hire Temp Appointment	5760.00	22-JAN-18
Taha Khader	SS7669 00	student hrly Front Desk Asst.	Hire Temp Appointment	5280.00	22-JAN-18
Sanil Narendra Khamkar	SS7787 00	student hrly Farm Crew	Hire Temp Appointment	4800.00	16-DEC-17
Sanil Narendra Khamkar	SS7787 01	student hrly Holiday Farm Crew	Hire Temp Appointment	5280.00	16-DEC-17
Pratiksha Khanal	AG8036 00	Graduate Research Assistant	Hire Temp Appointment	16543.00	22-DEC-17
Romancha Khatri	AS9196 01	student hrly Field & Lab Asst.	Hire Temp Appointment	4320.00	22-DEC-17
Romancha Khatri	SG6832 00	Grad Teach Assist-Instructor	Hire Temp Appointment	3852.00	22-JAN-18
Caroline Kieffer	SS8765 00	student hrly Driver	Hire Temp Appointment	4248.00	22-JAN-18
Junmo Kim	SG6832 00	Grad Teach Assist-Instructor	Hire Temp Appointment	3852.00	22-JAN-18
Seungmi Kim	SG9010 00	Graduate Research Assistant	Hire Temp Appointment	11556.00	02-JAN-18
Josie Kindwall	SS7787 00	student hrly Farm Crew	Hire Temp Appointment	4800.00	22-JAN-18
Josie Kindwall	SS7787 01	student hrly Farm Crew Holiday	Hire Temp Appointment	5280.00	22-JAN-18
Heather Kirkpatrick	SS8233 00	student hrly Orientation Lead	Hire Temp Appointment	4248.00	01-FEB-18
James Kleinschmit	AW9723 00	WS Meat Lab Worker	Hire Temp Appointment	4248.00	23-JAN-18
Camille Klima	SS7754 00	student hrly Reserach 3S7463	Hire Temp Appointment	5280.00	01-NOV-17
Camille Klima	SS7754 01	student hrly Research SM7501	Hire Temp Appointment	5280.00	01-NOV-17
Anita Kline	SS7707 01	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Alex Klingaman	AS9131 00	student hrly Lab Assist	Hire Temp Appointment	4248.00	29-JAN-18
Haley Klinkel	SE6708 02	Temporary Clinical Assistant	Hire Temp Appointment	8000.00	22-JAN-18
Nicholas Kludt	SG7989 00	Grad Teach Assist-Instructor	Hire Temp Appointment	2212.00	22-JAN-18
Kanbi Knippling	SS7836 00	student hrly Library Tech	Hire Temp Appointment	5760.00	16-JAN-18
Chelsea Knupe	SE6793 00	Temporary Clinical Assistant	Hire Temp Appointment	3000.00	22-JAN-18
Jaclynn Knutson	AS9130 01	student hrly Field & Lab Asst.	Hire Temp Appointment	5160.00	04-DEC-17

Jaclynn Knutson	AS9130 02	student hrly Field & Lab Asst.	Hire Temp Appointment	5280.00	22-JAN-18
Woo Jin Koh	SS8037 00	student hrly Facility Worker	Hire Temp Appointment	4248.00	22-JAN-18
Samuel Koisti	AS9201 02	student hrly Field & Lab Asst.	Hire Temp Appointment	5280.00	22-DEC-17
Tanya Kokesh	SE6793 02	Temporary Clinical Assistant	Hire Temp Appointment	10955.00	22-JAN-18
Lingqi Kong	SG7112 03	Graduate Research Assistant	Hire Temp Appointment	21532.00	22-DEC-17
Kevy Konyonenbelt	SS7721 00	student hrly Tutor	Hire Temp Appointment	4560.00	22-JAN-18
Kelci Kooistra	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4248.00	22-DEC-17
Mammen Korah	SS7629 00	student hrly Patrol Officer	Hire Temp Appointment	4680.00	31-JAN-18
Mammen Korah	SS8548 05	student hrly State Tech	Hire Temp Appointment	5184.00	03-JAN-18
Mammen Korah	SS8548 06	student hrly Union Manager	Hire Temp Appointment	5304.00	03-JAN-18
Devin Kortan	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Lori Korzeniewski	SE6793 02	Temporary Clinical Assistant	Hire Temp Appointment	7303.00	22-JAN-18
Abdoul Aziz Kouanda	SG7824 03	Graduate Research Assistant	Hire Temp Appointment	19681.00	08-JAN-18
Kimberly Koupal	SS7601 00	student hrly Assistant Teacher	Hire Temp Appointment	5280.00	08-JAN-18
Caleb Kragenbring	SS7596 00	student hrly Call Center Asst.	Hire Temp Appointment	4248.00	08-JAN-18
Caleb Kragenbring	SW9473 00	WS Call Center Assist	Hire Temp Appointment	4248.00	22-JAN-18
Rebecca Krause	SW9509 00	WS Scene Shop Assist	Hire Temp Appointment	4248.00	19-JAN-18
Joseph Kretchman	AS9148 00	student hrly Fisheries Tech	Hire Temp Appointment	4800.00	01-NOV-17
Macey Kriens	SS7812 00	student hrly Meat Lab	Hire Temp Appointment	4248.00	22-JAN-18
Molly Kroeger	SS7728 00	student hrly Research Assist	Hire Temp Appointment	4248.00	23-JAN-18
Samuel Krueger	SS7669 00	student hrly DSGN 152 Assist	Hire Temp Appointment	5280.00	22-DEC-17
Brittany Kruger	SS7707 01	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Uday Kshatriya	SS8023 02	student hrly Custodial	Hire Temp Appointment	4800.00	09-JAN-18
Jeffrey Kurtz	SS7854 00	student hrly Break Staff	Hire Temp Appointment	4800.00	15-DEC-17
Riley Kurtz	SS7845 00	student hrly IM Official	Hire Temp Appointment	4248.00	30-JAN-18
McKinley Lain	SS7928 00	student hrly CA Break Coverage	Hire Temp Appointment	4800.00	14-DEC-17
Rajitha Lamahewa	SS7944 00	student hrly CA Break Coverage	Hire Temp Appointment	4800.00	21-NOV-17
Anah Lamb	SS7988 00	student hrly OA Break Coverage	Hire Temp Appointment	4800.00	20-NOV-17
Charles Lamb	SS7844 00	student hrly Aviation Trainer	Hire Temp Appointment	8280.00	22-DEC-17
London Lambert	SS7799 02	stdnt hrly Climbing Wall Suprv	Hire Temp Appointment	4320.00	11-JAN-18
Kassidy Larsen	SS7720 00	Student Event Parking	Hire Temp Appointment	385.00	22-OCT-17
Kassidy Larsen	SS7720 00	Student Event Parking	Hire Temp Appointment	345.00	22-NOV-17
Kassidy Larsen	SS7720 01	student hrly Event Parking	Hire Temp Appointment	70.00	22-DEC-17
Kassidy Larsen	SS7720 01	student hrly Event Parking	Hire Temp Appointment	315.00	22-JAN-18
Kassidy Larsen	SS7913 00	student hrly Parking Services	Hire Temp Appointment	4800.00	08-JAN-18
Allison Larson	SW9472 00	WS Office Assist	Hire Temp Appointment	4800.00	08-JAN-18
Martee Larson	AS9124 00	student hrly Research Assist	Hire Temp Appointment	4152.00	01-NOV-17
Sylvia Larson	SS7707 01	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Kyle Laveau	SS7812 00	student hrly Meat Lab	Hire Temp Appointment	4248.00	08-JAN-18
Megan Lavergne	SS8765 00	student hrly Driver	Hire Temp Appointment	4248.00	22-JAN-18
Mayowa Lawal	SS8023 00	student hrly Custodian	Hire Temp Appointment	4152.00	14-DEC-17
Justin LeClaire	SS7844 00	student hrly Aviation Trainer	Hire Temp Appointment	8280.00	22-DEC-17
Tyler Lebeda	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Nicolette Lecy	SS7904 00	student hrly CA Break Coverage	Hire Temp Appointment	4800.00	14-DEC-17
Ashley Lefdal	SS8765 00	student hrly Driver	Hire Temp Appointment	4248.00	24-JAN-18
Eyasu Legesse	SS8023 00	student hrly Custodial	Hire Temp Appointment	5040.00	04-DEC-17
Melissa Lehr	SE6796 00	Temporary Clinical Assistant	Hire Temp Appointment	2660.00	22-JAN-18
David Leiferman	SG7922 00	Grad Teach Assist-Instructor	Hire Temp Appointment	3837.44	22-JAN-18
Mason Leiseth	SG7915 00	Grad Teach Assist-Instructor	Hire Temp Appointment	2890.00	22-JAN-18
Jessica Letcher	SW9828 00	WS Tutor	Hire Temp Appointment	5760.00	15-FEB-18
Samantha Letcher	SW9828 02	WS America Reads Tutor	Hire Temp Appointment	5760.00	15-JAN-18
Hailey Letellier	SS7911 01	student hrly Lab Assist	Hire Temp Appointment	4248.00	08-JAN-18
Alicia Levesque	SS7841 00	student hrly Research Student	Hire Temp Appointment	7200.00	22-OCT-17
Amanda Lewandowski	SS8233 00	student hrly Orientation	Hire Temp Appointment	4248.00	01-FEB-18
Nicole Lewandowski	SS7810 00	student hrly DTS Tech	Hire Temp Appointment	4320.00	05-DEC-17
Jiachen Li	SS7808 00	student hrly Programmer	Hire Temp Appointment	4320.00	27-OCT-17
Jared Lindgren	SS8548 01	student hrly State Tech	Hire Temp Appointment	5136.00	03-JAN-18
Tyler Lindgren	SS8548 06	student hrly State Tech Mngr	Hire Temp Appointment	5928.00	03-JAN-18
Tanya Llanque	SE6253 00	Temporary Nurse Practitioner	Hire Temp Appointment	7798.50	20-FEB-18
Victor Lobato Da Silva Costa	SS8375 01	student hrly Site Supervisor	Hire Temp Appointment	4248.00	02-JAN-18
Victor Lobato Da Silva Costa	SS8375 02	student hrly IM Supervisor	Hire Temp Appointment	4248.00	02-JAN-18
Miranda Ludemann	SS7993 01	student hrly PhoneJack	Hire Temp Appointment	4416.00	02-JAN-18
Alexander Luke	SS7723 01	student hrly CA Break Coverage	Hire Temp Appointment	4800.00	22-NOV-17
Rick Lund	SS7845 00	student hrly IM Official	Hire Temp Appointment	4248.00	18-JAN-18
Courtney Lusk	SS8007 03	student hrly Info Exch Attd.	Hire Temp Appointment	5184.00	06-JAN-18
Anjun Ma	AG9760 00	Graduate Research Assistant	Hire Temp Appointment	1212.68	22-DEC-17
Mariangel Machado Gimenez	SS9793 02	student hrly PhoneJack	Hire Temp Appointment	4425.60	02-JAN-18
Miranda Mack	SS8143 00	Grand Pooba	Hire Temp Appointment	250.00	22-JAN-18

Harrie Mahalingam	SS7937 00	student hrly CA Break Coverage	Hire Temp Appointment	4800.00	20-NOV-17
Manuja Mahanama	SS8037 00	student hrly Facility Worker	Hire Temp Appointment	4152.00	18-DEC-17
Rupak Mahat	SG9015 01	Graduate Research Assistant	Hire Temp Appointment	4815.00	22-DEC-17
Sean Maher	SS7917 01	student hrly Learning Assist	Hire Temp Appointment	4800.00	22-JAN-18
Melissa Malakowsky	SS7707 01	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Mallory Malecek	AW9735 00	WS Research Tech	Hire Temp Appointment	5280.00	22-JAN-18
Rohit Mali	SS7917 00	student hrly Learning Assist	Hire Temp Appointment	4800.00	22-JAN-18
Lilianna Mallak	SS7707 01	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Adam Manderfeld	SS7787 07	student hrly Christmas Crew	Hire Temp Appointment	7440.00	23-DEC-17
Sarah Manderfeld	SS7887 00	student hrly Note Taker	Hire Temp Appointment	4800.00	15-JAN-18
Dustin Manzey	SW9499 00	WS Admin Assist	Hire Temp Appointment	4248.00	08-JAN-18
Steven Marienau	SS8749 00	student hrly PAC Assist	Hire Temp Appointment	4320.00	30-JAN-18
Cesar Marin Rodriguez	SS7669 00	student hrly Winter Clean-up	Hire Temp Appointment	5280.00	22-DEC-17
Richard Marlier	SS9793 00	student hrly PhoneJack	Hire Temp Appointment	4320.00	11-JAN-18
Justin Marsland	SS8548 01	student hrly State Tech	Hire Temp Appointment	5136.00	03-JAN-18
Shadai Martin	SG8015 01	Graduate Research Assistant	Hire Temp Appointment	7575.95	22-DEC-17
Jessica Martinez	SS8474 00	student hrly Equestrian Barn	Hire Temp Appointment	4200.00	22-NOV-17
Ann Matheny	SE6708 08	Temporary Clinical Assistant	Hire Temp Appointment	153.84	22-OCT-17
Ann Matheny	SE6708 09	Temporary Clinical Assistant	Hire Temp Appointment	1700.00	22-JAN-18
George Mathew	SS8548 05	student hrly State Tech Coord.	Hire Temp Appointment	5448.00	03-JAN-18
Sibyl Mathew	SG7916 01	Grad Teach Assist-Instructor	Hire Temp Appointment	2900.00	22-JAN-18
Abby Mathiason	SS8233 00	student hrly Orientation	Hire Temp Appointment	4248.00	01-FEB-18
Elizabeth Matson	SS7836 00	student hrly Library Tech	Hire Temp Appointment	5760.00	16-JAN-18
Mackenzie Mattern	AS9217 03	student hrly Biological Tech	Hire Temp Appointment	6000.00	22-DEC-17
Gage Matzen	SS7799 00	student hrly Climbing Wall	Hire Temp Appointment	4152.00	01-NOV-17
Broc Mauch	ES9801 00	student hrly Teaching Assist	Hire Temp Appointment	4248.00	01-JAN-18
Nickolas Mauer	SS8765 00	student hrly Driver	Hire Temp Appointment	4152.00	23-OCT-17
Kyla Mauk	SS7713 00	student hrly Office Assist	Hire Temp Appointment	4800.00	30-OCT-17
Emily Mauss	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Arman Mazumdar	SS8023 00	student hrly Custodial	Hire Temp Appointment	5040.00	04-DEC-17
Meldy Mbuyi	SS7691 03	student hrly Custodial	Hire Temp Appointment	4920.00	22-DEC-17
Adam McCarthy	AS9151 00	student hrly Teaching Assist	Hire Temp Appointment	4800.00	12-JAN-18
Sarah McClure	SS7944 00	student hrly CA Break Coverage	Hire Temp Appointment	4800.00	13-DEC-17
Kaitlyn McCracken	SS7756 01	student hrly Member Services	Hire Temp Appointment	4152.00	10-DEC-17
Riley McCrea	SS7878 01	student hrly Operations Mngr	Hire Temp Appointment	4800.00	14-NOV-17
Riley McCrea	SS7878 02	student hrly Special Events	Hire Temp Appointment	6240.00	22-DEC-17
Lauren McCreery	SS8765 00	student hrly Driver	Hire Temp Appointment	4248.00	01-FEB-18
Cole McGehee	SS8375 00	student hrly Site Supervisor	Hire Temp Appointment	4248.00	02-JAN-18
Cole McGehee	SS8375 01	student hrly IM Supervisor	Hire Temp Appointment	4248.00	02-JAN-18
Hannah McIlravy	SG6030 00	Graduate Admin Assistant	Hire Temp Appointment	11856.00	22-JAN-18
Landry McIntosh	SW9471 00	WS Office Assist	Hire Temp Appointment	4320.00	29-JAN-18
Jeffrey McKee	SS8861 00	Student Hourly-Tech Fellow	Hire Temp Appointment	7272.00	08-JAN-18
Sophie McKee	SS8233 00	student hrly Orientation Lead	Hire Temp Appointment	4248.00	01-FEB-18
Samantha McKenna Brummer	SS7944 00	student hrly CA Break Coverage	Hire Temp Appointment	4800.00	21-NOV-17
Mark McLaughlin	SS7605 00	student hrly Project Work	Hire Temp Appointment	4320.00	17-JAN-18
Madison McLaury	SS7751 00	student hrly Tutor	Hire Temp Appointment	4248.00	08-JAN-18
Madison McLaury	SS8233 00	student hrly Orientation	Hire Temp Appointment	4248.00	01-FEB-18
Madison McLaury	SW9530 00	WS Tutor	Hire Temp Appointment	4248.00	18-JAN-18
Miranda McMullen	SS8007 06	student hrly Info Exch Mngr	Hire Temp Appointment	5688.00	03-JAN-18
Torri McVey	SS8704 01	student hrly Digital Designer	Hire Temp Appointment	4248.00	17-JAN-18
Torri McVey	SS8704 02	student hrly Digital Designer	Hire Temp Appointment	4248.00	22-JAN-18
Torri McVey	SW9503 00	WS Museum Aide	Hire Temp Appointment	4800.00	29-JAN-18
Hunter Mees	SS8375 00	student hrly Site Supervisor	Hire Temp Appointment	4248.00	02-JAN-18
Hunter Mees	SS8375 01	student hrly IM Supervisor	Hire Temp Appointment	4248.00	02-JAN-18
Jason Mehlhaf	SS7707 01	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Riley Mehlhaf	SS8765 02	student hrly Driver	Hire Temp Appointment	4152.00	13-NOV-17
Charmil Meishery	SS8548 03	student hrly Union Manager	Hire Temp Appointment	5304.00	03-JAN-18
Nicholas Meixell	SS7894 00	student hrly Driver	Hire Temp Appointment	5760.00	01-FEB-18
Devon Melillo	SS8044 01	student hrly Driver	Hire Temp Appointment	4800.00	07-FEB-18
Paul Melino	SG7915 00	Grad Teach Assist-Instructor	Hire Temp Appointment	5780.00	22-JAN-18
Paul Melino	SS7792 03	student hrly Lab Assist	Hire Temp Appointment	6720.00	22-DEC-17
Adam Melstrom	SS7622 06	student hrly Baseball Camp	Hire Temp Appointment	8640.00	13-JAN-18
Lydia Meredith	AW9736 00	WS Plant Worker	Hire Temp Appointment	4152.00	01-DEC-17
Paul Mesner	SS7707 01	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Emily Metzger	SS8093 01	student hrly Blueprint Design	Hire Temp Appointment	5136.00	03-JAN-18
Gloria Meyer	SE6708 05	Temporary Clinical Assistant	Hire Temp Appointment	3092.00	22-JAN-18
Zulema Meza	SW9504 00	WS Spanish Assist	Hire Temp Appointment	4320.00	22-JAN-18
Ryan Michel	SS7917 04	student hrly Research Assist	Hire Temp Appointment	4800.00	03-JAN-18

Ryan Michel	SS7917 05	student hrly Learning Assist	Hire Temp Appointment	4800.00	22-JAN-18
Brok Miller	ES9801 00	student hrly Teaching Assist	Hire Temp Appointment	4248.00	01-JAN-18
Drue Miller	SS7862 01	student hrly Teaching Assist	Hire Temp Appointment	4248.00	22-JAN-18
Drue Miller	SS7862 02	student hrly Teaching Assist	Hire Temp Appointment	4248.00	22-DEC-17
Kelsey Miller	SS7629 00	student hrly Patrol Officer	Hire Temp Appointment	4680.00	31-JAN-18
Lindsay Miller	SS7879 00	stdnt hrly Group Fitness Cert.	Hire Temp Appointment	4320.00	06-FEB-18
Dorinda Mills	SE6793 04	Temporary Clinical Assistant	Hire Temp Appointment	6000.00	22-JAN-18
Emily Mitchell	AG8016 00	Graduate Research Assistant	Hire Temp Appointment	19369.00	01-JAN-18
Mukesh Mithrakumar	SS7720 00	student hrly Event Parking	Hire Temp Appointment	220.00	22-OCT-17
Mukesh Mithrakumar	SS7720 00	student hrly Event Parking	Hire Temp Appointment	320.00	22-NOV-17
Mukesh Mithrakumar	SS7917 05	student hrly Physics Assist	Hire Temp Appointment	4800.00	22-JAN-18
Mukesh Mithrakumar	SS8023 02	student hrly Custodian	Hire Temp Appointment	4152.00	13-DEC-17
Mukesh Mithrakumar	SS8688 01	student hrly Union Set-Up Crew	Hire Temp Appointment	5112.00	22-DEC-17
Makayla Moate	SS7720 00	student hrly Event Parking	Hire Temp Appointment	110.00	22-OCT-17
Makayla Moate	SS7720 00	student hrly Event Parking	Hire Temp Appointment	160.00	22-NOV-17
Julia Mochel	SS8088 00	Community Assistant	Hire Temp Appointment	8.00	22-DEC-17
Alana Moe	SS8543 00	student hrly Sales Clerk	Hire Temp Appointment	5040.00	23-OCT-17
Muhammad Naquiuddin Mohamad Fua	SS8474 01	student hrly Equestrian Barn	Hire Temp Appointment	4248.00	22-NOV-17
Mohamed Rishard Mohamed Rameez	SS7928 00	student hrly CA Break Coverage	Hire Temp Appointment	4800.00	14-DEC-17
Mohammad Sadman Sakib Mojumder	SG7915 00	Grad Teach Assist-Instructor	Hire Temp Appointment	5663.00	22-JAN-18
Genissa Mondesir	SW9504 00	WS Language Assist	Hire Temp Appointment	4320.00	13-FEB-18
Benjamin Mooney	AS9177 00	student hrly Field & Lab Asst.	Hire Temp Appointment	4320.00	13-NOV-17
Danielle Moran	SS7598 00	student hrly Project Assist	Hire Temp Appointment	4800.00	22-JAN-18
Brenna Morgan	SS7834 00	student hrly HP Office Assist	Hire Temp Appointment	4248.00	05-FEB-18
Andrew Moritko	SS7934 08	student hrly Research 3F6648	Hire Temp Appointment	5280.00	01-NOV-17
Eugene Morley	SS7678 01	student hrly Facilities	Hire Temp Appointment	4800.00	22-DEC-17
Kahlen Morris	SS7664 00	student hrly Fink Research	Hire Temp Appointment	5280.00	22-DEC-17
Natalie Morris	SS7750 00	student hrly Peer Mentor	Hire Temp Appointment	4248.00	08-JAN-18
Kayla Moss	SS8075 00	Community Assistant	Hire Temp Appointment	8.00	22-DEC-17
Joseph Mrnak	AG8004 00	Graduate Research Assistant	Hire Temp Appointment	19369.00	22-JAN-18
Joseph Mrnak	SG7989 00	Grad Teach Assist-Instructor	Hire Temp Appointment	1186.00	22-JAN-18
Aaron Muehler	AS9158 00	student hrly Lab Tech	Hire Temp Appointment	5280.00	05-FEB-18
Shane Mueller	AS9216 00	student hrly Feedlot Worker	Hire Temp Appointment	4248.00	22-NOV-17
Dalton Mullen	SS8093 01	student hrly Blueprint Design	Hire Temp Appointment	5256.00	03-JAN-18
Erin Mullen	SS7607 00	student hrly Athletics Assist	Hire Temp Appointment	4320.00	07-FEB-18
Kaylee Muller	SS8765 01	student hrly Driver	Hire Temp Appointment	4152.00	23-OCT-17
Jin Mun	SG6832 01	Grad Teach Assist-Instructor	Hire Temp Appointment	3852.00	22-JAN-18
Prateek Munankarmi	SG9650 00	Graduate Research Assistant	Hire Temp Appointment	4815.00	22-DEC-17
Angel Munoz	SS7844 00	student hrly Aviation Trainer	Hire Temp Appointment	8280.00	08-FEB-18
Macy Murren	AS9158 00	student hrly Lab Tech	Hire Temp Appointment	5280.00	05-FEB-18
Sydney Myears	SW9527 01	WS Office Assist	Hire Temp Appointment	4320.00	22-JAN-18
Elizabeth Nagel	SG9870 02	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-DEC-17
Eric Nagel	SG7799 04	Grad Teach Assist-Instructor	Hire Temp Appointment	15772.00	22-DEC-17
Jay Naoom	SE6708 00	Temporary Clinical Assistant	Hire Temp Appointment	4660.00	22-JAN-18
Hunter Nedland	SG7728 03	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-DEC-17
Rhiannon Nedland	SG6039 00	Grad Teach Assist-Instructor	Hire Temp Appointment	3234.00	22-JAN-18
Logan Negus	SS8548 07	student hrly Equip. Manager	Hire Temp Appointment	5928.00	03-JAN-18
Neha Neha	AG9741 03	Graduate Research Assistant	Supplemental Appointment	300.00	22-JAN-18
Owen Nelsen	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Sarah Nelsen	SG9860 00	Grad Teach Assist-Instructor	Hire Temp Appointment	6339.00	22-DEC-17
Adam Nelson	SS8688 01	student hrly Union Set-Up Crew	Hire Temp Appointment	5136.00	03-JAN-18
Josie Nelson	SS8704 00	student hrly Visual Editor	Hire Temp Appointment	4248.00	17-JAN-18
Sheila Ness	SE6708 11	Temporary Clinical Assistant	Hire Temp Appointment	442.29	22-JAN-18
Jonathan Neswick	SS7707 01	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Ryan Neumann	SS8548 01	student hrly State Tech	Hire Temp Appointment	5112.00	01-NOV-17
Surendra Neupane	SG7742 02	Grad Teach Assist-Instructor	Hire Temp Appointment	15951.00	22-DEC-17
Ryan Neville	SS7928 01	student hrly CA Break Coverage	Hire Temp Appointment	4800.00	20-NOV-17
Henry Neyens	AS9213 01	student hrly Greenhouse Asst.	Hire Temp Appointment	5760.00	22-DEC-17
Ngoc Tuong Anh Nguyen	SS9793 00	student hrly PhoneJack	Hire Temp Appointment	4320.00	02-JAN-18
Morea Nichols	SS8084 00	Community Assistant	Hire Temp Appointment	8.00	22-DEC-17
Brady Nicolaus	SS7820 00	student hrly Production Assist	Hire Temp Appointment	4800.00	11-JAN-18
Cody Nielsen	SS8147 00	student hrly Lab Assist	Hire Temp Appointment	7200.00	08-JAN-18
Stacie Nielsen	SE6708 06	Temporary Clinical Assistant	Hire Temp Appointment	3000.00	22-JAN-18
William Noll	SS8749 00	student hrly PAC Assist	Hire Temp Appointment	4320.00	28-NOV-17
Hannah Noonan	AS9210 00	student hrly Farm Worker	Hire Temp Appointment	4800.00	14-NOV-17
Taryn Northrup	SS8861 00	Student Hourly-Tech Fellow	Hire Temp Appointment	7272.00	14-FEB-18
Trevor Novotny	SW9831 00	WS Ground Crew	Hire Temp Appointment	4200.00	01-NOV-17
Kate Nugteren	SS7671 02	student hrly FRN Support	Hire Temp Appointment	4848.00	05-JAN-18

Jared Nurnberger	SS7669 00	student hrly Class Assist	Hire Temp Appointment	5280.00	22-DEC-17
Karli O'Connor	SS8375 00	student hrly Site Supervisor	Hire Temp Appointment	4248.00	02-JAN-18
Karli O'Connor	SS8375 01	student hrly IM Supervisor	Hire Temp Appointment	4248.00	02-JAN-18
Temitope Odeleye	SS7720 00	student hrly Event Parking	Hire Temp Appointment	230.00	22-OCT-17
Temitope Odeleye	SS7720 00	student hrly Event Parking	Hire Temp Appointment	320.00	22-NOV-17
Temitope Odeleye	SS7720 01	student hrly Event Parking	Hire Temp Appointment	70.00	22-DEC-17
Temitope Odeleye	SS7871 02	student hrly Custodial	Hire Temp Appointment	4800.00	12-FEB-18
Sadie Odenbrett	SS8233 00	student hrly Orientation Lead	Hire Temp Appointment	4248.00	01-FEB-18
Asuka Ohno	SS7904 00	student hrly CA Break Coverage	Hire Temp Appointment	4800.00	14-DEC-17
Olamide Ojedokun	SS7691 00	student hrly Custodial	Hire Temp Appointment	4800.00	30-NOV-17
Olamide Ojedokun	SS7691 01	student hrly Custodial	Hire Temp Appointment	4800.00	22-DEC-17
Sandeep Ojha	SG7573 00	Grad Teach Assist-Instructor	Hire Temp Appointment	2889.37	22-JAN-18
Julia Okerman	SS7707 01	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Casey Olson	SE6796 04	Temporary Clinical Assistant	Hire Temp Appointment	2000.00	22-JAN-18
Olivia Olson	SS7707 01	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Olivia Olson	SS7928 00	student hrly CA Break Coverage	Hire Temp Appointment	4800.00	20-NOV-17
Dorcas Omilabu	SS7669 00	student hrly CNC Operation	Hire Temp Appointment	5280.00	22-JAN-18
Cassandra Onnen	SS8044 00	student hrly Driver	Hire Temp Appointment	4800.00	07-FEB-18
George Opoku-Kusi	SG7798 04	Graduate Research Assistant	Hire Temp Appointment	8762.20	22-DEC-17
Morgan Orel	SE4517 00	Temp Communications Specialist	Hire Temp Appointment	28162.66	01-NOV-17
Morgan Orel	SS8447 02	student hrly Dispatch	Hire Temp Appointment	6499.20	08-JAN-18
Bremansu Osa-Andrews	SG7799 04	Grad Teach Assist-Instr-9 mth	Hire Temp Appointment	15772.00	22-DEC-17
Katherine Osterman	SE6609 00	Temporary Clinical Assistant	Hire Temp Appointment	7340.00	22-JAN-18
Katie Osterman	SE6609 00	Temporary Clinical Assistant	Hire Temp Appointment	7340.00	22-JAN-18
Trevor Ostlund	SS7707 01	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Trevor Ostlund	SW9530 00	WS Tutor	Hire Temp Appointment	4248.00	09-JAN-18
Cherryl Ouma	SS7686 01	student hrly Project Assist	Hire Temp Appointment	4800.00	15-DEC-17
Tolulope Oyeniyi	SS7669 03	student hrly ARCH 101 Assist	Hire Temp Appointment	5280.00	26-DEC-17
Justin Pabst	SW9499 00	WS Dispatch	Hire Temp Appointment	5760.00	12-FEB-18
Gourav Padol	SS7787 00	student hrly Farm Crew	Hire Temp Appointment	4800.00	16-DEC-17
Gourav Padol	SS7787 01	student hrly Holiday Farm Crew	Hire Temp Appointment	5280.00	16-DEC-17
Victoria Pagel	SW9473 00	WS Call Center Assist	Hire Temp Appointment	4248.00	08-JAN-18
Miranda Painter	AS9210 00	student hrly Brake Farm Worker	Hire Temp Appointment	4800.00	22-NOV-17
Sumadhuri Pamarthi	SG8015 01	Graduate Research Assistant	Hire Temp Appointment	4509.00	22-DEC-17
Sonali Pandey	SG7799 00	Grad Teach Assist-Instr-9 mth	Hire Temp Appointment	15772.00	22-DEC-17
Sujan Parajuli	SG7922 03	Grad Teach Assist-Instructor	Hire Temp Appointment	4797.00	22-DEC-17
Josie Parry	SS7601 00	student hrly Assoc. Teacher	Hire Temp Appointment	6720.00	06-DEC-17
Makalely Parsons	SE6793 05	Temporary Clinical Assistant	Hire Temp Appointment	2000.00	22-JAN-18
Viraj Patel	SS8548 04	student hrly State Tech	Hire Temp Appointment	5208.00	03-JAN-18
Ramya Mitra Patnam Damodaram	SS8023 02	student hrly Custodian	Hire Temp Appointment	4296.00	24-DEC-17
Bo Patterson	SS7844 00	student hrly Aviation Trainer	Hire Temp Appointment	8280.00	27-NOV-17
Priti Paudyal	SG9650 01	Graduate Research Assistant	Hire Temp Appointment	3852.00	22-DEC-17
Abigail Paul	SS9793 01	student hrly PhoneJack	Hire Temp Appointment	4435.20	02-JAN-18
Kathryn Paulson	SS9793 00	student hrly Phonejack	Hire Temp Appointment	4320.00	09-NOV-17
Candace Pedersen	SS7707 01	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Connor Pedersen	SS7707 01	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Allison Pederson	SE6708 04	Temporary Clinical Assistant	Hire Temp Appointment	2660.00	22-JAN-18
Heath Pederson	SG8008 01	Graduate Research Assistant	Hire Temp Appointment	2773.80	22-JAN-18
Heath Pederson	SG9873 00	Grad Teach Assist-Instructor	Hire Temp Appointment	2889.37	22-JAN-18
Mariah Pederson	SG7702 00	Graduate Admin Assistant	Hire Temp Appointment	16897.67	08-JAN-18
Lucas Pereira	SG7915 02	Grad Teach Assist-Instructor	Hire Temp Appointment	2890.00	22-JAN-18
Chloe Person	SS7820 00	student hrly Production Assist	Hire Temp Appointment	4800.00	11-JAN-18
Chase Petersen	SS7664 00	student hrly Fink Research	Hire Temp Appointment	5280.00	22-DEC-17
Cozette Petersen	SE6793 02	Temporary Clinical Assistant	Hire Temp Appointment	4000.00	22-JAN-18
Joshua Peterson	SS7593 00	student hrly Data Processing	Hire Temp Appointment	4320.00	08-JAN-18
Maggie Peterson	SS8233 00	student hrly Orientation Lead	Hire Temp Appointment	4248.00	01-FEB-18
Samuel Peterson	SS8091 00	Community Assistant	Hire Temp Appointment	8.00	22-DEC-17
Shanae Peterson	SW9572 00	WS Office Assist	Hire Temp Appointment	4152.00	22-NOV-17
Amanda Petrik	SE6761 00	Temporary Clinical Assistant	Hire Temp Appointment	4660.00	22-OCT-17
Levi Pfeil	SS7669 00	student hrly Class Assist	Hire Temp Appointment	5280.00	22-DEC-17
Latoya Phillipe	SE6793 03	Temporary Clinical Assistant	Hire Temp Appointment	5340.00	22-JAN-18
Keanu Phumipraphat	SS7739 00	student hrly Marketing Assist	Hire Temp Appointment	4320.00	08-JAN-18
Jamila Pickett	SS7605 00	student hrly Data Entry	Hire Temp Appointment	4320.00	22-OCT-17
Jacob Pickthorn	SS8375 00	student hrly Facility Attend.	Hire Temp Appointment	4152.00	25-OCT-17
Pierce Plucker	AS9174 00	student hrly Research Assist	Hire Temp Appointment	5280.00	22-OCT-17
Andrew Poepping	SS8704 01	student hrly Sound Director	Hire Temp Appointment	4248.00	17-JAN-18
Henry Pohlmeier	SS7879 00	student hrly Group Fitness NC	Hire Temp Appointment	4248.00	06-FEB-18
Jyotshna Pokharel	SG7801 00	Graduate Research Assistant	Hire Temp Appointment	480.00	22-DEC-17

Jharna Pokhrel	SS7635 00	student hrly Grader EM 214	Hire Temp Appointment	6720.00	08-JAN-18
Martin Popowski	SS8548 02	student hrly State Tech	Hire Temp Appointment	5184.00	03-JAN-18
Cassie Pospishil	SG9747 01	Grad Teach Assist-Instructor	Hire Temp Appointment	3859.00	22-JAN-18
Lura Poyner	SS7927 00	student hrly Office Assist	Hire Temp Appointment	4800.00	21-NOV-17
Brooklyn Pratt	SG7750 00	Grad Teach Assist-Instructor	Hire Temp Appointment	3929.60	22-JAN-18
Kayla Preheim	SS8007 01	student hrly Info Exch Attd.	Hire Temp Appointment	5136.00	06-JAN-18
Alexandra Preszler	AS9166 00	student hrly Lab Assist	Hire Temp Appointment	4320.00	06-NOV-17
Charles Pugsley	SE6609 00	Temporary Clinical Assistant	Hire Temp Appointment	967.69	22-JAN-18
Travis Pundsack	SS7689 02	student hrly Facilities Assist	Hire Temp Appointment	4920.00	22-DEC-17
Georgiale Quail	SW9587 01	WS Office/Even Assist	Hire Temp Appointment	4680.00	22-OCT-17
Kari Quail	SE6708 00	Temporary Clinical Assistant	Hire Temp Appointment	4660.00	22-JAN-18
Nowshad Qurashi Prantho	SS9793 01	student hrly PhoneJack	Hire Temp Appointment	4406.40	02-JAN-18
Kennedy Raap	SS8548 02	student hrly Union Manager	Hire Temp Appointment	5304.00	03-JAN-18
Shelby Rachel	SS7595 00	student hrly Research Assist	Hire Temp Appointment	6600.00	10-JAN-18
Mohamed Radoui	SS9793 04	student hrly PhoneJack	Hire Temp Appointment	4641.60	11-JAN-18
Alanna Ragle	SS7851 00	student hrly Hiring Committee	Hire Temp Appointment	4320.00	22-JAN-18
Paul Rahim	SS7691 00	student hrly Custodial	Hire Temp Appointment	7104.00	22-JAN-18
Shahariar Rahman	SS7738 00	student hrly Stockroom Help	Hire Temp Appointment	4800.00	02-JAN-18
Shahariar Rahman	SS7854 00	student hrly Break Staff	Hire Temp Appointment	4800.00	15-DEC-17
Prateek Rai	SS8688 01	student hrly Union Set-Up Crew	Hire Temp Appointment	5136.00	03-JAN-18
Teerath Singh Rai	AG7003 00	Graduate Research Assistant	Hire Temp Appointment	21629.00	08-JAN-18
Bipin Rajpurohit	AS9194 01	student hrly IDIP Lab Assist	Hire Temp Appointment	5280.00	22-DEC-17
Sarah Raml	SE6708 10	Temporary Clinical Assistant	Hire Temp Appointment	153.84	22-OCT-17
Sarah Raml	SE6708 11	Temporary Clinical Assistant	Hire Temp Appointment	2598.20	22-JAN-18
H Kottegoda G H Ranaweera	SS8037 00	student hrly Facility Worker	Hire Temp Appointment	4800.00	18-DEC-17
H Kottegoda G H Ranaweera	SS8090 00	Community Assistant	Hire Temp Appointment	8.00	22-DEC-17
Sydney Randall	SG8024 00	Graduate Admin Assistant	Hire Temp Appointment	10191.60	17-JAN-18
Hope Rasmussen	SS7798 00	student hrly Food Lab Assist	Hire Temp Appointment	4320.00	08-JAN-18
Lisa Rasmussen	SS7887 00	student hrly Note Taker	Hire Temp Appointment	4800.00	09-JAN-18
Da'Kayla Ratliff	SS9793 00	student hrly PhoneJack	Hire Temp Appointment	4320.00	11-JAN-18
Jaclyn Rauen	SE6708 11	Temporary Clinical Assistant	Hire Temp Appointment	4000.00	22-JAN-18
Alexandra Rausch	SS7669 00	student hrly Assistant	Hire Temp Appointment	5280.00	22-DEC-17
Mohammed Real	SS7913 00	student hrly Parking Services	Hire Temp Appointment	4800.00	08-JAN-18
Shashikanth Reddy	AS9188 00	student hrly Lab Assist	Hire Temp Appointment	4800.00	08-NOV-17
Beth Reeves	AS9144 00	student hrly Farm Worker	Hire Temp Appointment	4320.00	05-FEB-18
Abby Reiner	AS9216 00	student hrly Farm Worker	Hire Temp Appointment	4248.00	22-DEC-17
Craig Reiter	SS7944 01	student hrly CA Break Coverage	Hire Temp Appointment	4800.00	13-DEC-17
Megan Reitsma	SE4498 00	Temp Event Parking	Hire Temp Appointment	160.00	22-NOV-17
Quinn Remmers	SS7707 01	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Weston Ricard	SS7787 00	student hrly Farm Crew	Hire Temp Appointment	4800.00	22-JAN-18
Weston Ricard	SS7787 01	student hrly Farm Crew Holiday	Hire Temp Appointment	5280.00	22-JAN-18
Dylan Riedl	SS7674 02	student hrly Custodian	Hire Temp Appointment	4920.00	03-JAN-18
Dylan Riedl	SW9475 00	WS Union Custodian	Hire Temp Appointment	4920.00	22-NOV-17
Sandip Rimal	SG7588 01	Graduate Research Assistant	Hire Temp Appointment	15102.00	22-DEC-17
Emireth Rodriguez-Cancino	SS7608 01	student hrly Research Assist	Hire Temp Appointment	6240.00	22-DEC-17
Johanna Roe	AS9210 00	student hrly Farm Worker	Hire Temp Appointment	4800.00	27-NOV-17
Brooke Rogelstad	SS8474 00	student hrly Equestrian Barn	Hire Temp Appointment	4320.00	22-JAN-18
Emily Rogers	AW9747 00	WS Farm Crew	Hire Temp Appointment	4800.00	22-NOV-17
Emily Rogers	AW9747 01	WS Holiday Farm Crew	Hire Temp Appointment	5280.00	22-NOV-17
Daniel Roker	SS7670 00	student hrly Arena Farm Worker	Hire Temp Appointment	4296.00	22-JAN-18
Jay Rolfzen	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Jacob Rost	SS7707 01	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Brendan Roth	SS7670 00	student hrly Farm Worker	Hire Temp Appointment	4296.00	22-JAN-18
Doha Rottluff	SS7879 00	student hrly Lifeguard	Hire Temp Appointment	4320.00	01-DEC-17
Kayla Rounds	SS8657 00	student hrly Office Assist	Hire Temp Appointment	4320.00	22-JAN-18
Ranen Roy	SG7799 03	Grad Teach Assist-Instr-9 mth	Hire Temp Appointment	10622.00	22-DEC-17
Ranen Roy	SG8022 01	Graduate Research Assistant	Hire Temp Appointment	5150.00	22-DEC-17
Tamal Roy	SS7690 00	student hrly Custodial	Hire Temp Appointment	4920.00	22-OCT-17
Tamal Roy	SS7690 01	student hrly Custodial	Hire Temp Appointment	4920.00	22-DEC-17
Brady Rude	SS7751 00	student hrly Tutor	Hire Temp Appointment	4248.00	08-JAN-18
Brady Rude	SS7805 00	student hrly Lab Assist	Hire Temp Appointment	4800.00	17-JAN-18
Taylor Ruen	SS8688 01	student hrly Union Set-Up Crew	Hire Temp Appointment	5112.00	03-JAN-18
George Ruiz	SE6364 01	temporary tutor	Hire Temp Appointment	8416.49	08-JAN-18
Kennedy Ruppert	SS9793 01	student hrly PhoneJack	Hire Temp Appointment	4416.00	02-JAN-18
Samuel Ruppert	SS7661 00	student hrly Grader	Hire Temp Appointment	6720.00	12-FEB-18
Tristen Rush	SS7878 05	student hrly Operations Mngr	Hire Temp Appointment	4800.00	14-NOV-17
Tristen Rush	SS7878 06	student hrly Special Events	Hire Temp Appointment	6240.00	22-DEC-17
Heather Rydell	SE6761 01	Temporary Clinical Assistant	Hire Temp Appointment	2000.00	22-OCT-17



Michelle Rystrom	SE6609 01	Temporary Clinical Assistant	Hire Temp Appointment	660.00	22-JAN-18
Sepideh Sadeghi	SG7577 03	Grad Teach Assist-Instructor	Hire Temp Appointment	1882.75	22-JAN-18
Sepideh Sadeghi	SG7824 04	Graduate Research Assistant	Hire Temp Appointment	14660.00	22-DEC-17
Md Saifur Rahman Saikot	AS9217 03	student hrly Biological Tech	Hire Temp Appointment	4824.00	22-DEC-17
Md Saifur Rahman Saikot	SS9793 01	student hrly PhoneJack	Hire Temp Appointment	4416.00	02-JAN-18
Sruthi Saini	SS8023 00	student hrly Custodial	Hire Temp Appointment	4800.00	04-DEC-17
Vanessa Salas	SS8486 00	student hrly Event Worker	Hire Temp Appointment	4152.00	01-DEC-17
Daniel Sam	AG7037 00	Graduate Research Assistant	Hire Temp Appointment	16543.00	02-JAN-18
Angelina Sampson	SG7799 00	Grad Teach Assist-Instr-9 mth	Hire Temp Appointment	15772.00	22-DEC-17
Miranda Sampson	SS7707 01	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Miranda Sampson	SS8486 00	student hrly Event Worker	Hire Temp Appointment	4248.00	02-FEB-18
Alejandro Sanchez	SS7650 00	student hrly Beef Grant Assist	Hire Temp Appointment	4800.00	22-JAN-18
Sharon Sanchez Ordonez	SS8548 01	student hrly State Tech	Hire Temp Appointment	5136.00	03-JAN-18
Morgan Sandersfeld	SS7805 01	student hrly Lab Assist	Hire Temp Appointment	5040.00	17-JAN-18
Morgan Sandersfeld	SS8167 00	student hrly Office Helper	Hire Temp Appointment	4320.00	08-JAN-18
Brooke Sandmeier	SE6793 01	Temporary Clinical Assistant	Hire Temp Appointment	4000.00	22-JAN-18
Alex Sangwin	AS9131 00	student hrly Testing Seed	Hire Temp Appointment	4248.00	11-JAN-18
Destinie Sargent	SW9499 00	WS STore Assist	Hire Temp Appointment	4320.00	02-FEB-18
Anyesha Sarkar	AG9711 02	Graduate Research Assistant	Hire Temp Appointment	21268.00	07-JAN-18
Emily Sass	SS8765 00	student hrly Driver	Hire Temp Appointment	4152.00	03-NOV-17
Hafidh Satyanto	SS7982 00	student hrly CA Break Coverage	Hire Temp Appointment	4800.00	14-DEC-17
Justine Sauter	SE6708 05	Temporary Clinical Assistant	Hire Temp Appointment	2000.00	22-JAN-18
Beau Schacherer	AW9720 00	WS Farm Worker	Hire Temp Appointment	4272.00	06-FEB-18
Andrew Schaeffer	SS9793 00	student hrly Admin Support	Hire Temp Appointment	4320.00	11-JAN-18
Payton Schafers	SS7878 03	student hrly Operations Mngr	Hire Temp Appointment	4800.00	14-NOV-17
Payton Schafers	SS7878 04	student hrly Special Events	Hire Temp Appointment	6240.00	22-DEC-17
Miah Schallenkamp	SS7664 00	student hrly Fink Research	Hire Temp Appointment	5280.00	22-DEC-17
Logan Schentzel	AS9199 00	student hrly Field Assist	Hire Temp Appointment	6000.00	29-JAN-18
Katie Schlenker	SS7707 01	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Kaitlyn Schmeichel	SS7787 00	student hrly Farm Crew	Hire Temp Appointment	4800.00	22-JAN-18
Kaitlyn Schmeichel	SS7787 01	student hrly Farm Crew Holiday	Hire Temp Appointment	5280.00	22-JAN-18
Kaitlyn Schmeichel	SS8765 00	student hrly Driver	Hire Temp Appointment	4248.00	22-JAN-18
Michelle Schneider	SE6708 05	Temporary Clinical Assistant	Hire Temp Appointment	6000.00	22-JAN-18
Thomas Schneider	SS7877 02	student hrly Classroom Assist	Hire Temp Appointment	7200.00	22-DEC-17
Cole Schock	SS7787 00	student hrly Farm Crew	Hire Temp Appointment	4800.00	01-DEC-17
Cole Schock	SS7787 01	student hrly Holiday Farm Crew	Hire Temp Appointment	5280.00	01-DEC-17
Kara Schoenfeld	SE6708 05	Temporary Clinical Assistant	Hire Temp Appointment	5000.00	22-JAN-18
Brianna Schreurs	SS8704 01	student hrly Managing Editor	Hire Temp Appointment	4248.00	17-JAN-18
Cameron Schroder	SS8704 01	student hrly News Director	Hire Temp Appointment	4248.00	17-JAN-18
Cody Schroeder	SS7787 04	student hrly Christmas Crew	Hire Temp Appointment	8160.00	23-DEC-17
Kyle Schroeder	SS7917 03	student hrly Research	Hire Temp Appointment	4800.00	22-JAN-18
Zachary Schroeder	SS7845 00	student hrly IM Official	Hire Temp Appointment	4248.00	10-JAN-18
Andrea Schubloom	SS7888 00	student hrly Photographer	Hire Temp Appointment	5760.00	22-JAN-18
John Schuh	SS7707 01	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Henry Schultz	AW9747 00	WS Farm Crew	Hire Temp Appointment	4800.00	22-JAN-18
Henry Schultz	AW9747 01	WS Farm Crew Holiday	Hire Temp Appointment	5280.00	22-JAN-18
Carley Schumacher	SS8233 00	student hrly Orientation	Hire Temp Appointment	4248.00	01-FEB-18
Kyle Schwendemann	AS9136 01	student hrly Research Assist	Hire Temp Appointment	4800.00	22-DEC-17
Clayton Scott	SS7596 00	student hrly Call Center Asst.	Hire Temp Appointment	4248.00	08-JAN-18
Clayton Scott	SW9473 00	WS Call Center Assist	Hire Temp Appointment	4248.00	22-JAN-18
Jaylee Sehr	SS8233 00	student hrly Orientation Lead	Hire Temp Appointment	4248.00	01-FEB-18
Umang Selokar	SG7861 00	Graduate Research Assistant	Hire Temp Appointment	3467.00	22-JAN-18
Andrea Severtson	AS9155 00	student hrly Lab Assist	Hire Temp Appointment	4560.00	07-NOV-17
Blair Seymour	SS7720 00	student hrly Event Parking	Hire Temp Appointment	400.00	22-OCT-17
Blair Seymour	SS7720 00	student hrly Event Parking	Hire Temp Appointment	410.00	22-NOV-17
Eman Shams	SG7965 03	Grad Teach Assist-Instructor	Supplemental Appointment	300.00	22-JAN-18
Daniel Sharp	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Maggie Shilvock	SS7988 00	student hrly Office Assist	Hire Temp Appointment	4800.00	14-DEC-17
Aawesh Shrestha	SG7585 00	Graduate Research Assistant	Hire Temp Appointment	3004.00	22-JAN-18
Dinesh Shrestha	SG7922 03	Grad Teach Assist-Instructor	Hire Temp Appointment	4797.00	22-DEC-17
Jayram Shrestha	AS9198 03	student hrly Field & Lab Asst.	Hire Temp Appointment	5280.00	22-DEC-17
Jayram Shrestha	SS7917 01	student hrly Learning Assist	Hire Temp Appointment	4800.00	22-JAN-18
Cassandra Shull	SS7720 00	student hrly Event Parking	Hire Temp Appointment	250.00	22-OCT-17
Cassandra Shull	SS7720 00	student hrly Event Parking	Hire Temp Appointment	295.00	22-NOV-17
Han Si	SS7648 00	student hrly Lab Assist	Hire Temp Appointment	4800.00	22-DEC-17
Jagdeep Singh Sidhu	AG7015 04	Graduate Research Assistant	Supplemental Appointment	75.00	22-JAN-18
Kushagra Singh	SS8084 00	Community Assistant	Hire Temp Appointment	8.00	22-DEC-17
Gagan Singla	SG6832 00	Grad Teach Assist-Instructor	Hire Temp Appointment	3852.00	22-JAN-18

Divya Sinha	SG6832 00	Grad Teach Assist-Instructor	Hire Temp Appointment	3852.00	22-JAN-18
Abigail Sirek	SS7751 00	student hrly SI Leader	Hire Temp Appointment	4248.00	08-JAN-18
Dinithi Siriwardana Pathiranag	SS8037 00	student hrly Facility Worker	Hire Temp Appointment	4152.00	18-DEC-17
Jay Skaar	SS8688 01	student hrly Event Manager	Hire Temp Appointment	5664.00	03-JAN-18
Alec Small	SS8704 01	student hrly Creative Services	Hire Temp Appointment	4248.00	17-JAN-18
Cameron Smith	SS7904 00	student hrly Office Assist	Hire Temp Appointment	4248.00	01-JAN-18
Chelsea Smith	SS7787 04	student hrly Christmas Crew	Hire Temp Appointment	7440.00	23-DEC-17
Levi Smith	SS7629 00	student hrly Patrol	Hire Temp Appointment	4680.00	22-JAN-18
Isaac Smith	SS7707 01	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Isaac Smith	SS7797 00	student hrly Research Assist	Hire Temp Appointment	4800.00	22-JAN-18
Haley Snell	SS7911 02	student hrly Lab Assist	Hire Temp Appointment	4248.00	08-JAN-18
Sidney Snyder	SS7750 00	student hrly Peer Mentor	Hire Temp Appointment	4248.00	08-JAN-18
Jacob Sobraske	SG7747 04	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-DEC-17
Peder Solberg	SS7734 00	student hrly Hansen Assist	Hire Temp Appointment	7200.00	01-DEC-17
Peder Solberg	SS7937 00	student hrly CA Break Coverage	Hire Temp Appointment	4800.00	14-DEC-17
Surya Soni	SS8023 00	student hrly Custodian	Hire Temp Appointment	4152.00	14-DEC-17
Kristan Soukup	SW9476 00	WS Climbing Wall	Hire Temp Appointment	4152.00	07-NOV-17
Audrey Souza	AW9721 00	WS Sheep Unit Farm Work	Hire Temp Appointment	4248.00	22-JAN-18
Sebastian Sowada	SG7909 00	Grad Teach Assist-Instructor	Hire Temp Appointment	900.00	22-DEC-17
Jesse Spear	SS8093 01	student hrly BluePrint Design	Hire Temp Appointment	5136.00	03-JAN-18
James Spratt	SG7589 01	Grad Teach Assist-Instructor	Hire Temp Appointment	6468.00	22-JAN-18
Kinard Sproles	SS7928 00	student hrly CA Break Coverage	Hire Temp Appointment	4800.00	20-NOV-17
Athena Spytek	SS7887 00	student hrly Note Taker	Hire Temp Appointment	4800.00	15-JAN-18
Chithra Sreenivasan	AG9748 05	Graduate Research Assistant	Hire Temp Appointment	21268.00	22-DEC-17
Miss Natcha Srimaneerungroj	SS7934 00	student hrly Research 3MA503	Hire Temp Appointment	5280.00	22-NOV-17
Miss Natcha Srimaneerungroj	SS7934 01	student hrly Research 3MB503	Hire Temp Appointment	5280.00	22-NOV-17
Miss Natcha Srimaneerungroj	SS7934 02	student hrly Research 3M7501	Hire Temp Appointment	5280.00	22-NOV-17
Miss Natcha Srimaneerungroj	SS7934 03	student hrly Research 3MA514	Hire Temp Appointment	5280.00	22-NOV-17
Miss Natcha Srimaneerungroj	SS7934 04	student hrly Research 333910	Hire Temp Appointment	5280.00	22-NOV-17
Madeline St. Claire	AS9217 03	student hrly Biological Tech	Hire Temp Appointment	4824.00	22-DEC-17
Alexa Standfuss	SS7886 00	student hrly Office Assist	Hire Temp Appointment	4320.00	22-NOV-17
Alexa Standfuss	SS8657 00	student hrly Office Assist	Hire Temp Appointment	4320.00	22-JAN-18
Alexa Standfuss	SW9563 00	WS Office Assist	Hire Temp Appointment	4320.00	29-NOV-17
Danielle Stane	SS7757 00	student hrly FB Office Assist	Hire Temp Appointment	4152.00	14-DEC-17
Andie Star	SS7707 01	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Norman Statz	SS7902 01	student hrly Exec. Board	Hire Temp Appointment	6547.20	22-DEC-17
Emma Stavnes	SS8007 02	student hrly Info Exch Attd.	Hire Temp Appointment	5184.00	06-JAN-18
Emma Stavnes	SW9793 00	WS News Editor	Hire Temp Appointment	4800.00	17-JAN-18
Michael Steele	SE6274 00	Temporary Director	Hire Temp Appointment	3500.00	22-OCT-17
Leah Steiner	SS8765 00	student hrly Driver	Hire Temp Appointment	4248.00	22-JAN-18
Jordan Steinle	SS7844 00	student hrly Aviation Trainer	Hire Temp Appointment	8280.00	22-DEC-17
Tori Stepp	SS9793 02	student hrly PhoneJack	Hire Temp Appointment	4526.40	02-JAN-18
Kalina Sternhagen	SE6708 06	Temporary Clinical Assistant	Hire Temp Appointment	2000.00	22-JAN-18
Nicole Sterzinger	SS7718 00	student hrly Lab Assist	Hire Temp Appointment	4152.00	31-OCT-17
Nicole Sterzinger	SS8233 00	student hrly Orientation Lead	Hire Temp Appointment	4248.00	01-FEB-18
Matthew Stoel	SS7917 00	student hrly Learning Assist	Hire Temp Appointment	4800.00	22-JAN-18
Matthew Stoel	SS8861 00	Student Hourly-Tech Fellow	Hire Temp Appointment	7272.00	08-JAN-18
Dillon Storm	SS7845 00	student hrly IM Official	Hire Temp Appointment	4248.00	15-JAN-18
Rachel Storvick	SW9895 00	WS Office Assist	Hire Temp Appointment	4248.00	22-DEC-17
Daniel Strandell	SE6263 00	Temporary Tutor	Hire Temp Appointment	13885.87	22-DEC-17
Joslyn Strating	SE6708 12	Temporary Clinical Assistant	Hire Temp Appointment	11393.00	22-JAN-18
Joslyn Strating	SE6796 02	Temporary Clinical Assistant	Hire Temp Appointment	140.40	22-OCT-17
Cassidy Stratman	SS8765 00	student hrly Driver	Hire Temp Appointment	4248.00	24-JAN-18
Ethan Stubson	SS8688 00	student hrly Union Set-Up Crew	Hire Temp Appointment	5208.00	30-JAN-18
Clare Stuewe	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Megan Stump	SW9539 00	WS Office Assist	Hire Temp Appointment	4248.00	07-JAN-18
Michael Sun	SG6832 00	Grad Teach Assist-Instructor	Hire Temp Appointment	3852.00	22-JAN-18
Minxuan Sun	AS9197 00	Lab Assist	Hire Temp Appointment	4800.00	08-JAN-18
Holly Sundet	SE6761 00	Temporary Clinical Assistant	Hire Temp Appointment	2660.00	22-JAN-18
Aaron Sundmark	SG7989 00	Grad Teach Assist-Instructor	Hire Temp Appointment	2212.00	22-JAN-18
Mason Sundvold	SS8548 04	student hrly State Tech Coord.	Hire Temp Appointment	5352.00	03-JAN-18
Akash Suryavanshi	AS9122 00	student hrly Lab Assist	Hire Temp Appointment	5760.00	22-NOV-17
Akash Suryavanshi	AS9177 00	student hrly Field & Lab Asst.	Hire Temp Appointment	5760.00	18-DEC-17
Kasara Sutton	SE6797 03	Temporary Clinical Assistant I	Hire Temp Appointment	7340.00	22-JAN-18
Natalie Swanson	SS7982 00	student hrly CA Break Coverage	Hire Temp Appointment	4800.00	14-DEC-17
Zachary Swenson	SW9513 00	WS Equipment Assist	Hire Temp Appointment	4248.00	22-JAN-18
Kaycee Szymanski	AS9171 00	student hrly Office Assist	Hire Temp Appointment	4320.00	09-JAN-18
Ujjwol Tamrakar	SG7808 03	Graduate Research Assistant	Hire Temp Appointment	3210.00	22-DEC-17

Affan Tariq	SS8023	00	student hrly Custodial	Hire	Temp	Appointment	4800.00	04-DEC-17
Theresa Tatten	SS7911	01	student hrly Lab Assist	Hire	Temp	Appointment	4248.00	08-JAN-18
Shianne Teas	AS9210	00	student hrly Farm Worker	Hire	Temp	Appointment	4800.00	27-NOV-17
Shianne Teas	SS8084	00	Community Assistant	Hire	Temp	Appointment	8.00	22-DEC-17
Erinn Temple	SS7601	00	student hrly Associate Teacher	Hire	Temp	Appointment	6720.00	06-DEC-17
Ashlynnne Terkildsen	SS7707	01	student hrly Pep Band	Hire	Temp	Appointment	4248.00	22-OCT-17
Ashlynnne Terkildsen	SS8044	00	student hrly Conference Driver	Hire	Temp	Appointment	4800.00	07-FEB-18
Imal Thammitage	SS8037	00	student hrly Facility Worker	Hire	Temp	Appointment	4152.00	18-DEC-17
Samundra Thapa	SG9832	00	Graduate Research Assistant	Hire	Temp	Appointment	2776.00	22-JAN-18
Samundra Thapa	SS8023	00	student hrly Custodial	Hire	Temp	Appointment	4800.00	04-DEC-17
Utsav Thapa	AS9175	01	student hrly Research Assist	Hire	Temp	Appointment	5280.00	22-OCT-17
Ashley Theobald	SS7902	01	stdnt hrly Assoc Exec Board	Hire	Temp	Appointment	6547.20	22-DEC-17
Alix Thiery	SS7612	01	student hrly French Assist	Hire	Temp	Appointment	4320.00	22-JAN-18
Samuel Thies	AG7004	00	Graduate Research Assistant	Hire	Temp	Appointment	16904.00	22-DEC-17
Brandon Thomas	SW9470	00	WS Research Assist	Hire	Temp	Appointment	5760.00	24-JAN-18
Nathan Thomas	SS7707	01	student hrly Pep Band	Hire	Temp	Appointment	4248.00	22-OCT-17
Mitchell Thompson	SS7707	01	student hrly Pep Band	Hire	Temp	Appointment	4248.00	22-OCT-17
Dexter Thorsteinson	SS7787	04	student hrly Christmas Crew	Hire	Temp	Appointment	7200.00	23-DEC-17
Daniel Timm	SS7720	01	student hrly Event Parking	Hire	Temp	Appointment	410.00	22-OCT-17
Daniel Timm	SS7720	01	student hrly Event Parking	Hire	Temp	Appointment	170.00	22-NOV-17
Daniel Timm	SS7720	01	student hrly Event Parking	Hire	Temp	Appointment	80.00	22-JAN-18
Nicholas Timmerman	AS9181	00	student hrly Lab Worker	Hire	Temp	Appointment	4800.00	06-FEB-18
Selene Tinklenberg	SS7982	00	student hrly CA Break Coverage	Hire	Temp	Appointment	4800.00	14-DEC-17
Amanda Tolzin	AS9217	03	student hrly Biological Tech	Hire	Temp	Appointment	4824.00	22-DEC-17
Haydee Torres	SG7799	00	Grad Teach Assist-Instr-9 mth	Hire	Temp	Appointment	8762.20	22-DEC-17
Tabitha Townsend	SS8233	00	student hrly Orientation Lead	Hire	Temp	Appointment	4248.00	01-FEB-18
Angela Trask	SE6793	00	Temporary Clinical Assistant	Hire	Temp	Appointment	4000.00	22-JAN-18
Gemma Trask	SS9793	00	student hrly PhoneJack	Hire	Temp	Appointment	4320.00	09-NOV-17
Brianna Treml	SS7707	00	student hrly Pep Band	Hire	Temp	Appointment	4248.00	22-OCT-17
Brianna Treml	SS7913	02	student hrly Parking Services	Hire	Temp	Appointment	4800.00	01-JAN-18
Reed Trenhaile	SS8007	03	student hrly Info Exch Attd.	Hire	Temp	Appointment	5184.00	06-JAN-18
Thad Tschetter	SS8548	06	student hrly State Tech Coord.	Hire	Temp	Appointment	5448.00	03-JAN-18
Olga Tshiela	SS7691	01	student hrly Custodial	Hire	Temp	Appointment	4800.00	22-DEC-17
Brian Turner	SS7904	00	student hrly CA Break Coverage	Hire	Temp	Appointment	4800.00	22-NOV-17
Brooke Tuttle	SE6708	02	Temporary Clinical Assistant	Hire	Temp	Appointment	153.84	22-OCT-17
Ryan Twedt	SS7733	00	student hrly Research Assist	Hire	Temp	Appointment	4800.00	22-DEC-17
Alexander Tysdal	SS7756	00	student hrly Member Services	Hire	Temp	Appointment	4248.00	25-JAN-18
Jacob Ugland	SS7669	00	student hrly Shop Assist	Hire	Temp	Appointment	5280.00	22-DEC-17
Chad Umlauf	SG7916	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	2510.84	22-DEC-17
Tirth Uprety	AG8037	01	Graduate Research Assistant	Hire	Temp	Appointment	16543.00	22-DEC-17
Rebecca Urban	SS7707	01	student hrly Pep Band	Hire	Temp	Appointment	4248.00	22-OCT-17
Alyssa Vachino	AS9167	01	student hrly Lab Assist	Hire	Temp	Appointment	4800.00	22-DEC-17
Karl Vallin	SS7648	00	student hrly Lab Assist	Hire	Temp	Appointment	4800.00	22-OCT-17
Allison Van Horn	SS7719	01	student hrly Grader CEE 282	Hire	Temp	Appointment	5760.00	08-JAN-18
Kyle Van Laren	SS7894	00	student hrly Driver	Hire	Temp	Appointment	5760.00	01-FEB-18
Rebecca Van Regenmorter	AS9131	00	student hrly Lab Assist	Hire	Temp	Appointment	4248.00	28-NOV-17
Joseph VanDenheuvel	SS7845	00	student hrly IM Official	Hire	Temp	Appointment	4248.00	10-JAN-18
Kamile VanDyke	SS7934	00	student hrly Research 3MA503	Hire	Temp	Appointment	5280.00	22-NOV-17
Kamile VanDyke	SS7934	01	student hrly Research 3MB503	Hire	Temp	Appointment	5280.00	22-NOV-17
Kamile VanDyke	SS7934	02	student hrly Research 3M7501	Hire	Temp	Appointment	5280.00	22-NOV-17
Kamile VanDyke	SS7934	03	student hrly Research 3MA514	Hire	Temp	Appointment	5280.00	22-NOV-17
Kamile VanDyke	SS7934	04	student hrly Research 333910	Hire	Temp	Appointment	5280.00	22-NOV-17
Rachel VanHeel	SE6761	00	Temporary Clinical Assistant	Hire	Temp	Appointment	3000.00	22-JAN-18
Peyton Vandebrake	SS7845	01	student hrly IM Official	Hire	Temp	Appointment	4248.00	18-JAN-18
Evan Vandeneinde	SS8765	01	student hrly Driver	Hire	Temp	Appointment	4152.00	23-OCT-17
Brooklin Vander Wal	SS7808	00	student hrly Programmer	Hire	Temp	Appointment	4320.00	11-DEC-17
Carson Vanduch	SS7707	01	student hrly Pep Band	Hire	Temp	Appointment	4248.00	22-OCT-17
Heidi Veenstra	SS8765	00	student hrly Driver	Hire	Temp	Appointment	4152.00	15-NOV-17
Maria Velazco Fasce	AS9206	00	student hrly Plant Worker	Hire	Temp	Appointment	4248.00	22-JAN-18
Maria Velazco Fasce	SS7612	00	student hrly Spanish Assist	Hire	Temp	Appointment	4320.00	22-JAN-18
Alannah Vellacott	SS8696	00	student hrly CA Break Coverage	Hire	Temp	Appointment	4800.00	21-NOV-17
Pratishtha Verma	AG9741	00	Graduate Research Assistant	Hire	Temp	Appointment	16350.00	02-JAN-18
Jadyn Vetos	SW9562	00	WS IM Official	Hire	Temp	Appointment	4152.00	23-OCT-17
Renae Vinzant	SS8704	01	stdnt hrly Marketing Director	Hire	Temp	Appointment	4248.00	17-JAN-18
Renae Vinzant	SS8704	02	stdnt hrly Radio MKT Director	Hire	Temp	Appointment	4248.00	17-JAN-18
Nathan Voegele	SS7787	00	student hrly Farm Crew	Hire	Temp	Appointment	4800.00	22-JAN-18
Nathan Voegele	SS7787	01	student hrly Farm Crew Holiday	Hire	Temp	Appointment	5280.00	22-JAN-18
Ryan Vos	AS9216	00	student hrly Farm Worker	Hire	Temp	Appointment	4248.00	16-JAN-18

Brenna Vovos	SS7845	00	student hrly IM Official	Hire	Temp	Appointment	4248.00	15-JAN-18
Dalton Vroman	SS7711	00	student hrly Teaching Aide	Hire	Temp	Appointment	5760.00	22-OCT-17
Caleb Vukovich	AS9157	00	student hrly Research Assist	Hire	Temp	Appointment	6480.00	22-OCT-17
Harika Vuppula	SE6261	00	Research Assistant	Hire	Temp	Appointment	16640.64	16-JAN-18
Garrett Wagner	SS7707	01	student hrly Pep Band	Hire	Temp	Appointment	4248.00	22-OCT-17
Garrett Wagner	SS7812	00	student hrly Meat Lab Worker	Hire	Temp	Appointment	4248.00	02-FEB-18
Sierra Wagner	SS7904	00	student hrly CA Break Coverage	Hire	Temp	Appointment	4800.00	22-NOV-17
Melissa Waldner	SE6609	00	Temporary Clinical Assistant	Hire	Temp	Appointment	2000.00	22-JAN-18
Lucas Waletzko	SS7707	01	student hrly Pep Band	Hire	Temp	Appointment	4248.00	22-OCT-17
Kaitlyn Walker	SS7669	00	student hrly DSGN 152 Assist	Hire	Temp	Appointment	5520.00	22-DEC-17
Kaycee Walter	SS9793	01	student hrly PhoneJack	Hire	Temp	Appointment	4430.40	02-JAN-18
Austin Walz	SS7771	00	student hrly MCAT Prep Tutor	Hire	Temp	Appointment	4800.00	08-JAN-18
Riley Walz	SS7669	00	student hrly 252 Assist	Hire	Temp	Appointment	5280.00	22-DEC-17
Sara Wambeke	AS9144	00	student hrly Swine Unit	Hire	Temp	Appointment	4320.00	25-JAN-18
Calvin Wampol	SG7766	03	Graduate Research Assistant	Hire	Temp	Appointment	15102.00	22-DEC-17
Cankun Wang	AG9760	00	Graduate Research Assistant	Hire	Temp	Appointment	12074.00	22-DEC-17
Zhao Wang	AG9748	02	Graduate Research Assistant	Hire	Temp	Appointment	21268.00	22-DEC-17
Ziyi Wang	AG9787	02	Graduate Research Assistant	Hire	Temp	Appointment	16543.00	22-DEC-17
Kevin Wanniarachchi Kankanamal	AG7030	00	Graduate Research Assistant	Hire	Temp	Appointment	16543.00	22-DEC-17
Keenan Watson	SG7902	01	Grad Teach Assist-Instructor	Hire	Temp	Appointment	6339.00	22-JAN-18
Jace Waybright	SS7751	00	student hrly Tutor	Hire	Temp	Appointment	4248.00	08-JAN-18
Jace Waybright	SS7917	06	student hrly Research	Hire	Temp	Appointment	4800.00	22-JAN-18
Brianna Weber	SS8093	04	student hrly BluePrint Mngr	Hire	Temp	Appointment	5760.00	22-DEC-17
Jarah Weeks	SS7944	00	student hrly CA Break Coverage	Hire	Temp	Appointment	4800.00	13-DEC-17
Adrian Weerakkody	SS7988	00	student hrly OA Break Coverage	Hire	Temp	Appointment	4800.00	20-NOV-17
Adrian Weerakkody	SS8688	00	student hrly Union Set-Up Crew	Hire	Temp	Appointment	5208.00	30-JAN-18
Jacob Weg	AS9140	00	student hrly Lab Assist Osorio	Hire	Temp	Appointment	4560.00	22-JAN-18
Michael Weible	SS7707	01	student hrly Pep Band	Hire	Temp	Appointment	4248.00	22-OCT-17
Dhanushka Welagedara	SS7600	00	stdnt hrly Orientation Driver	Hire	Temp	Appointment	4800.00	28-NOV-17
Kayla Wendt	SE6708	00	Temporary Clinical Assistant	Hire	Temp	Appointment	4708.08	22-JAN-18
Jocelyn Wenker	SS7849	00	student hrly Maintenance	Hire	Temp	Appointment	4800.00	09-JAN-18
Bret Werypy	SS8704	01	student hrly Station Manager	Hire	Temp	Appointment	4248.00	17-JAN-18
Shelby Westergaard	SS7911	00	student hrly Tutor	Hire	Temp	Appointment	4248.00	15-JAN-18
Christopher Wheeler	SS7672	00	student hrly Acting	Hire	Temp	Appointment	4800.00	22-NOV-17
Daxx Wiebelhaus	SS8765	00	student hrly Driver	Hire	Temp	Appointment	4248.00	29-JAN-18
Paige Wiehr	SS7629	00	student hrly Patrol Officer	Hire	Temp	Appointment	4680.00	31-JAN-18
Alexander Wiemann	SS8548	11	student hrly State Tech Coord.	Hire	Temp	Appointment	5448.00	03-JAN-18
Tessa Wiens	SS7982	01	student hrly CA Break Coverage	Hire	Temp	Appointment	4800.00	21-NOV-17
Natasha Wiest	AS9123	00	student hrly Sheep Unit	Hire	Temp	Appointment	4320.00	01-FEB-18
Navode Wijekoon Herath Mudiyan	SS8696	00	student hrly CA Break Coverage	Hire	Temp	Appointment	4800.00	21-NOV-17
Taylor Wilhite	SS8548	01	student hrly Union Manager	Hire	Temp	Appointment	5304.00	03-JAN-18
Miranda Wilkinson	SS9793	00	student hrly PhoneJack	Hire	Temp	Appointment	4320.00	09-NOV-17
Cody Willett	SS8548	02	student hrly State Tech	Hire	Temp	Appointment	5160.00	03-JAN-18
Aden Wilner Homard	SS7707	01	student hrly Pep Band	Hire	Temp	Appointment	4248.00	22-OCT-17
Aden Wilner Homard	SS8548	00	student hrly State Tech	Hire	Temp	Appointment	5208.00	05-FEB-18
Abigaily Wilson	AS9184	00	student hrly Animal Tech	Hire	Temp	Appointment	4248.00	05-FEB-18
Shea Wilson	SS7751	00	student hrly Tutor	Hire	Temp	Appointment	4248.00	08-JAN-18
Jacob Wilts	AS9133	01	student hrly Research Assist	Hire	Temp	Appointment	4800.00	22-JAN-18
Jennifer Wingate	SG9847	03	Grad Teach Assist-Instructor	Hire	Temp	Appointment	6339.00	22-JAN-18
Landon Withrow	SS7771	00	student hrly MCAT Prep Tutor	Hire	Temp	Appointment	4800.00	08-JAN-18
Elizabeth Woelber	SS8765	00	student hrly Driver	Hire	Temp	Appointment	4248.00	22-JAN-18
Abby Wolf	SS8704	01	student hrly Snr Visual Editor	Hire	Temp	Appointment	4248.00	17-JAN-18
Melissa Wollman	SS7664	00	student hrly Fink Research	Hire	Temp	Appointment	5280.00	22-DEC-17
Andrew Wolter	AS9173	00	student hrly Farm Feeder	Hire	Temp	Appointment	5760.00	22-JAN-18
Andrew Wolter	AS9173	01	student hrly Farm Holiday Feed	Hire	Temp	Appointment	6240.00	22-JAN-18
Johnathon Wolthuizen	AS9162	00	student hrly Field & Lab Asst.	Hire	Temp	Appointment	4800.00	22-JAN-18
Jacob Womack	SS8704	01	student hrly Program Director	Hire	Temp	Appointment	4248.00	17-JAN-18
Rebecca Woytassek	SS8007	03	student hrly Info Exch Attd.	Hire	Temp	Appointment	5184.00	06-JAN-18
Shihan Wu	AS9197	01	student hrly Lab Assist	Hire	Temp	Appointment	7200.00	22-JAN-18
Traylor Wurscher	SS7707	00	student hrly Pep Band	Hire	Temp	Appointment	4248.00	22-OCT-17
Nicole Wyffels	SS8093	01	student hrly BluePrint Design	Hire	Temp	Appointment	5256.00	03-JAN-18
Juan Xie	AG9760	02	Graduate Research Assistant	Hire	Temp	Appointment	22400.00	05-JAN-18
Runan Yao	SG7763	01	Graduate Research Assistant	Hire	Temp	Appointment	9335.00	22-JAN-18
Mackenzie Yordy	SS8093	02	student hrly BluePrint Design	Hire	Temp	Appointment	5280.00	03-JAN-18
Kevin Young	SG7828	00	Graduate Research Assistant	Hire	Temp	Appointment	21329.00	08-JAN-18
Madison Yueill	SS7763	01	student hrly Aviation Coord.	Hire	Temp	Appointment	4800.00	22-JAN-18
Madison Yueill	SS7844	00	student hrly Aviation Trainer	Hire	Temp	Appointment	8280.00	22-DEC-17
Quadri Yusuff	SS8147	01	student hrly Lab Assist	Hire	Temp	Appointment	7200.00	12-JAN-18

Nichole Zazula	SS8474	00	student hrly Equestrian Barn	Hire Temp Appointment	4200.00	18-NOV-17
Katelyn Zeamer	AG9805	00	Graduate Research Assistant	Hire Temp Appointment	16000.00	08-JAN-18
Jerica Zemlicka	SW9503	00	WS Museum Aide	Hire Temp Appointment	4800.00	29-JAN-18
Lin Zeng	SS7600	00	stdnt hrly Orientation Driver	Hire Temp Appointment	4800.00	28-NOV-17
Yiran Zhang	AS9197	03	student hrly Lab Assist	Hire Temp Appointment	4800.00	22-JAN-18
Yunfan Zhang	SS7604	00	student hrly Project Assist	Hire Temp Appointment	4800.00	13-NOV-17
Jinhao Zhao	SS7648	00	student hrly Lab Assist	Hire Temp Appointment	4800.00	22-DEC-17
Lucas Zilverberg	AG7999	00	Graduate Research Assistant	Hire Temp Appointment	16604.00	08-JAN-18
Kendra Zirpel	SS7593	00	student hrly Data Processing	Hire Temp Appointment	4320.00	08-JAN-18
Kendra Zirpel	SS7612	00	student hrly Spanish Assist	Hire Temp Appointment	4320.00	22-JAN-18
Kendra Zirpel	SS7707	01	student hrly Pep Band	Hire Temp Appointment	4248.00	22-OCT-17
Matthew Zobel	SS7826	00	student hrly Research Assist	Hire Temp Appointment	4800.00	04-JAN-18
Tyler Zuschlag	AS9162	00	student hrly Lab & Class Asst.	Hire Temp Appointment	4320.00	24-JAN-18
Lisa Zweifel	SE6761	02	Temporary Clinical Assistant	Hire Temp Appointment	2000.00	22-OCT-17
Gandura Abagandura	AE4508	01	Temp Research Assist	Hire Temp Appointment	31199.40	22-DEC-17
Gandura Abagandura	AE8206	00	Research Assistant	Hire Temp Appointment	32010.58	02-JAN-18
Agatha Ampaire	AE9118	00	Post Doc Research Associate	Hire Temp Appointment	31517.00	22-NOV-17
Amanda Appel	SE6324	02	Post Doc Research Associate	Hire Temp Appointment	19347.12	22-JAN-18
Bishnu Dahal	SE6257	00	Post Doc Research Associate	Hire Temp Appointment	43000.00	22-JAN-18
Mikhail Durymanov	SE7523	01	Post Doc Research Associate	Hire Temp Appointment	42023.00	05-JAN-18
David Francis	AE9049	00	Researcher IV	Hire Temp Appointment	897.25	22-OCT-17
David Francis	AE9052	00	Researcher IV	Hire Temp Appointment	5124.16	01-NOV-17
Ahmad Ghadban	SE6343	00	Post-Doc	Hire Temp Appointment	47467.00	15-DEC-17
Marcella Gilbert	EE9601	01	Extension Field Specialist I	Hire Temp Appointment	28343.95	23-OCT-17
Cynthia Hartway	SE6395	00	Research Associate I	Hire Temp Appointment	29505.93	22-JAN-18
Ronald Highrock	SE6397	00	Regional Coordinator-GEAR UP	Hire Temp Appointment	47500.00	02-JAN-18
Marina Johnson	AE7903	00	Post Doc Research Associate	Hire Temp Appointment	43000.00	22-NOV-17
Praveena Kanchupati	SE6365	00	Post-Doc	Appointment	42023.00	22-DEC-17
Britney Kaufman	EE9884	00	4H Animal Projects Coordinator	Hire Temp Appointment	38000.00	04-DEC-17
Suman Lee	SE7024	00	Post Doc Research Associate	Hire Temp Appointment	42023.00	22-DEC-17
Erica Manandhar	SE6142	00	Post Doc Research Associate	Hire Temp Appointment	43000.00	15-JAN-18
Eric Michel	AE9123	00	Post Doc Research Associate	Hire Temp Appointment	42023.00	22-DEC-17
Gitanjali Nanda Kafle	AG8105	07	Graduate Research Assistant	Hire Temp Appointment	21268.00	22-DEC-17
Gitanjali Nanda Kafle	SE7226	00	Post Doc Research Associate	Hire Temp Appointment	47484.00	26-JAN-18
Hui Qiao	SE6293	00	Post Doc Research Associate	Hire Temp Appointment	18935.28	22-JAN-18
Yeyan Qiu	AG9762	04	Graduate Research Assistant	Hire Temp Appointment	21268.00	22-DEC-17
Yeyan Qiu	AS9203	00	student hrly Assoc. Scientist	Hire Temp Appointment	9600.00	11-DEC-17
Yeyan Qiu	SE6121	00	Post Doc Research Associate	Hire Temp Appointment	42023.00	22-JAN-18
Alexander Saak	AE9051	00	Post Doc Research Associate	Hire Temp Appointment	50000.00	22-JAN-18
Udayakumar Sekaran	AE9086	00	Post-Doc Research Associate	Hire Temp Appointment	43000.00	05-DEC-17
Milton Thomas	AE8124	00	Post Doc Research Associate	Hire Temp Appointment	44125.00	22-DEC-17
Khrupa Saagar Vijayaragavan	AE7910	00	Post Doc Research Associate	Hire Temp Appointment	47500.00	12-FEB-18
Bobbi Washechek	SE9645	00	Residence Hall Director	Hire Temp Appointment	26510.00	22-NOV-17
Tracy Welsh	SE9946	00	Director-HS Relations & Admiss	Hire Temp Appointment	113339.00	22-DEC-17

Student Employment and NFE Non-Benefit Eligible (NFE2)  
Permanent Salary Adjustment(SP)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Megan Aadland	SS7749	00	student hrly Tutor	Sal Adj-Unusual Circumstance	4800.00	5040.00	240.00	
Megan Aadland	SS7944	00	student hrly Office Assistant	Minimum Wage Increase	4152.00	4248.00	96.00	
Madison Aasen	SS7845	02	Student Hrly-IM Supervisor	Minimum Wage Increase	4200.00	4248.00	48.00	
Madison Aasen	SS7845	03	Student Hrly-IM Official	Minimum Wage Increase	4200.00	4248.00	48.00	
Madison Aasen	SW9562	00	WS IM Official	Minimum Wage Increase	4152.00	4248.00	96.00	
Bashir Abd Al Kreem	SS8233	01	StdT Hrly Orientation Leader	Minimum Wage Increase	4152.00	4248.00	96.00	
Bashir Abd Al Kreem	SW9537	00	WS Admis. Ambassador	Minimum Wage Increase	4152.00	4248.00	96.00	
Madison Agey	SS7845	02	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00	
Rakan Alotaibi	SS8375	00	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00	
Ibin Amatya	SS7871	00	student hrly Custodial	Minimum Wage Increase	4152.00	4248.00	96.00	
Jenessa Amdahl	SW9612	02	WS Advising Center Assist	Minimum Wage Increase	4152.00	4248.00	96.00	
Megan Amundson	SS7845	00	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00	
Bright Amuzu	SS7982	01	student hrly Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00	
Alex Anderson	SS7845	00	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00	
Alex Anderson	SS7845	01	student hrly IM Supervisor	Minimum Wage Increase	4152.00	4248.00	96.00	
Katie Anderson	SW9537	00	WS Admis. Ambassador	Minimum Wage Increase	4152.00	4248.00	96.00	
Keely Anderson	SS7845	01	student hrly IM Supervisor	Minimum Wage Increase	4200.00	4248.00	48.00	
Keely Anderson	SS7845	02	student hrly IM Official	Minimum Wage Increase	4200.00	4248.00	48.00	

Keely Anderson	SW9562 00	WS IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Molly Anderson	SW9493 00	WS Assistant Teacher	Minimum Wage Increase	4152.00	4248.00	96.00
Paige Anderson	AS9184 01	student hrly Animal Tech	Sal Adj-Unusual Circumstance	4272.00	4392.00	120.00
Paige Anderson	AS9184 01	student hrly Animal Tech	Sal Adj-Unusual Circumstance	4392.00	4488.00	96.00
Pauline Anderson	SS8765 00	student hrly Student Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Samantha Anderson	SS8474 02	student hrly Equestrian Barn	Minimum Wage Increase	4200.00	4248.00	48.00
Samantha Anderson	SS8765 01	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Emma Arends	SS7705 00	student hrly Theatre Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Akeah Aschmeller	SS7824 00	student hrly Admin Ambassador	Minimum Wage Increase	4152.00	4248.00	96.00
Brianna Ashauer	SS8375 00	stdnt hrly Facility Attendant	Minimum Wage Increase	4152.00	4248.00	96.00
Maria Aune	SS8765 02	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Aveen Aware	SS7817 00	student hrly Admin Ambassador	Minimum Wage Increase	4152.00	4248.00	96.00
Queensly Ayegba	SS7911 00	student hrly Lab Assist	Minimum Wage Increase	4200.00	4248.00	48.00
Kimberly Azevedo	SS7879 00	student hrly Personal Training	Minimum Wage Increase	4152.00	4248.00	96.00
Taleel Bannister	SS7845 00	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Conner Barbagallo	SS7845 00	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Naif Bardan	SS7836 02	student hrly Library Assist	Sal Adj-Unusual Circumstance	4344.00	4560.00	216.00
Paige Barthel	SW9531 00	WS Museum Aide	Minimum Wage Increase	4152.00	4248.00	96.00
Jessa Bartsch	SS7845 01	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Amanda Bauman	SS8375 01	student hrly Facility Attend.	Minimum Wage Increase	4152.00	4248.00	96.00
Jonalyn Beastrum	AS9208 00	student hrly Sheep Unit Farm	Minimum Wage Increase	4152.00	4248.00	96.00
Bailey Beauchamp	SS8037 00	student hrly Facility Worker	Minimum Wage Increase	4152.00	4248.00	96.00
Kristine Beck	SS7878 00	student hrly Facility Attend.	Minimum Wage Increase	4152.00	4248.00	96.00
Caitlyn Becker	SS8665 00	student hrly Office Worker	Minimum Wage Increase	4152.00	4248.00	96.00
Morgan Beckmann	AS9206 00	student hrly Plant Worker	Minimum Wage Increase	4152.00	4248.00	96.00
Kaitlynn Beighley	SS8688 01	student hrly Union Set-Up Crew	Sal Adj-Unusual Circumstance	5112.00	5136.00	24.00
Marcelo Belisario Soares De	SoSS7836 00	student hrly Library Assist	Sal Adj-Unusual Circumstance	4152.00	4320.00	168.00
Brianna Bendinelli	SW9697 01	WS EHS	Minimum Wage Increase	4200.00	4248.00	48.00
Erin Benz	SS7845 01	student hrly IM Supervisor	Minimum Wage Increase	4200.00	4248.00	48.00
Erin Benz	SS7845 02	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Andrew Berg	AW9743 00	WS Sheep Unit	Minimum Wage Increase	4152.00	4248.00	96.00
Katelyn Berndt	SS7775 00	stdnt hrly Social Media Coord.	Minimum Wage Increase	4200.00	4248.00	48.00
Kylie Berndt	SS8474 00	student hrly Equestrian Barn	Minimum Wage Increase	4200.00	4248.00	48.00
Cade Berry	SS8765 01	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Sydney Berry	SS7775 00	stdnt hrly Social Media Coord.	Minimum Wage Increase	4200.00	4248.00	48.00
Sydney Berry	SW9520 00	WS Blueprint Office Assist	Sal Adj-Unusual Circumstance	5112.00	5136.00	24.00
Corey Berscheit	SS7824 00	student hrly Admin Ambassador	Minimum Wage Increase	4152.00	4248.00	96.00
Micaela Besser	SS8765 00	Student Hourly Nursing Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Konner Beste	SS7747 01	student hrly Student Manager	Minimum Wage Increase	4152.00	4248.00	96.00
Natasha Bettin	SS7984 00	student hrly Office Assistant	Minimum Wage Increase	4152.00	4248.00	96.00
Mckenzie Bierman	SS8474 00	student hrly Equestrian Barn	Minimum Wage Increase	4152.00	4248.00	96.00
Abigail Blanchette	SS7982 00	student hrly Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Abigail Blanchette	SW9555 00	WS Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Anna Blechinger	SS8474 02	student hrly Equestrian Barn	Minimum Wage Increase	4152.00	4248.00	96.00
Ashley Bloemendaal	SW9493 00	WS Teacher Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Jessica Boesch	SS7751 00	student hrly Tutor	Minimum Wage Increase	4152.00	4248.00	96.00
Jessica Boesch	SS7751 00	student hrly Tutor	Sal Adj-Unusual Circumstance	4248.00	4320.00	72.00
Emily Bohle	SS7873 01	student hrly Basketball Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Emily Bohle	SS8765 02	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Mary Boksa	SS7799 00	student hrly Climbing Wall	Minimum Wage Increase	4152.00	4248.00	96.00
Oluwatunmise Bolaji-Oyenekan	SS7871 01	student hrly Custodial	Minimum Wage Increase	4152.00	4248.00	96.00
Sydney Bormann	AS9183 00	student hrly Research Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Magdalen Borst	SS7897 00	student hrly Bookstore	Sal Adj-Unusual Circumstance	4320.00	4680.00	360.00
Katelyn Breberg	SS7988 00	student hrly Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Alan Breck	SS8765 01	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Curtis Brodd	SS8765 01	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Morgan Brower	SS7836 01	student hrly Library Assist	Sal Adj-Unusual Circumstance	4152.00	4368.00	216.00
Kristi Bruening	SW9530 00	WS Tutor	Minimum Wage Increase	4152.00	4248.00	96.00
Kristi Bruening	SW9530 00	WS Tutor	Sal Adj-Unusual Circumstance	4248.00	4320.00	72.00
Collin Bruns	SS7718 00	student hrly Necropsy Assist	Sal Adj-Unusual Circumstance	4392.00	4512.00	120.00
Collin Bruns	SS7718 00	student hrly Necropsy Assist	Sal Adj-Unusual Circumstance	4512.00	4608.00	96.00
Holden Buchert	SW9509 00	WS Scene Shop Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Sasha Burdsal	SS8696 00	student hrly Office Assistant	Minimum Wage Increase	4152.00	4248.00	96.00
Sasha Burdsal	SW9570 00	WS Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Lauren Burton	SW9547 00	WS Office Assistant	Minimum Wage Increase	4152.00	4248.00	96.00
Shayla Burton	SS8765 01	student hrly Student Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Alaine Buysse	SS7718 00	student hrly Necropsy Assist	Sal Adj-Unusual Circumstance	4512.00	4632.00	120.00
Alaine Buysse	SS7718 00	student hrly Necropsy Assist	Sal Adj-Unusual Circumstance	4632.00	4728.00	96.00

Alaire Buysse	AS9176 00	student hrly Research Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Alaire Buysse	SS7817 00	student hrly Admin Ambassador	Minimum Wage Increase	4152.00	4248.00	96.00
Andera Cable	SS8486 00	student hrly Event Management	Minimum Wage Increase	4152.00	4248.00	96.00
Eli Campbell	SW9496 00	WS Scene Shop Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Rebecca Cantwell	AS9194 01	Student hrly-Lab Assistant	Sal Adj-Unusual Circumstance	4800.00	5280.00	480.00
Danielle Capp	SS8375 00	stdnt hrly Facility Attendant	Minimum Wage Increase	4152.00	4248.00	96.00
Danielle Capp	SW9657 00	WS Student Assistant	Minimum Wage Increase	4152.00	4248.00	96.00
Alana Caron	SS7982 00	student hrly Office Assistant	Minimum Wage Increase	4152.00	4248.00	96.00
Marissa Caskey	SS7750 01	student hrly Peer Mentor	Sal Adj-Unusual Circumstance	4248.00	4344.00	96.00
Vinay Ceela	AS9204 00	student hrly Field & Lab Asst.	Sal Adj-Unusual Circumstance	5760.00	6240.00	480.00
Jacey Chorlton	SS8474 01	student hrly Equestrian Barn	Minimum Wage Increase	4200.00	4248.00	48.00
Jacey Chorlton	SS8474 01	student hrly Equestrian Barn	Sal Adj-Unusual Circumstance	4248.00	4320.00	72.00
Caleb Christensen	SS8726 01	Student Hourly Sports Info	Minimum Wage Increase	4152.00	4248.00	96.00
Taylor Christensen	SS7879 03	student hrly Group Fitness NC	Minimum Wage Increase	4152.00	4248.00	96.00
Ryan Christie	AS9206 00	student hrly Plant Worker	Minimum Wage Increase	4152.00	4248.00	96.00
Kalianna Church	SW9499 00	WS Gallery Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Tyler Clayton	AW9721 00	WS Sheep Unit Farm Worker	Minimum Wage Increase	4152.00	4248.00	96.00
Thomas Conrad	SS8486 00	student hrly Grounds Crew	Minimum Wage Increase	4152.00	4248.00	96.00
Aaron Cooley	SS7823 01	Student Hourly Museum Aide	Minimum Wage Increase	4104.00	4248.00	144.00
Aaron Cooley	SW9531 02	WS Museum Aide	Minimum Wage Increase	4152.00	4248.00	96.00
Kole Cooper	SS8765 02	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Alaina Corgard	SW9612 00	WS Advising Center Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Maria Corio	SS8765 00	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Ellen Dahl	SS7879 01	student hrly Group Fitness NC	Minimum Wage Increase	4152.00	4248.00	96.00
Jena Dahl	SS8486 00	student hrly Event Management	Minimum Wage Increase	4152.00	4248.00	96.00
Darcy Dalton	SS8765 01	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Jordan Davelaar	SW9530 01	WS SI Leader	Sal Adj-Unusual Circumstance	4368.00	4512.00	144.00
Hailey DeJong	SW9540 01	WS Office Assist	Sal Adj-Unusual Circumstance	4800.00	5280.00	480.00
Melissa Decook	SS8474 00	student hrly Equestrian Barn	Minimum Wage Increase	4200.00	4248.00	48.00
Michaela Della	AG8010 00	Graduate Research Assistant	Permanent Change in FTE	13858.00	16350.00	2492.00
Amy Den Herder	SS7984 00	student hrly Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Kyla Dendinger	SS7824 00	student hrly Admin Ambassador	Minimum Wage Increase	4152.00	4248.00	96.00
Bailey Dent	SS8375 00	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Kate Dentlinger	AS9208 00	student hrly Farm Worker Sheep	Minimum Wage Increase	4152.00	4248.00	96.00
Kate Dentlinger	AW9721 00	WS Sheep Unit Farm Worker	Minimum Wage Increase	4152.00	4248.00	96.00
Jamie Derrickson	SW9505 00	WS Choral Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Alexis Derrickson	SS8474 00	student hrly Equestrian Barn	Minimum Wage Increase	4200.00	4248.00	48.00
Alexis Derrickson	SS8474 00	student hrly Equestrian Barn	Sal Adj-Unusual Circumstance	4248.00	4320.00	72.00
Kennedy Deuschle	SW9519 00	WS Horse Unit	Minimum Wage Increase	4224.00	4248.00	24.00
Kyla Diaz	SS7749 00	student hrly Tutor	Sal Adj-Unusual Circumstance	4800.00	5040.00	240.00
Sydney Dierks	SS7747 00	student hrly Athletics Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Derik Dillon	SS8673 01	student hrly Athletics Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Charliss Dols	SS7944 00	student hrly Office Assistant	Minimum Wage Increase	4152.00	4248.00	96.00
Anna Donnay	AS9206 00	student hrly Plant Worker	Minimum Wage Increase	4152.00	4248.00	96.00
Carson Douglas	SW9534 00	WS Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Emma Drackley	SS7756 01	student hrly Member Services	Minimum Wage Increase	4152.00	4248.00	96.00
Laura Drackley	SS7845 01	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Bradley Dunton	SS7897 00	student hrly Bookstore	Sal Adj-Unusual Circumstance	4320.00	4680.00	360.00
Bradley Dunton	SS7937 00	student hrly Office Assistant	Minimum Wage Increase	4152.00	4248.00	96.00
Carter Dykstra	SS8861 01	Student Hourly-Tech Fellow	Sal Adj-Unusual Circumstance	7272.00	8001.60	729.60
Jordan Dykstra	QS9540 00	Student Driver	Minimum Wage Increase	865.00	885.00	20.00
Goodness Ebenezer	SS7911 00	student hrly Lab Assist	Minimum Wage Increase	4200.00	4248.00	48.00
Maggie Edleman	SS7928 00	student hrly Office Assistant	Minimum Wage Increase	4152.00	4248.00	96.00
Maggie Edleman	SW9897 00	WS Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Anna Effinger	SW9533 00	WS Marching Band Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Collin Eichhorn	SS7845 00	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Collin Eichhorn	SW9562 00	WS IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Bennett Eisenbeisz	SS7799 01	student hrly Route Setter	Minimum Wage Increase	4152.00	4248.00	96.00
Naomi England	SS8673 01	student hrly Equipment Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Michaela Erickson	SS7761 02	student hrly Lab Assist	Sal Adj-Unusual Circumstance	4152.00	4272.00	120.00
Michaela Erickson	SS7761 02	student hrly Lab Assist	Sal Adj-Unusual Circumstance	4272.00	4368.00	96.00
Morgan Erickson	SS8486 00	student hrly Event Management	Minimum Wage Increase	4152.00	4248.00	96.00
Ryan Etherington	SS7845 02	student hrly IM Supervisor	Minimum Wage Increase	4200.00	4248.00	48.00
Ryan Etherington	SS7845 03	student hrly IM Official	Minimum Wage Increase	4200.00	4248.00	48.00
Kallie Evans	SS8765 01	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Wyatt Ewing	SW9733 00	WS Laundry & Equip Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Collin Fanton	SS8765 00	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Alexandra Farber	SS8861 02	Student Hourly-Tech Fellow	Sal Adj-Unusual Circumstance	8001.60	8726.40	724.80

Clay Farland	SS7845 01	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Nathan Farley	SS7799 01	student hrly Climbing Wall	Minimum Wage Increase	4152.00	4248.00	96.00
Nathan Farley	SS7845 02	student hrly IM Supervisor	Minimum Wage Increase	4224.00	4248.00	24.00
Nathan Farley	SS7845 03	student hrly IM Official	Minimum Wage Increase	4224.00	4248.00	24.00
Amanda Farr	SS7762 01	student hrly Lab Assist	Sal Adj-Unusual Circumstance	4392.00	4488.00	96.00
Kennedy Fast	SS8765 00	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
April Fauth	AW9740 00	WS Horse Unit Farm Worker	Minimum Wage Increase	4224.00	4248.00	24.00
Taylor Fauth	SS7749 00	student hrly Tutor	Sal Adj-Unusual Circumstance	4800.00	5040.00	240.00
Christina Fehrman	AG9811 01	Graduate Research Assistant	Change Salary Rate/Pay Grade	23384.00	25000.00	1616.00
Sophie Felicia	SS7836 00	student hrly Library Assist	Sal Adj-Unusual Circumstance	4152.00	4320.00	168.00
Sophie Felicia	SW9486 00	WS Library Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Gage Fenski	SS7879 00	student hrly Group Fitness NC	Minimum Wage Increase	4152.00	4248.00	96.00
Jhett Finkbeiner	SS7845 02	student hrly IM Supervisor	Minimum Wage Increase	4200.00	4248.00	48.00
Jhett Finkbeiner	SS7845 03	student hrly IM Official	Minimum Wage Increase	4200.00	4248.00	48.00
Emma Finkenbiner	SS7799 01	student hrly Climbing Wall	Minimum Wage Increase	4152.00	4248.00	96.00
Tiffany Finkral	SS8765 00	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Matthew Fitzgerald	SS7845 00	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Skylar Foley	SS7845 00	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Jordan Foos	SS7937 00	Student Hrly-Office Assistant	Minimum Wage Increase	4152.00	4248.00	96.00
Jamison French	SS8233 02	Stdnt Hrly Orientation Leader	Minimum Wage Increase	4200.00	4248.00	48.00
Jamison French	SS8233 02	Stdnt Hrly Orientation Leader	Sal Adj-Unusual Circumstance	4248.00	4344.00	96.00
Alyssa Friesner	SS8765 00	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Megan Fueston	SS7845 00	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Krista Fuoss	AS9181 01	student hrly Research	Sal Adj-Unusual Circumstance	4320.00	4800.00	480.00
Sydney Gall	SS7817 00	student hrly Admin Ambassador	Minimum Wage Increase	4152.00	4248.00	96.00
Nicole Gangelhoff	SS7845 00	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Nicole Gangelhoff	SS8375 00	student hrly Facility Attend.	Minimum Wage Increase	4152.00	4248.00	96.00
Kelsey Garber	SS7718 00	student hrly Necropsy Assist	Sal Adj-Unusual Circumstance	4392.00	4488.00	96.00
Alexander Garcia	SS7609 00	student hrly Box Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Megan Garms	AS9184 01	student hrly Animal Tech	Sal Adj-Unusual Circumstance	4272.00	4368.00	96.00
Megan Garms	AS9184 01	student hrly Animal Tech	Sal Adj-Unusual Circumstance	4368.00	4488.00	120.00
Emily Gaspar	SS7973 01	student hrly Admin Support	Sal Adj-Unusual Circumstance	4560.00	4680.00	120.00
Taylor Geerdes	SS7629 00	student hrly Patrol Officer	Sal Adj-Unusual Circumstance	4800.00	4920.00	120.00
Taylor Geffre	SS7988 00	student hrly Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Taylor Geffre	SW9572 00	WS Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Kylee Geppert	AS9208 00	student hrly Sheep Unit	Minimum Wage Increase	4152.00	4248.00	96.00
Kylee Geppert	AW9743 01	WS Farm Worker Sheep Unit	Minimum Wage Increase	4152.00	4248.00	96.00
Kristin Getschmann	SS8474 01	student hrly Equestrian Barn	Minimum Wage Increase	4152.00	4248.00	96.00
Raju Ghimire	SG7912 02	Grad Teach Assist-Instructor	Permanent Change in FTE	857.35	3902.64	3045.29
Carter Gilk	SS7845 01	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Blake Gilkyson	SS7836 00	student hrly Library Assist	Sal Adj-Unusual Circumstance	4152.00	4368.00	216.00
Kathryn Goebel	AW9744 00	WS Office Assist	Sal Adj-Unusual Circumstance	4800.00	5040.00	240.00
Grace Goehring	SW9530 00	WS Tutor	Minimum Wage Increase	4152.00	4248.00	96.00
Grace Goehring	SW9530 00	WS Tutor	Sal Adj-Unusual Circumstance	4248.00	4320.00	72.00
Seth Goepferich	SS8765 00	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Rinkinson Gohel	SW9499 00	WS Gallery Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Marcus Goodfellow	SS8765 01	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Natalie Goosen	SS7723 00	student hrly Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Carlie Goranowski	SS8765 00	student hrly Student Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Aaron Goulet	SS8765 00	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Natalee Graesser	SW9489 00	WS Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Austin Green	SS7799 02	student hrly Climbing Wall	Minimum Wage Increase	4152.00	4248.00	96.00
Austin Green	SS8765 01	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Molly Grell	SS7824 00	student hrly Admin Ambassador	Minimum Wage Increase	4152.00	4248.00	96.00
Reid Grode	SS8765 00	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Katelyn Groetsch	AS9184 01	student hrly Animal Tech	Sal Adj-Unusual Circumstance	4392.00	4488.00	96.00
Katelyn Groetsch	AS9184 01	student hrly Animal Tech	Sal Adj-Unusual Circumstance	4488.00	4608.00	120.00
Hannah Groth	SS8606 00	student hrly Archives Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Hannah Groth	SW9483 00	WS Archives Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Caleb Gunn	SS7756 00	student hrly Member Services	Minimum Wage Increase	4152.00	4248.00	96.00
Caleb Gunn	SS7845 02	student hrly IM Supervisor	Minimum Wage Increase	4200.00	4248.00	48.00
Caleb Gunn	SS7845 03	student hrly IM Official	Minimum Wage Increase	4200.00	4248.00	48.00
Haide Gutierrez	SW9509 00	WS Costume Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Ashtyn Haak	SS8765 01	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Alyssa Haaland	SS7602 00	student hrly Admis. Processing	Minimum Wage Increase	4152.00	4248.00	96.00
Alyssa Haaland	SS7756 01	student hrly Member Services	Minimum Wage Increase	4152.00	4248.00	96.00
Megan Haberling	SS7973 01	student hrly PhoneJack	Sal Adj-Unusual Circumstance	4665.60	4785.60	120.00
Malachi Haddon	SS7937 00	student hrly Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00



Hayley Haertel	SS7799 02	student hrly Climbing Wall	Minimum Wage Increase	4152.00	4248.00	96.00
Samantha Hagedorn	SS7750 00	student hrly Peer Mentor	Minimum Wage Increase	4152.00	4248.00	96.00
Samantha Hagedorn	SW9657 00	WS Student Assistant	Minimum Wage Increase	4152.00	4248.00	96.00
Kaitlyn Hague	SS7705 00	student hrly Theatre Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Rachel Halbur	SS8765 02	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Billie Halsey	SS7988 02	student hrly Office Assistant	Minimum Wage Increase	4152.00	4248.00	96.00
Billie Halsey	SW9572 01	WS Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Scott Halverson	AW9740 00	WS Farm Worker	Minimum Wage Increase	4152.00	4248.00	96.00
Wyatt Hamer	SS8486 00	student hrly Grounds Crew	Minimum Wage Increase	4152.00	4248.00	96.00
Shanee Hanning	SS7817 00	student hrly Admis. Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Alecia Hansen	SS8375 00	Student Hrly-Facility Attendan	Minimum Wage Increase	4152.00	4248.00	96.00
Brandon Hansen	SS7756 01	student hrly Member Services	Minimum Wage Increase	4152.00	4248.00	96.00
Brandon Hansen	SS7878 02	student hrly Facility Attend.	Minimum Wage Increase	4152.00	4248.00	96.00
Lacey Hansen	SW9739 00	WS Union Manager	Sal Adj-Unusual Circumstance	5280.00	5304.00	24.00
Lauryn Hansen	SW9554 00	WS Union Set-up Crew	Sal Adj-Unusual Circumstance	5112.00	5136.00	24.00
Brittany Hanson	SS8765 01	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Rachel Harmon	SW9520 00	WS BluePrint Office Assist	Sal Adj-Unusual Circumstance	5112.00	5136.00	24.00
Hanna Hartman	SS8233 02	Stdnt Hrly Orientation Leader	Minimum Wage Increase	4200.00	4248.00	48.00
Hunter Harvey	SS7878 00	student hrly Facility Attd.	Minimum Wage Increase	4152.00	4248.00	96.00
Hunter Harvey	SW9474 00	WS Facility Attendent	Minimum Wage Increase	4152.00	4248.00	96.00
Alyssa Hatcher	SS7845 00	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Alyssa Hatcher	SW9562 00	WS IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Laura Hauser	SS7756 00	student hrly Member Services	Minimum Wage Increase	4152.00	4248.00	96.00
Laura Hauser	SS8375 01	student hrly Facility Attend.	Minimum Wage Increase	4152.00	4248.00	96.00
Melanie Heeren	SS7751 01	student hrly Tutor	Sal Adj-Unusual Circumstance	4368.00	4512.00	144.00
Dane Hegdahl	SS7751 00	student hrly SI Leader	Minimum Wage Increase	4152.00	4248.00	96.00
Dane Hegdahl	SS7751 00	student hrly SI Leader	Sal Adj-Unusual Circumstance	4248.00	4320.00	72.00
Emily Heiberger	AW9743 00	WS Sheep Unit Farm Worker	Minimum Wage Increase	4152.00	4248.00	96.00
Elizabeth Heidenreich	SS7756 01	student hrly Member Services	Minimum Wage Increase	4152.00	4248.00	96.00
Elizabeth Heidenreich	SS7879 01	student hrly Group Fitness NC	Minimum Wage Increase	4152.00	4248.00	96.00
Elizabeth Heidenreich	SS8375 00	stdnt hrly Facility Attendant	Minimum Wage Increase	4152.00	4248.00	96.00
Jacob Heidenreich	SS7756 01	student hrly Member Services	Minimum Wage Increase	4152.00	4248.00	96.00
Cason Heier	SS7751 00	student hrly Tutor	Minimum Wage Increase	4152.00	4248.00	96.00
Cason Heier	SS7751 00	student hrly Tutor	Sal Adj-Unusual Circumstance	4248.00	4320.00	72.00
Jade Heilman	SW9509 00	WS Scene Shop Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Dalton Heintz	SS7747 01	student hrly Women BB Asst.	Minimum Wage Increase	4152.00	4248.00	96.00
Dallas Hellmann	SS8765 00	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Dallas Hellmann	SW9697 01	WS EHS	Minimum Wage Increase	4200.00	4248.00	48.00
Anna Hemenway	AS9194 01	student hrly Pilot Lab Assist	Sal Adj-Unusual Circumstance	4800.00	5280.00	480.00
Kayla Hemmingson	SS7726 01	student hrly Library Assist	Sal Adj-Unusual Circumstance	4344.00	4512.00	168.00
Mary Hendricks	SS7705 00	student hrly Theatre Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Susan Hennen	SW9488 00	WS Tutor	Sal Adj-Unusual Circumstance	4344.00	4464.00	120.00
Rachel Henselin	SS8765 01	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Isaac Hernandez Garcia	SS7988 02	student hrly Office Assistant	Minimum Wage Increase	4152.00	4248.00	96.00
Isaac Hernandez Garcia	SW9572 01	WS Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Desirae Hertling	SS7988 00	student hrly Office Assistant	Minimum Wage Increase	4152.00	4248.00	96.00
Bailee Hetland	SS8765 01	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Katelyn Hillerud	SS8233 01	Stdnt Hrly Orientation Leader	Minimum Wage Increase	4152.00	4248.00	96.00
Danielle Himley	SS7845 00	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Danielle Himley	SW9562 00	WS IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Raela Hines	AS9184 01	student hrly Animal Tech	Sal Adj-Unusual Circumstance	4392.00	4488.00	96.00
Sydney Hirschhorn	SS7751 01	student hrly SI Leader	Sal Adj-Unusual Circumstance	4368.00	4512.00	144.00
Mariah Hodne	SS7836 02	student hrly Library Assist	Sal Adj-Unusual Circumstance	4272.00	4560.00	288.00
Haley Hoefer	SW9530 00	WS SI Leader	Minimum Wage Increase	4152.00	4248.00	96.00
Haley Hoefer	SW9530 00	WS SI Leader	Sal Adj-Unusual Circumstance	4248.00	4320.00	72.00
Anastasia Hoffer	SS7982 00	student hrly Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Anastasia Hoffer	SW9891 00	WS Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
April Hoffman	SS7845 00	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Brooke Hoffman	SS7756 00	student hrly Member Services	Minimum Wage Increase	4152.00	4248.00	96.00
Emma Hoffman	SS7756 00	student hrly Facility Attend.	Minimum Wage Increase	4152.00	4248.00	96.00
Emma Hoffman	SW9474 00	WS Facility Attendant	Minimum Wage Increase	4152.00	4248.00	96.00
Bret Holt	SS7669 00	student hrly Shop Assist	Sal Adj-Unusual Circumstance	5040.00	5280.00	240.00
Sunny Holzer	SS7879 00	student hrly Personal Trainer	Minimum Wage Increase	4152.00	4248.00	96.00
Nickales Hossle	SS7817 00	student hrly Admin Ambassador	Minimum Wage Increase	4152.00	4248.00	96.00
Hunter Howell	SS8486 00	student hrly Event Management	Minimum Wage Increase	4152.00	4248.00	96.00
Shaiann Howell	SW9612 01	WS Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Austin Huether	SS7799 01	student hrly Climbing Wall	Minimum Wage Increase	4152.00	4248.00	96.00
Mohnish Hundekar	SS7944 02	student hrly Office Assistant	Minimum Wage Increase	4152.00	4248.00	96.00

Iluppangama Iluppangama	SS8037 00	student hrly Facility Worker	Minimum Wage Increase	4152.00	4248.00	96.00
Romha Issak	SS9793 00	student hrly PhoneJack	Sal Adj-Unusual Circumstance	4320.00	4401.60	81.60
Tessa Ivers	SS8765 01	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Anna Iverson	SS8765 01	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
John Jacobson	SS7823 01	Student Hourly Museum Aide	Minimum Wage Increase	4104.00	4248.00	144.00
John Jacobson	SS7836 00	student hrly Library Assist	Sal Adj-Unusual Circumstance	4152.00	4320.00	168.00
Theodore Jacoby	AS9206 00	student hrly Plant Worker	Minimum Wage Increase	4152.00	4248.00	96.00
Sanmati Jain	AS9194 00	student hrly Lab Assist	Sal Adj-Unusual Circumstance	4800.00	5280.00	480.00
Kayla Jaques	SS8765 00	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Sarah Jarman	SW9509 00	WS Costume Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Fatima Javid	SS7904 00	student hrly Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Fatima Javid	SS8233 01	Stdnt Hrly Orientation Leader	Minimum Wage Increase	4152.00	4248.00	96.00
Fatima Javid	SW9531 01	WS Museum Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Danielle Jax	AS9206 00	student hrly Plant Worker	Minimum Wage Increase	4152.00	4248.00	96.00
Kaveen Jayamanna	SS8696 00	student hrly Office Assistant	Minimum Wage Increase	4152.00	4248.00	96.00
Michelle Jerzak	SS7988 00	student hrly Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Jacey Jessop	SS9793 02	student hrly Admin Support	Sal Adj-Unusual Circumstance	4440.00	4560.00	120.00
Joslyn Jessop	SW9547 00	WS Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Alexandria Johns	SS7756 01	student hrly Member Services	Minimum Wage Increase	4152.00	4248.00	96.00
Brooke Johnson	SS8765 01	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Danny Johnson	SS8486 00	student hrly Event Management	Minimum Wage Increase	4152.00	4248.00	96.00
Ellys Johnson	AS9124 00	student hrly Research Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Matthew Johnson	SS8486 00	Student Hrly-Grounds crew	Minimum Wage Increase	4152.00	4248.00	96.00
Rachel Johnson	SS7944 00	Student Hrly-Office Assistant	Minimum Wage Increase	4152.00	4248.00	96.00
Sara Johnson	SS7750 00	student hrly Peer Mentor	Minimum Wage Increase	4152.00	4248.00	96.00
Taylor Johnson	SS8765 01	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Bailey Jorgensen	SS7799 02	student hrly Climbing Wall	Minimum Wage Increase	4152.00	4248.00	96.00
Johnna Jorgensen	AS9131 00	student hrly Lab Assist	Minimum Wage Increase	4200.00	4248.00	48.00
Tyler Joyal	SS8765 02	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Ellyn Julius	SS7751 01	student hrly Tutor	Sal Adj-Unusual Circumstance	4248.00	4320.00	72.00
Ellyn Julius	SS8765 00	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Brooke Kannas	SS7944 01	student hrly Office Assistant	Minimum Wage Increase	4152.00	4248.00	96.00
Angelica Kasper	SS8233 01	Stdnt Hrly Orientation Leader	Minimum Wage Increase	4152.00	4248.00	96.00
Thomas Kaufman	SS7756 01	student hrly Member Services	Minimum Wage Increase	4152.00	4248.00	96.00
Grace Kavunga	SS7871 01	student hrly Custodial	Minimum Wage Increase	4152.00	4248.00	96.00
Joseph Keane	SS8765 02	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Emily Keiser	SS8474 00	student hrly Equestrian Barn	Minimum Wage Increase	4200.00	4248.00	48.00
Emily Keiser	SS8474 00	student hrly Equestrian Barn	Sal Adj-Unusual Circumstance	4248.00	4320.00	72.00
Megan Kellen	SW9537 00	WS Admis. Ambassador	Minimum Wage Increase	4152.00	4248.00	96.00
Jae Kelsey	SS8233 02	Stdnt Hrly Orientation Leader	Minimum Wage Increase	4200.00	4248.00	48.00
Dayton Keyman	US8506 00	Front Desk Assistant	Minimum Wage Increase	3791.38	3834.71	43.33
Caroline Kieffer	SS7817 00	student hrly Admin Ambassador	Minimum Wage Increase	4152.00	4248.00	96.00
Jensen Kiesow	SS7982 00	Student Hrly-Office Assistant	Minimum Wage Increase	4152.00	4248.00	96.00
HeeWon Kim	SS7894 00	student hrly Accounting Assist	Sal Adj-Unusual Circumstance	5280.00	5640.00	360.00
Kristopher Kindl	SS8673 02	student hrly Equipment Asst.	Minimum Wage Increase	4152.00	4248.00	96.00
Kennedy Kirsch	SS7824 00	student hrly Admin Ambassador	Minimum Wage Increase	4152.00	4248.00	96.00
Laura Klautd	SS8765 02	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Jeanette Klein	SS9793 01	student hrly Admin Support	Sal Adj-Unusual Circumstance	4560.00	4680.00	120.00
Jeanette Klein	SW9537 00	WS Admis. Ambassador	Minimum Wage Increase	4152.00	4248.00	96.00
Rachel Klein	SS7747 00	student hrly Women BB Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Camille Klima	SS7824 01	student hrly Admin Ambassador	Minimum Wage Increase	4152.00	4248.00	96.00
Camille Klima	SS8765 01	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Krynne Knopik	SS7669 00	student hrly Shop Worker	Sal Adj-Unusual Circumstance	5040.00	5280.00	240.00
Ryan Koch	SS7984 00	student hrly Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Hailey Koenen	SS7799 01	student hrly Climbing Wall	Minimum Wage Increase	4152.00	4248.00	96.00
Katelyn Koenig	SS7756 01	student hrly Member Services	Minimum Wage Increase	4152.00	4248.00	96.00
Vanessa Konynenbelt	SS7817 00	student hrly Admin Ambassador	Minimum Wage Increase	4152.00	4248.00	96.00
Hallie Koppi	SS7845 01	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Hallie Koppi	SS7845 02	student hrly IM Supervisor	Minimum Wage Increase	4152.00	4248.00	96.00
Hallie Koppi	SW9479 00	WS Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Kimberly Koupal	SS7730 00	student hrly Teacher Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Robert Kranz	SS7751 01	student hrly Tutor	Sal Adj-Unusual Circumstance	4368.00	4512.00	144.00
Lauren Kremer	SS8233 01	Stdnt Hrly Orientation Leader	Minimum Wage Increase	4152.00	4248.00	96.00
Alison Krieger	SS7845 02	student hrly IM Supervisor	Minimum Wage Increase	4200.00	4248.00	48.00
Alison Krieger	SS7845 03	student hrly IM Official	Minimum Wage Increase	4200.00	4248.00	48.00
Maggie Kringen	SS7879 04	student hrly Group Fitness NC	Minimum Wage Increase	4152.00	4248.00	96.00
Molly Kroeger	AS9181 00	student hrly Lab Worker	Minimum Wage Increase	4152.00	4248.00	96.00
Kirby Krogstad	SS7751 00	student hrly SI Leader	Minimum Wage Increase	4152.00	4248.00	96.00

Kirby Krogstad	SS7751 00	student hrly SI Leader	Sal Adj-Unusual Circumstance	4248.00	4320.00	72.00
Maggie Kruse	SS8375 00	student hrly Facility Attend.	Minimum Wage Increase	4152.00	4248.00	96.00
Victoria Kuhlmann	SS8765 01	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Ciara Kulhavy	SS7817 02	student hrly Office Worker	Minimum Wage Increase	4152.00	4248.00	96.00
Kamryn Kullot	SS7751 00	student hrly SI Leader	Sal Adj-Unusual Circumstance	4248.00	4320.00	72.00
Mibin Kuruvilla Joseph	SS9849 03	Grad Teach Assist-Instructor	Change Salary Rate/Pay Grade	21532.00	23532.00	2000.00
Kayla Kutzke	SS7824 00	student hrly Admin Ambassador	Minimum Wage Increase	4152.00	4248.00	96.00
Kayla Kutzke	SS8233 01	Stdnt Hrly Orientation Leader	Minimum Wage Increase	4152.00	4248.00	96.00
Kayla Kutzke	SS8233 01	Stdnt Hrly Orientation Leader	Sal Adj-Unusual Circumstance	4248.00	4296.00	48.00
London Lambert	SS7799 01	student hrly Climbing Wall	Minimum Wage Increase	4152.00	4248.00	96.00
Rachel Landmark	SS9793 10	student hrly PhoneJack	Sal Adj-Unusual Circumstance	5640.00	5760.00	120.00
Katherine Lane	SS7982 00	student hrly Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Katherine Lane	SW9555 00	WS Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Whitney Lange	SS7854 00	student hrly Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Whitney Lange	SW9893 00	WS Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Caleb Langner	SS7730 01	student hrly Teacher Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Morgan Lanier	SS7988 01	student hrly Office Assistant	Minimum Wage Increase	4152.00	4248.00	96.00
George Lapka	SS8673 00	student hrly Equipment Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Martee Larson	AS9124 00	student hrly Research Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Matthew Larson	SS7756 01	student hrly Member Services	Minimum Wage Increase	4152.00	4248.00	96.00
Morgan Laub	SS8765 01	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Megan Lavergne	SS7817 01	student hrly Admin Ambassador	Minimum Wage Increase	4152.00	4248.00	96.00
Mayowa Lawal	SS8023 00	student hrly Custodian	Minimum Wage Increase	4152.00	4248.00	96.00
Rebecca Leddy	AS9184 01	student hrly Animal Tech	Sal Adj-Unusual Circumstance	4632.00	4728.00	96.00
Ethan Leif	SS7751 00	student hrly Tutor	Minimum Wage Increase	4152.00	4248.00	96.00
Ethan Leif	SS7751 00	student hrly Tutor	Sal Adj-Unusual Circumstance	4248.00	4320.00	72.00
Nykell Lendt	SS7756 01	student hrly Member Services	Minimum Wage Increase	4152.00	4248.00	96.00
Samantha Letcher	SS7944 00	student hrly Office Assistant	Minimum Wage Increase	4152.00	4248.00	96.00
Samantha Letcher	SW9573 00	WS Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Amanda Lewandowski	SS7723 00	student hrly Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Shelby Lingscheit	SS9793 03	student hrly Admin Support	Sal Adj-Unusual Circumstance	4920.00	5040.00	120.00
Jordan Little	SS7751 01	student hrly Tutor & SI Leader	Sal Adj-Unusual Circumstance	4368.00	4512.00	144.00
Victor Lobato Da Silva Costa	SS7845 00	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Victor Lobato Da Silva Costa	SS8486 00	student hrly Event Managment	Minimum Wage Increase	4152.00	4248.00	96.00
Kira Loftesness	SS8765 01	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Brittney Loonan	SS7845 00	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Brittney Loonan	SW9562 00	WS IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Aryca Lothrop	SW9537 00	WS Admis. Ambassador	Minimum Wage Increase	4152.00	4248.00	96.00
Katherine Lucas	SS7751 00	student hrly SI Leader	Minimum Wage Increase	4152.00	4248.00	96.00
Katherine Lucas	SS7751 00	student hrly SI Leader	Sal Adj-Unusual Circumstance	4248.00	4320.00	72.00
Jennifer Luczak	SS7988 00	student hrly Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Jennifer Luczak	SW9572 00	WS Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Courtney Lusk	SW9554 00	WS Info Exchange Attend.	Sal Adj-Unusual Circumstance	5160.00	5184.00	24.00
Clancy Lytle	SS7845 00	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Emily Mabon	SS8765 00	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Mackenzie Mack	SS8765 01	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Alexander Macki	SS8486 03	student hrly Events Management	Minimum Wage Increase	4152.00	4248.00	96.00
Harrie Mahalingam	AS9194 01	student hrly Lab Assist	Sal Adj-Unusual Circumstance	7320.00	8160.00	840.00
Manuja Mahanama	SS8037 00	student hrly Facility Worker	Minimum Wage Increase	4152.00	4248.00	96.00
Anna Maher	SS8474 01	student hrly Equestrian Barn	Minimum Wage Increase	4152.00	4248.00	96.00
Anna Maher	SS8474 01	student hrly Equestrian Barn	Sal Adj-Unusual Circumstance	4248.00	4440.00	192.00
Nicholas Mahowald	SS7799 01	student hrly Route Setter	Minimum Wage Increase	4152.00	4248.00	96.00
Adam Manderfeld	SS7787 04	student hrly Farm Crew	Sal Adj-Unusual Circumstance	5040.00	5760.00	720.00
Adam Manderfeld	SS7787 05	student hrly Farm Crew Holiday	Sal Adj-Unusual Circumstance	5520.00	6240.00	720.00
Matthew Manning	SS8486 02	student hrly Event Worker	Minimum Wage Increase	4152.00	4248.00	96.00
Megan Mansker	SS8474 00	student hrly Equestrian Barn	Minimum Wage Increase	4200.00	4248.00	48.00
Janaye Martin	SS7897 01	student hrly Bookstore	Sal Adj-Unusual Circumstance	4680.00	5040.00	360.00
Jessica Martinez	SS8474 00	student hrly Equestrian Barn	Minimum Wage Increase	4200.00	4248.00	48.00
Lesley Mason	SS8673 01	student hrly Athletics Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Rebecca Mata-Sanchez	SS8765 00	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Gage Matzen	SS7799 00	student hrly Climbing Wall	Minimum Wage Increase	4152.00	4248.00	96.00
Broc Mauch	SS7670 01	student hrly Farm Worker	Minimum Wage Increase	4200.00	4248.00	48.00
Lakin Mauch	SS7845 00	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Nickolas Mauer	SS8765 00	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Ashley Maus	AS9206 00	student hrly Plant Worker	Minimum Wage Increase	4152.00	4248.00	96.00
Ashley Maus	AW9736 00	WS Plant Worker	Minimum Wage Increase	4152.00	4248.00	96.00
Morgan McCall	SS7756 01	student hrly Member Services	Minimum Wage Increase	4152.00	4248.00	96.00
Kaitlyn McCracken	SS7756 01	student hrly Member Services	Minimum Wage Increase	4152.00	4248.00	96.00

Kaitlyn McCracken	SS7799 01	student hrly Climbing Wall	Minimum Wage Increase	4152.00	4248.00	96.00
Riley McCre	SS7756 01	student hrly Member Services	Minimum Wage Increase	4152.00	4248.00	96.00
Riley McCre	SS7879 00	student hrly Group Fitness NC	Minimum Wage Increase	4152.00	4248.00	96.00
Cole McGehee	SS7845 01	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Miranda McMullen	SW9554 01	WS Info Exchange Stud. Manager	Sal Adj-Unusual Circumstance	5664.00	5688.00	24.00
Justine Meendering	SS8765 01	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Hunter Mees	SS7845 00	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Jason Mehlhaf	SS7930 02	student hrly Apartment Mngr	Minimum Wage Increase	4152.00	4248.00	96.00
Riley Mehlhaf	SS8765 02	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Riley Mehlhaf	SW9494 01	WS Front Desk Worker	Minimum Wage Increase	4152.00	4248.00	96.00
Siddharth Mehta	SS8474 02	student hrly Equestrian Barn	Minimum Wage Increase	4152.00	4248.00	96.00
Siddharth Mehta	SS8486 02	stdnt hrly Grounds Crew 336313	Minimum Wage Increase	4152.00	4248.00	96.00
Siddharth Mehta	SS8486 03	stdnt hrly Grounds Crew 337G02	Minimum Wage Increase	4152.00	4248.00	96.00
Rachel Mejstrik	SS7928 00	student hrly Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Rachel Mejstrik	SW9897 00	WS Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Lydia Meredith	AW9736 00	WS Plant Worker	Minimum Wage Increase	4152.00	4248.00	96.00
McKenzie Mertens	SS7845 01	student hrly IM Supervisor	Minimum Wage Increase	4200.00	4248.00	48.00
McKenzie Mertens	SS7845 02	student hrly IM Official	Minimum Wage Increase	4200.00	4248.00	48.00
Nichole Metter	SW9530 00	WS Tutor	Minimum Wage Increase	4152.00	4248.00	96.00
Nichole Metter	SW9530 00	WS Tutor	Sal Adj-Unusual Circumstance	4248.00	4320.00	72.00
Emily Metzger	SW9520 00	WS BluePrint Office Assist	Sal Adj-Unusual Circumstance	5112.00	5136.00	24.00
Andrea Mikkelsen	SS7749 00	student hrly Tutor	Sal Adj-Unusual Circumstance	4800.00	5040.00	240.00
Anna Miller	SW9887 00	WS Office Helper	Minimum Wage Increase	4152.00	4248.00	96.00
Gunnar Miller	SW9509 02	WS Costume Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Katie Miller	SS7845 00	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Lindsay Miller	SS7718 01	student hrly Necropsy Assist	Sal Adj-Unusual Circumstance	4152.00	4272.00	120.00
Lindsay Miller	SS7718 01	student hrly Necropsy Assist	Sal Adj-Unusual Circumstance	4272.00	4368.00	96.00
Mukesh Mithrakumar	SS8688 01	student hrly Union Set-Up Crew	Sal Adj-Unusual Circumstance	5112.00	5136.00	24.00
Elizabeth Mitzel	SS7812 00	student hrly Meat Lab Worker	Minimum Wage Increase	4152.00	4248.00	96.00
Seyedeh Zahra Moazzami	SS7751 00	student hrly Tutor	Minimum Wage Increase	4152.00	4248.00	96.00
Seyedeh Zahra Moazzami	SS7751 00	student hrly Tutor	Sal Adj-Unusual Circumstance	4248.00	4320.00	72.00
Emily Mochel	SS8765 02	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Julia Mochel	SW9530 00	WS Tutor	Minimum Wage Increase	4152.00	4248.00	96.00
Julia Mochel	SW9530 00	WS Tutor	Sal Adj-Unusual Circumstance	4248.00	4320.00	72.00
Clara Moeller	SS7670 00	student hrly Office Assist	Minimum Wage Increase	4200.00	4248.00	48.00
Nur Islamiah Mohamad Fuad	SS8486 04	student hrly Ground Crew	Minimum Wage Increase	4152.00	4248.00	96.00
Anna Mohr	AS9176 01	student hrly Research Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Joshua Mohs	SS7836 00	student hrly Library Assist	Sal Adj-Unusual Circumstance	4152.00	4320.00	168.00
Allyson Monson	SS8233 01	Stdnt Hrly Orientation Leader	Minimum Wage Increase	4152.00	4248.00	96.00
Allyson Monson	SS8233 01	Stdnt Hrly Orientation Leader	Sal Adj-Unusual Circumstance	4248.00	4296.00	48.00
Brenna Morgan	SS7756 01	student hrly Member Services	Minimum Wage Increase	4152.00	4248.00	96.00
Christine Morgan	SS8233 01	Stdnt Hrly Orientation Leader	Minimum Wage Increase	4152.00	4248.00	96.00
Heather Moser	SS7751 00	student hrly Tutor	Minimum Wage Increase	4152.00	4248.00	96.00
Heather Moser	SS7751 00	student hrly Tutor	Sal Adj-Unusual Circumstance	4248.00	4320.00	72.00
Jennifer Mueller	SS7610 00	stdnt hrly Assoc. Office Asst.	Minimum Wage Increase	4152.00	4248.00	96.00
Kaylee Muller	SS8765 01	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Laura Munger	SS8474 00	student hrly Equestrian Barn	Minimum Wage Increase	4200.00	4248.00	48.00
Ray Munsterman	SS7751 00	student hrly Tutor	Minimum Wage Increase	4152.00	4248.00	96.00
Ray Munsterman	SS7751 00	student hrly Tutor	Sal Adj-Unusual Circumstance	4248.00	4320.00	72.00
Irakoze Naftari	SS7836 00	student hrly Library Assist	Sal Adj-Unusual Circumstance	4152.00	4320.00	168.00
Ngole Ndaku	SS7871 01	student hrly Custodial	Minimum Wage Increase	4152.00	4248.00	96.00
Mara Neitzel	SS7751 01	student hrly Tutor	Sal Adj-Unusual Circumstance	4368.00	4512.00	144.00
Anna Nelson	SS7984 00	student hrly Office Assistant	Minimum Wage Increase	4152.00	4248.00	96.00
Zebadiah Nelson	SW9530 00	WS Tutor	Minimum Wage Increase	4152.00	4248.00	96.00
Zebadiah Nelson	SW9530 00	WS Tutor	Sal Adj-Unusual Circumstance	4248.00	4320.00	72.00
Shannon Nesland	SS7988 00	student hrly Office Assistant	Minimum Wage Increase	4152.00	4248.00	96.00
Lindsay Newenhouse	SW9530 00	WS Tutor	Sal Adj-Unusual Circumstance	4368.00	4512.00	144.00
Trevor Novotny	SS8486 03	student hrly Event Mangement	Minimum Wage Increase	4152.00	4248.00	96.00
Trevor Novotny	SS8486 04	student hrly Grounds Crew	Minimum Wage Increase	4152.00	4248.00	96.00
Trevor Novotny	SW9831 00	WS Ground Crew	Minimum Wage Increase	4200.00	4248.00	48.00
Karli O'Connor	SS7845 01	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Brandi Ober	SS7988 00	student hrly Office Assistant	Minimum Wage Increase	4152.00	4248.00	96.00
Tomomi Ogasawara	SS7871 01	student hrly Custodial	Minimum Wage Increase	4152.00	4248.00	96.00
Madison Okerstrom	SS8474 00	student hrly Equestrian Barn	Minimum Wage Increase	4200.00	4248.00	48.00
Brooke Olson	SS7879 01	student hrly Group Fitness NC	Minimum Wage Increase	4152.00	4248.00	96.00
Benjamin Ostebee	SS7751 00	student hrly Tutor	Minimum Wage Increase	4152.00	4248.00	96.00
Benjamin Ostebee	SS7751 00	student hrly Tutor	Sal Adj-Unusual Circumstance	4248.00	4320.00	72.00
Madilyn Oye	SS7756 01	student hrly Member Services	Minimum Wage Increase	4152.00	4248.00	96.00

Madilyn Oye	SS8375	00	stdnt hrly Facility Attendant	Minimum Wage Increase	4152.00	4248.00	96.00
Justin Pabst	SS7845	00	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Justin Pading	SS7799	01	student hrly Route Setter	Minimum Wage Increase	4152.00	4248.00	96.00
Victoria Pagel	SS7845	00	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Victoria Pagel	SW9562	00	WS IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Miranda Painter	AS9184	00	student hrly Animal Tech	Sal Adj-Unusual Circumstance	4152.00	4272.00	120.00
Miranda Painter	AS9184	00	student hrly Animal Tech	Sal Adj-Unusual Circumstance	4272.00	4368.00	96.00
Miranda Painter	SS7626	00	student hrly Lab Assist	Sal Adj-Unusual Circumstance	4152.00	4272.00	120.00
Miranda Painter	SS7626	00	student hrly Lab Assist	Sal Adj-Unusual Circumstance	4272.00	4368.00	96.00
Jacquelyn Pajl	AS9184	01	student hrly Animal Tech	Sal Adj-Unusual Circumstance	4392.00	4488.00	96.00
Jennifer Palmer	SS7845	00	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Allyssa Parker	AS9184	01	student hrly Animal Tech	Sal Adj-Unusual Circumstance	4392.00	4488.00	96.00
Josie Parry	SS7730	01	student hrly Head Teacher	Minimum Wage Increase	4200.00	4248.00	48.00
Josie Parry	SW9887	01	WS Office Assist	Sal Adj-Unusual Circumstance	4272.00	4368.00	96.00
Janki Patel	SS7944	01	student hrly Office Assistant	Minimum Wage Increase	4152.00	4248.00	96.00
Jyotshana Paudyal	SS7726	00	student hrly Briggs Assist	Sal Adj-Unusual Circumstance	4272.00	4488.00	216.00
Braden Paulsen	SW9509	00	WS Costume Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Madisen Payne	SS7845	00	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Kendra Peck	SS8765	01	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Gerald Peden	SS9802	00	student hrly News Writer	Minimum Wage Increase	4152.00	4248.00	96.00
Juliana Pederson	SW9530	00	WS Tutor	Minimum Wage Increase	4152.00	4248.00	96.00
Juliana Pederson	SW9530	00	WS Tutor	Sal Adj-Unusual Circumstance	4248.00	4320.00	72.00
Laura Pelzel	SS7718	00	student hrly Necropsy Assist	Sal Adj-Unusual Circumstance	4752.00	4848.00	96.00
Laura Pelzel	SS7718	00	student hrly Necropsy Assist	Sal Adj-Unusual Circumstance	4848.00	4968.00	120.00
Kyle Peterson	SS7799	01	student hrly Climbing Wall	Minimum Wage Increase	4152.00	4248.00	96.00
Nolan Peterson	SS8375	00	stdnt hrly Facility Attendant	Minimum Wage Increase	4152.00	4248.00	96.00
Shanae Peterson	SS7988	00	student hrly Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Shanae Peterson	SW9572	00	WS Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Jace Philipsen	SS7845	00	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Jacob Pickthorn	SS8375	00	student hrly Facility Attend.	Minimum Wage Increase	4152.00	4248.00	96.00
Jasmine Piepho	SS7761	01	student hrly Lab Assist	Sal Adj-Unusual Circumstance	4272.00	4368.00	96.00
Samantha Pietrzak	SS8233	01	Stdnt Hrly Orientation Leader	Minimum Wage Increase	4152.00	4248.00	96.00
Samantha Pietrzak	SS8233	01	Stdnt Hrly Orientation Leader	Sal Adj-Unusual Circumstance	4248.00	4296.00	48.00
Garrett Quinn	AS9183	00	student hrly Research Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Mohammed Real	SS7944	00	student hrly Office Assistant	Minimum Wage Increase	4152.00	4248.00	96.00
Mohammed Real	SS8486	00	student hrly Event Management	Minimum Wage Increase	4152.00	4248.00	96.00
Jenna Rehder	SS7845	00	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Emily Reinking	SW9488	00	WS Peer Mentor	Minimum Wage Increase	4152.00	4248.00	96.00
Joshua Reitsma	SW9509	01	WS Costume Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Cassie Renfeld	SS8375	00	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Tannen Reu	SS8375	00	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Matthew Rice	SW9530	00	WS SI Leader	Minimum Wage Increase	4152.00	4248.00	96.00
Noah Rieber	SS7845	00	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Jared Rohloff	SS7854	00	student hrly Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Jesse Roshau	SW9527	00	WS Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Brooke Roth	SS7751	00	student hrly Tutor	Minimum Wage Increase	4152.00	4248.00	96.00
Brooke Roth	SS7751	00	student hrly Tutor	Sal Adj-Unusual Circumstance	4248.00	4320.00	72.00
Blaine Rothacker	SS8486	00	student hrly Event Management	Minimum Wage Increase	4152.00	4248.00	96.00
Jenessa Rothmeier	SS7730	00	student hrly Teacher Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Doha Rottluff	SW9488	00	WS Peer Mentor	Minimum Wage Increase	4152.00	4248.00	96.00
Grady Ruble	AG9819	02	Graduate Research Assistant	Sal Adj-Unusual Circumstance	16000.00	25000.00	9000.00
Tristen Rush	SS7756	00	student hrly Member Services	Minimum Wage Increase	4152.00	4248.00	96.00
Tristen Rush	SS8375	03	stdnt hrly Facility Attendant	Minimum Wage Increase	4152.00	4248.00	96.00
Cody Ryckman	SS7988	01	student hrly Office Assistant	Minimum Wage Increase	4152.00	4248.00	96.00
Julius Sachs	AS9206	00	student hrly Plant Worker	Minimum Wage Increase	4152.00	4248.00	96.00
Mahmoud Sadek	SS7669	02	student hrly Shop Assist	Sal Adj-Unusual Circumstance	5040.00	5280.00	240.00
Reginald Sahu	SS7944	00	Student Hrly-Office Assistant	Minimum Wage Increase	4152.00	4248.00	96.00
Ryan Sailors	SS7756	01	student hrly Member Services	Minimum Wage Increase	4152.00	4248.00	96.00
Ryan Sailors	SS7879	03	student hrly Group Fitness NC	Minimum Wage Increase	4152.00	4248.00	96.00
Vanesa Salas	SS8486	00	student hrly Event Worker	Minimum Wage Increase	4152.00	4248.00	96.00
Thomas Salentiny	SS7718	01	student hrly Necropsy Assist	Sal Adj-Unusual Circumstance	4272.00	4368.00	96.00
S Vidanagamage Samaranayake	SS7606	00	student hrly CDE Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Alejandro Sanchez	SW9513	00	WS Equipment Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Bailey Sanken	SS7897	01	student hrly Bookstore	Sal Adj-Unusual Circumstance	4320.00	4680.00	360.00
Kjersten Sankey	SS7751	01	student hrly Tutor	Sal Adj-Unusual Circumstance	4368.00	4512.00	144.00
Emily Sass	SS8765	00	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Payton Schafers	SS7756	00	student hrly Member Services	Minimum Wage Increase	4152.00	4248.00	96.00
Kirsten Scheldorf	SW9812	00	WS Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00

Meghan Schenk	SS7751 01	student hrly Tutor	Sal Adj-Unusual Circumstance	4368.00	4512.00	144.00
Nicole Schimek	SS8233 01	Stdnt Hrly Orientation Leader	Minimum Wage Increase	4152.00	4248.00	96.00
Star Schipper	SS7750 01	student hrly Peer Mentor	Sal Adj-Unusual Circumstance	4248.00	4344.00	96.00
Austin Schlager	SS8861 01	Student Hourly-Tech Fellow	Sal Adj-Unusual Circumstance	7272.00	8001.60	729.60
Anna Schleper	SS7749 00	student hrly Tutor	Sal Adj-Unusual Circumstance	4800.00	5040.00	240.00
Connor Schlotfeldt	SS7799 01	student hrly Climbing Wall	Minimum Wage Increase	4152.00	4248.00	96.00
Hannah Schmid	SS7762 00	student hrly Lab Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Matthew Schmit	SW9537 00	WS Admis. Ambassador	Minimum Wage Increase	4152.00	4248.00	96.00
Sarah Schoon	SS7845 00	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Andrea Schubloom	SS7824 00	student hrly Admin Ambassador	Minimum Wage Increase	4152.00	4248.00	96.00
Madalyne Schuldt	SS8861 01	Student Hourly-Tech Fellow	Sal Adj-Unusual Circumstance	7272.00	8001.60	729.60
Madalyne Schuldt	SW9537 00	WS Admis. Ambassador	Minimum Wage Increase	4152.00	4248.00	96.00
Jon Schulte	SS7928 00	student hrly Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Jon Schulte	SW9897 00	WS Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Elizabeth Schwartzhoff	AS9206 00	student hrly Plant Worker	Minimum Wage Increase	4152.00	4248.00	96.00
Elizabeth Schwartzhoff	AW9736 00	WS Plant Worker	Minimum Wage Increase	4152.00	4248.00	96.00
Brooklyn Schwiesow	SW7609 00	student hrly Theatre Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Sara Scofield	SW9494 00	WS Front Desk Worker	Minimum Wage Increase	4152.00	4248.00	96.00
Riley Scott	SS7730 00	student hrly Teacher Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Hannah Seline-Wagner	SW9509 00	WS Scene Shop Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Zachary Sell	SS8486 03	student hrly Grounds Crew	Minimum Wage Increase	4152.00	4248.00	96.00
Anna Sells	AW9723 00	WS Meat Lab Worker	Minimum Wage Increase	4152.00	4248.00	96.00
Anna Sells	SS7812 00	student hrly Meat Lab Worker	Minimum Wage Increase	4152.00	4248.00	96.00
Scott Simons	SS9793 01	student hrly Admin Support	Sal Adj-Unusual Circumstance	4680.00	4800.00	120.00
Jessica Singewald	SW9530 00	WS Tutor	Minimum Wage Increase	4152.00	4248.00	96.00
Jessica Singewald	SW9530 00	WS Tutor	Sal Adj-Unusual Circumstance	4248.00	4320.00	72.00
Kushagra Singh	SS8696 00	student hrly Office Assistant	Minimum Wage Increase	4152.00	4248.00	96.00
Dinithi Sriwardana Pathiranag	SS8037 00	student hrly Facility Worker	Minimum Wage Increase	4152.00	4248.00	96.00
Allison Siver	SS8765 01	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Melora Smoke	SS7730 00	student hrly Assistant Teacher	Minimum Wage Increase	4152.00	4248.00	96.00
Sidney Snyder	SS7982 01	student hrly Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Sidney Snyder	SS8233 01	Stdnt Hrly Orientation Leader	Minimum Wage Increase	4152.00	4248.00	96.00
Sidney Snyder	SW9555 01	WS Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Surya Soni	SS8023 00	student hrly Custodian	Minimum Wage Increase	4152.00	4248.00	96.00
Kristan Soukup	SW9476 00	WS Climbing Wall	Minimum Wage Increase	4152.00	4248.00	96.00
Audrey Souza	AS9208 01	student hrly Sheep Unit	Minimum Wage Increase	4152.00	4248.00	96.00
Jesse Spear	SW9520 00	WS BluePrint Office Assist	Sal Adj-Unusual Circumstance	5112.00	5136.00	24.00
Robert Speirs	SW7824 00	student hrly Admin Ambassador	Minimum Wage Increase	4152.00	4248.00	96.00
Jarett Spiering	SW9733 00	WS Equipment Manager	Minimum Wage Increase	4152.00	4248.00	96.00
Miss Natcha Srimaneerungroj	SS7750 00	student hrly Peer Mentor	Minimum Wage Increase	4152.00	4248.00	96.00
Alexa Standfuss	SS7928 00	Student Hrly-Office Assistant	Minimum Wage Increase	4152.00	4248.00	96.00
Alexa Standfuss	SW9897 00	WS Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Norman Statz	SS7984 00	student hrly Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Norman Statz	SW9895 00	WS Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Emma Stavnes	SW9554 00	WS Info Exchange Attend.	Sal Adj-Unusual Circumstance	5160.00	5184.00	24.00
Tori Stepp	SS9793 02	student hrly PhoneJack	Sal Adj-Unusual Circumstance	4526.40	4646.40	120.00
Nicole Sterzinger	SS7718 00	student hrly Lab Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Dillon Storm	SS8765 01	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Rachel Storvick	SS7984 00	student hrly Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Cecilia Streff	SS9793 02	student hrly Admin Support	Sal Adj-Unusual Circumstance	5040.00	5160.00	120.00
Andrea Strong	AS9184 00	student hrly Animal Tech	Minimum Wage Increase	4152.00	4248.00	96.00
Clare Stuewe	SS7845 01	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Clare Stuewe	SW9562 00	WS IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Kaitlin Sulentic	SS8765 01	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Macy Swanson	SW9509 01	WS Costume Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Alyssa Swearingen	SS7756 00	student hrly Member Services	Minimum Wage Increase	4152.00	4248.00	96.00
Alyssa Swearingen	SS7845 02	student hrly IM Supervisor	Minimum Wage Increase	4200.00	4248.00	48.00
Alyssa Swearingen	SS7845 03	student hrly IM Official	Minimum Wage Increase	4200.00	4248.00	48.00
Samantha Swenson	SS7800 01	student hrly Office Services	Sal Adj-Unusual Circumstance	4224.00	4344.00	120.00
Savannah Swenson	SS8233 02	Stdnt Hrly Orientation Leader	Minimum Wage Increase	4200.00	4248.00	48.00
Savannah Swenson	SS8233 02	Stdnt Hrly Orientation Leader	Sal Adj-Unusual Circumstance	4248.00	4344.00	96.00
Esther Swift	SS7817 00	student hrly Admin Ambassador	Minimum Wage Increase	4152.00	4248.00	96.00
David Sykora	SS7751 00	student hrly Tutor	Minimum Wage Increase	4152.00	4248.00	96.00
David Sykora	SW9530 00	WS Tutor	Minimum Wage Increase	4152.00	4248.00	96.00
David Sykora	SW9530 00	WS Tutor	Sal Adj-Unusual Circumstance	4248.00	4320.00	72.00
Collin Tanner	SW9812 00	WS Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Micayla Ter Wee	SW9537 00	WS Admis. Ambassador	Minimum Wage Increase	4152.00	4248.00	96.00
Imal Thammitage	SS8037 00	student hrly Facility Worker	Minimum Wage Increase	4152.00	4248.00	96.00

Tracy Thiesse	SS8765 01	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Margaretha Tinglund	SW9539 00	WS Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Selene Tinklenberg	SS7817 00	student hrly Admin Ambassador	Minimum Wage Increase	4152.00	4248.00	96.00
Tony Tran	SS8233 01	Stdnt Hrly Orientation Leader	Minimum Wage Increase	4152.00	4248.00	96.00
Tony Tran	SS8233 01	Stdnt Hrly Orientation Leader	Sal Adj-Unusual Circumstance	4248.00	4296.00	48.00
Tony Tran	SW9617 01	WS Orientation Leader	Minimum Wage Increase	4152.00	4248.00	96.00
Tony Tran	SW9617 01	WS Orientation Leader	Sal Adj-Unusual Circumstance	4248.00	4296.00	48.00
Courtney Trapp	SS7879 01	student hrly Group Fitness NC	Minimum Wage Increase	4152.00	4248.00	96.00
Brianna Trembl	SS7750 00	student hrly Peer Mentor	Minimum Wage Increase	4152.00	4248.00	96.00
Reed Trenhaile	SW9554 00	WS Info Exchange Attend.	Sal Adj-Unusual Circumstance	5160.00	5184.00	24.00
Haley Turany	SW9530 00	WS Tutor	Minimum Wage Increase	4152.00	4248.00	96.00
Haley Turany	SW9530 00	WS Tutor	Sal Adj-Unusual Circumstance	4248.00	4320.00	72.00
Alexander Tysdal	SS8375 00	student hrly Facility Attend.	Minimum Wage Increase	4152.00	4248.00	96.00
Rebecca Urban	SS7988 00	student hrly Office Assistant	Minimum Wage Increase	4152.00	4248.00	96.00
Austin Van Asselt	SS7728 01	student hrly Research Assist	Sal Adj-Unusual Circumstance	4272.00	4368.00	96.00
Mallory Van Klompenburg	SS7988 00	student hrly Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Cole VanBockern	SW9530 00	WS Tutor	Minimum Wage Increase	4152.00	4248.00	96.00
Cole VanBockern	SW9530 00	WS Tutor	Sal Adj-Unusual Circumstance	4248.00	4320.00	72.00
Julie VanKeulen	SS7988 02	student hrly Office Assistant	Minimum Wage Increase	4152.00	4248.00	96.00
Julie VanKeulen	SW9572 00	WS Larson Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Evan Vandeneinde	SS8765 01	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Grace Varilek	SS7845 00	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Grace Varilek	SS7982 00	student hrly Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Grace Varilek	SW9555 00	WS Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Heidi Veenstra	SS8765 00	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Jadyn Vetos	SS7845 02	student hrly IM Supervisor	Minimum Wage Increase	4200.00	4248.00	48.00
Jadyn Vetos	SS7845 03	student hrly IM Official	Minimum Wage Increase	4200.00	4248.00	48.00
Jadyn Vetos	SW9562 00	WS IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Josephine Voegelé	SW9539 02	WS Office Assist	Minimum Wage Increase	4200.00	4248.00	48.00
Tate Voss	SW9530 00	WS Tutor	Minimum Wage Increase	4152.00	4248.00	96.00
Tate Voss	SW9530 00	WS Tutor	Sal Adj-Unusual Circumstance	4248.00	4320.00	72.00
Tre Wafford	SW9488 00	WS Peer Mentor	Minimum Wage Increase	4152.00	4248.00	96.00
Shenggang Wang	SG9849 02	Grad Teach Assist-Instructor	Change Salary Rate/Pay Grade	21532.00	23532.00	2000.00
Sijin Wang	AS9206 00	student hrly Plant Worker	Minimum Wage Increase	4152.00	4248.00	96.00
Brianna Weber	SS8093 04	student hrly BluePrint Mngr	Sal Adj-Unusual Circumstance	5760.00	5784.00	24.00
Dominick Weber	SS8765 00	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Erica Weber	SS7824 00	student hrly Admin Ambassador	Minimum Wage Increase	4152.00	4248.00	96.00
Kendra Weber	SS8474 00	student hrly Equestrian Barn	Minimum Wage Increase	4200.00	4248.00	48.00
Kendra Weber	SW9720 00	WS Barn Worker	Minimum Wage Increase	4152.00	4248.00	96.00
Luke Weber	SS7817 00	student hrly Admis. Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Taylor Weber	SW9509 01	WS Costume Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Rylan Webster	SS8375 00	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Jarah Weeks	SS8765 01	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Allison Weidenbach	SS8696 00	student hrly Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Kirsten Weifenbach	SS8486 02	student hrly Event Management	Minimum Wage Increase	4152.00	4248.00	96.00
Kirsten Weifenbach	SS8486 03	student hrly Grounds Crew	Minimum Wage Increase	4152.00	4248.00	96.00
Hannah Weinheimer	SS7817 00	student hrly Office Worker	Minimum Wage Increase	4152.00	4248.00	96.00
Sydney Weiss-Anderson	SS7730 01	student hrly Head Teacher	Minimum Wage Increase	4200.00	4248.00	48.00
Emily Weizenegger	SS7845 00	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Carrie Wetz	SS7723 00	student hrly Office Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Tanner Wetzel	SW9530 01	WS Tutor	Sal Adj-Unusual Circumstance	4368.00	4512.00	144.00
Cole Whitcomb	SS8375 00	student hrly Facility Attend.	Minimum Wage Increase	4152.00	4248.00	96.00
Mckayla White	AS9184 00	student hrly Animal Tech	Minimum Wage Increase	4152.00	4248.00	96.00
Karee Wicks	SS8233 02	Stdnt Hrly Orientation Leader	Minimum Wage Increase	4200.00	4248.00	48.00
Taylor Wiemers	SS7869 02	student hrly Office Assist	Sal Adj-Unusual Circumstance	4224.00	4320.00	96.00
Taylor Wiemers	SS8765 00	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Kesmond Willert	SS7845 00	student hrly IM Official	Minimum Wage Increase	4152.00	4248.00	96.00
Taylor Willhite	SS9793 01	Student Hourly PhoneJack	Sal Adj-Unusual Circumstance	4560.00	4680.00	120.00
Joshua Wilson	SS8233 01	Stdnt Hrly Orientation Leader	Minimum Wage Increase	4152.00	4248.00	96.00
Joshua Wilson	SW9537 00	WS Admis. Ambassador	Minimum Wage Increase	4152.00	4248.00	96.00
Allyson Wirfs	SS7824 00	student hrly Admin Ambassador	Minimum Wage Increase	4152.00	4248.00	96.00
Mitchell Woldt	SS7669 02	student hrly Shop Assist	Sal Adj-Unusual Circumstance	5040.00	5280.00	240.00
Brandilyn Wolles	SS8765 01	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Jared Wollman	SS7806 03	student hrly Lab Assist	Sal Adj-Unusual Circumstance	5040.00	5280.00	240.00
Emily Womack	SS7799 02	student hrly Climbing Wall	Minimum Wage Increase	4152.00	4248.00	96.00
Caleb Woodring	SW9509 00	WS Lighting Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Cole Worthy	SS7879 00	Student Hrly-Group Fitness Non	Minimum Wage Increase	4152.00	4248.00	96.00
Colette Woyke	SS8474 01	student hrly Equestrian Barn	Minimum Wage Increase	4152.00	4248.00	96.00

Rebecca Woytassek	SW9554	00	WS Info Exchange Attend.	Sal Adj-Unusual Circumstance	5160.00	5184.00	24.00
Brooke Wuebben	SS7800	01	student hrly Office Services	Sal Adj-Unusual Circumstance	4200.00	4296.00	96.00
Cassidy Wulf	SS7730	01	student hrly Teacher Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Nicole Wyffels	SS8375	01	student hrly Marketing Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Kyong Yarde	SW9533	00	WS Marching Band Assist	Minimum Wage Increase	4152.00	4248.00	96.00
Linnea York	SS7749	00	student hrly Tutor	Sal Adj-Unusual Circumstance	4800.00	5040.00	240.00
Rawson Yost	SS7944	01	student hrly Office Assistant	Minimum Wage Increase	4152.00	4248.00	96.00
Nichole Zazula	SS8474	00	student hrly Equestrian Barn	Minimum Wage Increase	4200.00	4248.00	48.00
Nichole Zazula	SS8474	00	student hrly Equestrian Barn	Sal Adj-Unusual Circumstance	4248.00	4320.00	72.00
Riggen Zelinsky	AW9743	00	WS Farm Worker Sheep Unit	Minimum Wage Increase	4152.00	4248.00	96.00
Bailey Zerfoss	SS7750	01	student hrly Peer Mentor	Sal Adj-Unusual Circumstance	4248.00	4344.00	96.00
Allie Zieske	SS8765	01	student hrly Driver	Minimum Wage Increase	4152.00	4248.00	96.00
Sofiya Zybaylova	SS9793	04	Student Hourly PhoneJack	Sal Adj-Unusual Circumstance	4886.40	4982.40	96.00
David Francis	AE9049	00	Researcher IV	Change Salary Rate/Pay Grade	897.25	1076.61	179.36
David Francis	AE9052	00	Researcher IV	Change Salary Rate/Pay Grade	5124.16	6148.52	1024.36
David Francis	SE6883	04	Researcher	Change in Overtime Eligibility	8990.00	8988.03	-1.97
David Francis	SE6883	04	Researcher	Change Salary Rate/Pay Grade	8988.03	10784.81	1796.78
Poonam Singha	AS9128	00	student hrly Research Assist	Sal Adj-Unusual Circumstance	7680.00	8160.00	480.00

Student Employment and NFE Non-Benefit Eligible (NFE2)  
Leave of Absence(LA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Ashraful Chowdhury	SG7801	01	Graduate Research Assistant	LWOP Personal Reason	19681.00	22-DEC-17
Yue Huang	SG7112	01	Graduate Research Assistant	LWOP Personal Reason	21532.00	02-JAN-18
Brian Kobylkevich	AG9711	01	Graduate Research Assistant	LWOP Personal Reason	16543.00	22-DEC-17
Lingqi Kong	SG7112	03	Graduate Research Assistant	LWOP Personal Reason	21532.00	26-DEC-17
Md Sajjadur Rahman	SG7965	02	Grad Teach Assist-Instructor	LWOP Personal Reason	21029.00	22-DEC-17
Tajbir Raihan	SG7716	02	Grad Teach Assist-Instructor	LWOP Personal Reason	12407.00	27-DEC-17
Khan Reza	SG7801	04	Graduate Research Assistant	LWOP Personal Reason	23078.00	11-JAN-18
Sunayana Shyam Jandhyala	SG9854	02	Grad Teach Assist-Instructor	LWOP Personal Reason	12407.00	27-DEC-17
Shenggang Wang	SG9849	02	Grad Teach Assist-Instructor	LWOP Personal Reason	23532.00	02-JAN-18

Student Employment and NFE Non-Benefit Eligible (NFE2)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Paul Rahim	SE6385	00	Facility Worker	TV001	21-JAN-18
Bashir Abd Al Kreem	SS8233	01	Std Hrly Orientation Leader	TV012	31-JAN-18
Gbolahan Abioye	SS7691	01	student hrly Custodial	TV012	21-DEC-17
Trenton Abrego	SS8704	00	student hrly Production Assist	TV012	21-JAN-18
Mohamed Aburweis	SG7909	05	Grad Teach Assist-Instructor	TV013	05-JAN-18
Ibrahim Abusallout	SG7824	06	Graduate Research Assistant	TV013	21-DEC-17
Felix Acheampong	SG7799	01	Grad Teach Assist-Instructor	TV013	21-DEC-17
Rakesh Roshan Ade	SG9868	01	Graduate Research Assistant	TV013	21-DEC-17
Olawale Adewale	SS7691	01	student hrly Custodial	TV012	21-DEC-17
Amit Adhikari	AG9716	02	Graduate Research Assistant	TV013	24-NOV-17
Amit Adhikari	SG9864	01	Grad Teach Assist-Instructor	TV013	24-NOV-17
Anjana Adhikari	AS9204	03	student hrly Lab Assist	TV012	21-DEC-17
Sandeep Adhikari	SS7867	01	student hrly Custodial	TV012	03-DEC-17
Sandeep Adhikari	SS8023	00	student hrly Custodial	TV012	21-DEC-17
Robyn Adler	SE6708	06	Temporary Clinical Assistant	TV013	21-NOV-17
A K M Ahsan Ahmed	SG7799	02	Grad Teach Assist-Instructor	TV013	21-DEC-17
Nicole Albert	SE6793	02	Temporary Clinical Assistant	TV013	21-JAN-18
Phillip Alberti	AG7003	03	Graduate Research Assistant	TV013	21-DEC-17
Samantha Alfke	SS7613	00	student hrly Figure Drawing	TV012	21-DEC-17
Savanah Allard	AG8009	01	Graduate Research Assistant	TV013	16-JAN-18
Kate Allen	SS8606	01	student hrly Library Assist	TV012	21-DEC-17
Noelle Allerdings	SS8044	00	student hrly Conference Driver	TV012	11-FEB-18
Troy Alley	SE6761	01	Temporary Clinical Assistant	TV013	21-DEC-17



Mahmood Alnasser	SS7864	00	student hrly Lab Assist	TV012	21-JAN-18
Jenessa Amdahl	SS9793	02	student hrly Phonejack	TV012	21-DEC-17
Garrett Ammesmaki	SS8704	00	student News Editor	TV012	21-DEC-17
Garrett Ammesmaki	SS8704	01	student hrly News Editor	TV012	21-JAN-18
Lauretta Amon Otopah	SG7916	01	Grad Teach Assist-Instructor	TV013	21-DEC-17
Emily Andersen	AS9156	00	student hrly Farm Worker	TV012	12-NOV-17
Natalie Anderson	SE6761	01	Temporary Clinical Assistant	TV013	21-NOV-17
John Angulu	SS7669	00	student hrly Architecture Asst	TV012	21-DEC-17
Brandi Antonsen	SS7778	02	student hrly Gardener	TV012	21-DEC-17
John Apraku	SG7799	02	Grad Teach Assist-Instructor	TV013	21-DEC-17
Douglas Armstrong	SG7759	00	Graduate Research Assistant	TV013	08-DEC-17
Tessa Armstrong	SS7750	01	student hrly Peer Mentor	TV012	21-DEC-17
Stephanie Arndt	SS7756	00	student hrly Member Services	TV012	21-DEC-17
Stephanie Arndt	SS7879	00	student hrly Lifeguard	TV012	21-DEC-17
Stephanie Arndt	SS7879	01	student hrly Water Safety	TV012	21-DEC-17
Reed Arneson	SS7902	00	student Assoc. Exec. Board	TV012	21-DEC-17
Sampson Asare	SG7799	01	Grad Teach Assist-Instructor	TV013	21-DEC-17
Madeline Ausdemore	SG7759	01	Graduate Research Assistant	TV013	04-JAN-18
Naresh Avula	SS7867	01	student hrly Cleaning Crew	TV012	03-DEC-17
Girma Ayana	AG7015	02	Graduate Research Assistant	TV013	21-DEC-17
Girma Ayana	AG7015	03	Graduate Research Assistant	TV013	21-FEB-18
Queensly Ayegba	SS7911	00	student hrly Lab Assist	TV012	21-JAN-18
Holli Baan Hofman	SE6708	00	Temporary Clinical Assistant	TV013	21-NOV-17
Elizabeth Bailey	SG7798	05	Graduate Research Assistant	TV013	21-DEC-17
Elizabeth Bailey	SG7799	01	Grad Teach Assist-Instructor	TV013	21-DEC-17
Kassondra Bailey	SS7851	00	student hrly Web Master	TV012	21-DEC-17
Surendra Bajagain	SS7687	01	student hrly Landscape Assist	TV012	21-DEC-17
Abhilasha Bajracharya	AS9191	01	student hrly Lab Assist	TV012	07-JAN-18
Oluwatosin Balogun	SS7691	00	student hrly Custodial	TV012	21-DEC-17
Surendra Bam	AG7999	03	Graduate Research Assistant	TV013	21-DEC-17
Dawn Barbeau	SS7911	00	student hrly Test Proctor	TV012	22-DEC-17
Isaiah Barlow	SW9513	01	WS Laundry	TV012	21-DEC-17
Ashley Barnard	SS7841	00	student hrly Data Collection	TV012	21-DEC-17
Olivia Bartel	SS7787	04	student hrly Farm Feeder	TV012	22-DEC-17
Olivia Bartel	SS7787	05	student hrly Feeder Holiday	TV012	22-DEC-17
Olivia Bartel	SS7787	06	student hrly Holiday Farm Crew	TV012	26-DEC-17
Sara Bartlett	SE6708	10	Temporary Clinical Assistant	TV013	21-JAN-18
Shraddha Basu	SG7965	03	Grad Teach Assist-Instructor	TV013	21-DEC-17
Peter Bates	SS7917	01	student hrly Learning Assist	TV012	21-DEC-17
Bailey Beauchamp	SS9793	00	student hrly PhoneJack	TV012	24-OCT-17
Erin Beck	AG9814	00	Graduate Research Assistant	TV013	21-DEC-17
Kristine Beck	SS7756	02	student hrly Member Services	TV012	21-JAN-18
Kristine Beck	SS7878	00	student hrly Facility Attend.	TV012	17-JAN-18
Heidi Becker	AS9150	00	student hrly Lab Assist	TV012	31-DEC-17
Heidi Becker	AW9728	00	WS Lab Assist	TV012	13-DEC-17
Cassie Beckett	SS9793	00	student hrly Admin Support	TV012	21-DEC-17
Katlyn Beebout	AS9147	03	student hrly Field Tech	TV012	21-DEC-17
Kurt Beidler	AS9174	00	student hrly Research Assist	TV012	19-JAN-18
Kaitlynn Beighley	SS8688	00	student hrly Union Set-Up Crew	TV012	21-DEC-17
Marcelo Belisario Soares De	SoSS8519	00	stdnt Engineering Career Fair	TV012	21-NOV-17
Austin Benson	SS7751	01	student hrly Tutor	TV012	21-DEC-17
Ethan Berg	SS7778	01	student hrly Gardener	TV012	21-DEC-17
Kelli Berger	SS7787	04	student hrly Christmas Crew	TV012	26-DEC-17
Cali Bergmann	SS8688	00	student hrly Union Set-Up Crew	TV012	21-DEC-17
Marissa Bergseng	AS9184	01	student hrly Animal Tech	TV012	22-OCT-17
Katelyn Berndt	SS7775	00	stdnt hrly Social Media Coord.	TV012	21-FEB-18
Kylie Berndt	SW9720	00	WS Barn Worker	TV012	21-DEC-17
Sydney Berry	SS8093	00	student hrly BluePrint Design	TV012	21-DEC-17
Micaela Besser	SS7754	00	student hrly Research 3S7463	TV012	21-DEC-17
Micaela Besser	SS7754	01	student hrly Research 3M7501	TV012	21-DEC-17
Wyatt Beyer	SS9793	02	student hrly PhoneJack	TV012	21-DEC-17
Basanta Bhusal	SS7917	05	student hrly Learning Assist	TV012	21-DEC-17
Basanta Bhusal	SS8037	00	student hrly Facility Worker	TV012	22-DEC-17
Keelan Bialas	SS7902	00	student hrly Assoc. Exec Board	TV012	21-DEC-17
Brooke Bigge	SS8044	00	student hrly Driver	TV012	11-FEB-18
Maged Bin Mahfooz	SS7867	01	student hrly Custodial Worker	TV012	03-DEC-17
Althema Bjorback	SS7707	00	student hrly Pep Band	TV012	21-DEC-17
Matthew Blaseg	SS7817	01	student hrly Admis. Ambassador	TV012	21-JAN-18

Brenna Blasius	SS7902 00	student Assoc Exec Board	TV012	21-DEC-17
Josie Blasius	SS7902 00	student Residence Hall Assoc.	TV012	21-DEC-17
Alex Boger	AG9757 03	Graduate Research Assistant	TV013	15-DEC-17
Oluwatunmise Bolaji-Oyenekan	SS7871 01	student hrly Custodial	TV012	01-JAN-18
Hannah Bolduan	SS9793 00	student hrly PhoneJack	TV012	21-DEC-17
Katelyn Britzman	SS7948 01	student hrly Operations Intern	TV012	21-DEC-17
Carrie Brown	SE6544 00	Temporary Clinical Assistant	TV013	21-JAN-18
Emily Brown	SS8075 01	Community Assistant	TV012	21-DEC-17
Brooke Brunsvig	AG9817 02	Graduate Research Assistant	TV013	13-DEC-17
Holden Buchert	SS8548 01	student hrly State Tech	TV012	21-DEC-17
Jayden Buckley	SW9542 02	WS Dispatcher	TV012	21-DEC-17
Anthony Buechler	AS9198 01	student hrly Field & Lab Asst.	TV012	21-DEC-17
Matthew Bunn	SW9477 00	WS Safe Ride Monitor	TV012	17-JAN-18
Megan Burgard	SE6793 01	Temporary Clinical Assistant	TV013	21-JAN-18
Brianna Buseman	SS7670 00	student hrly Teaching Assist	TV012	21-DEC-17
Laura Butterbrodt	AS9171 01	student hrly Office Helper	TV012	21-DEC-17
Laura Butterbrodt	SS8704 00	Lifestyles Editor	TV012	21-DEC-17
Jack Buysse	AS9217 02	student hrly Biological Tech	TV012	21-DEC-17
Jack Buysse	SS8548 01	student hrly Union Manager	TV012	21-DEC-17
Salvador Caballero	SG7766 03	Graduate Research Assistant	TV013	21-DEC-17
Salvador Caballero	SG9831 00	Grad Teach Assist-Instructor	TV013	21-DEC-17
Brady Carlberg	SW9530 01	WS Tutor	TV012	21-DEC-17
Michael Carlson	AG7022 03	Graduate Research Assistant	TV013	21-FEB-18
Benjamin Carper	SS7799 02	student hrly Climbing Wall	TV012	20-DEC-17
Spencer Carstens	AS9151 01	student hrly Technician	TV012	21-DEC-17
Alejandro Casella	AG9688 01	Graduate Research Assistant	TV013	21-JAN-18
Marissa Caskey	SS7671 01	student hrly FRN Support	TV012	21-DEC-17
Justin Cassels	SS8861 02	Student Hourly-Tech Fellow	TV012	21-DEC-17
Ghana Shyam Challa	AS9126 00	student hrly Lab Tech	TV012	21-DEC-17
Santosh Chapagain	SG8012 01	Grad Teach Assist-Instructor	TV013	21-DEC-17
Brent Chester	SS8093 00	student hrly Blueprint Design	TV012	21-DEC-17
Anna Chicoine	SS9793 03	student hrly Admin Support	TV012	31-DEC-17
Sharath Chandra Sai Chikka	SS7867 01	student hrly Custodial	TV012	03-DEC-17
Lauren Chirnside	SS7761 01	student hrly Lab Assist	TV012	07-DEC-17
Allison Christenson	SW9569 00	WS Office Assist	TV012	13-DEC-17
Jena Christianson	SG7750 02	Grad Teach Assist-Instructor	TV013	21-DEC-17
In-Hun Chung	SS8037 00	student hrly Facility Worker	TV012	05-JAN-18
Crystal Clark	SS7911 02	student hrly Lab Assist	TV012	21-DEC-17
Juan Cobo Gallegos	SS7605 00	student hrly Data Entry	TV012	21-DEC-17
Matthew Cole	SS7628 00	student hrly Office Assist	TV012	01-NOV-17
Matthew Cole	SS7628 01	stdnt hrly Office Asst-Seminar	TV012	01-NOV-17
Michael Coleman	AS9144 00	student hrly Swine Unit	TV012	31-DEC-17
Nathaniel Condelli	SE4739 00	Temp Seasonal I	TV013	21-DEC-17
Willow Cowherd	SS7672 00	student hrly Acting	TV012	21-DEC-17
Bailey Cowling	SS8704 00	student hrly Digital Producer	TV012	21-JAN-18
Amanda Crawford	SS8328 01	student hrly Research Assist	TV012	21-DEC-17
Mikayla Crocker	SS7911 01	student hrly Tutor	TV012	13-DEC-17
Nicholas Cronin	SS7917 00	student hrly Learning Assist	TV012	21-DEC-17
Nichole Cross	SG9747 00	Grad Teach Assist-Instructor	TV013	21-DEC-17
Puskar Dahal	SG7588 00	Graduate Research Assistant	TV013	21-DEC-17
Ellen Dahl	SS7879 01	student hrly Group Fitness NC	TV012	17-JAN-18
Peng Dai	SG7824 03	Graduate Research Assistant	TV013	21-DEC-17
Mark Daigle	SS8090 00	Community Assistant	TV012	21-DEC-17
Sydney Daniels	AS9195 04	student hrly Lab Assist	TV012	21-DEC-17
Suresh Daravath	SS8037 01	student hrly Facility Worker	TV012	15-DEC-17
Avijit Das	SG7912 04	Grad Teach Assist-Instructor	TV013	21-DEC-17
Avijit Das	SG9650 01	Graduate Research Assistant	TV013	21-DEC-17
Justin Davis	SS7669 00	student hrly Shop Assist	TV012	21-DEC-17
Cole DeBoer	SS7849 00	student hrly Maintenance Work	TV012	21-JAN-18
Benjamin DeNeui	ES9808 00	student hrly Astronomy Assist	TV012	21-DEC-17
Benjamin DeNeui	SS7810 01	student hrly DTS Tech	TV012	21-DEC-17
Melissa Decook	SS8474 00	student hrly Equestrian Barn	TV012	28-JAN-18
Jacob Deines	SS7782 00	student hrly Lab Assist	TV012	21-JAN-18
Michaela Della	SG7626 00	Grad Teach Assist-Instructor	TV013	21-DEC-17
McKenna Dennstedt	SS7750 01	student hrly Peer Mentor	TV012	21-DEC-17
Bailey Dent	SS8375 00	student hrly IM Official	TV012	17-JAN-18
Scott Deslauriers	SS7620 00	stdnt hrly Career Devel. Coord	TV012	17-NOV-17
Jonah Devries	SS7751 01	student hrly SI Leader	TV012	21-DEC-17

Jonah Devries	SS7824 01	student hrly Admis. Ambassador	TV012	21-JAN-18
Emily Dewaard	SS8704 00	Managing Editor	TV012	21-DEC-17
Emily Dewaard	SS8704 01	student hrly Editor-in-Chief	TV012	21-JAN-18
Paige Dexter	SS8154 00	Student Federation Exec Board	TV012	21-DEC-17
Kyla Diaz	SS7775 00	student hrly Teaching Assist	TV012	21-DEC-17
Lorena Diaz-Martinez	SS9793 00	student hrly PhoneJack	TV012	21-DEC-17
Abigail Donkor	SG7965 00	Grad Teach Assist-Instructor	TV013	21-DEC-17
Brianna Doran	SS7720 01	student hrly Event Parking	TV012	21-NOV-17
Brianna Doran	SS7720 01	student hrly Event Parking	TV012	21-DEC-17
Brianna Doran	SS7720 02	student hrly Event Parking	TV012	21-JAN-18
Brianna Doran	SS7720 02	student hrly Event Parking	TV012	21-FEB-18
Rachelle Doudna	SS7684 01	student hrly Project Assist	TV012	27-OCT-17
Carson Douglas	SW9534 00	WS Office Assist	TV012	21-JAN-18
Matthew Drake	SS7629 00	student hrly Patrol Officer	TV012	21-NOV-17
Carol Drayer	SS9793 00	student hrly PhoneJack	TV012	21-DEC-17
Rachel Drietz	SS7877 01	student hrly Office Assistant	TV012	21-DEC-17
Abby Dufloth	SS7836 02	student hrly Library Assist	TV012	21-DEC-17
Myranda Dum mire	SG8015 00	Graduate Research Assistant	TV013	21-DEC-17
Callie Duque	SS7754 00	student hrly Research Assist	TV012	21-DEC-17
Luis Duque	SG9836 00	Grad Teach Assist-Instructor	TV013	21-DEC-17
Danielle Dvorak	SW9499 00	WS Financial Aid Assist	TV012	21-DEC-17
Amos Kwabena Dwamena	SG7965 02	Grad Teach Assist-Instructor	TV013	21-DEC-17
Francis Dwomoh	SG7828 05	Graduate Research Assistant	TV013	21-DEC-17
Francis Dwomoh	SG7828 06	Graduate Research Assistant	TV013	21-FEB-18
Iman Ebadi Paskiabi	SG9747 00	Grad Teach Assist-Instructor	TV013	21-DEC-17
Maggie Edleman	AS9210 00	student hrly Farm Worker	TV012	21-JAN-18
Collin Eichhorn	SS7845 00	student hrly IM Official	TV012	17-JAN-18
Rachel Eickhoff	SS9793 00	student hrly Admin Support	TV012	21-DEC-17
Elissa Eisenbraun	SS8328 01	Student Hourly Research Assist	TV012	19-JAN-18
Logan Ellingson	AS9210 00	student hrly Farm Worker	TV012	21-JAN-18
Maryam Enteshari	AG9793 02	Graduate Research Assistant	TV013	21-FEB-18
Cassidy Entwisle	SS8007 00	student hrly Info Exch Attd.	TV012	21-DEC-17
Adam Eral	AS9216 01	student hrly Farm Worker	TV012	21-DEC-17
Debra Erk	SE6793 04	Temporary Clinical Assistant	TV013	21-JAN-18
Jayden Even	SS8548 00	student hrly State Tech	TV012	21-DEC-17
Vilisa Even	SE6708 07	Temporary Clinical Assistant	TV013	21-JAN-18
Brandon Everett	SW9494 00	WS Football Filmer	TV012	02-NOV-17
Lucille Farrell	SS8474 00	student hrly Equestrian Barn	TV012	21-DEC-17
Hanxiao Feng	AG9782 02	Graduate Research Assistant	TV013	19-NOV-17
Megan Fiala	SS8519 00	student Career Fair	TV012	21-DEC-17
Douglas Fiedler	AS9159 00	student hrly Tech	TV013	21-DEC-17
Allison Fink	SS7897 02	student hrly Bookstore	TV012	19-JAN-18
Abby Flanery	SS8007 00	student hrly Info Exch Attd.	TV012	21-DEC-17
Toby Flint	SG7909 11	Grad Teach Assist-Instructor	TV013	21-JAN-18
Viola Foderler	SS7612 00	student hrly German Assist	TV012	21-DEC-17
Alex Fonder	SW9530 01	WS SI Leader	TV012	21-DEC-17
Jacob Ford	SS7778 01	student hrly Gardener	TV012	21-DEC-17
Josie Fortuna	SS7911 01	student hrly Tutor	TV012	13-DEC-17
Anthony Fountoulakis	SS8091 00	Community Assistant	TV012	21-DEC-17
Blake Foxley	SG9747 00	Grad Teach Assist-Instructor	TV013	21-DEC-17
Lauren Franken	SS8704 00	student hrly Copy Editor	TV012	21-JAN-18
Kyle Franta	SS7877 02	student hrly Office Assistant	TV012	21-DEC-17
Daniel Fraser	SS8688 00	student hrly Union Set-Up Crew	TV012	21-DEC-17
Daniel Fraser	SS8688 01	student hrly Union Set-Up Crew	TV012	21-FEB-18
Monica Frias Chavez	SS7612 00	student hrly Spanish Assist	TV012	21-DEC-17
Megan Fueston	SS7845 00	student hrly IM Official	TV012	17-JAN-18
Abigail Fullenkamp	SS8704 00	student Photo Chief	TV012	21-DEC-17
Abigail Fullenkamp	SS8704 01	student hrly Photo Chief	TV012	21-JAN-18
Rachel Funk	SS7613 00	student hrly Figure Drawing	TV012	21-DEC-17
Dinesh Fuyal	SG7915 01	Grad Teach Assist-Instructor	TV013	21-DEC-17
Dinesh Fuyal	SS8037 00	student hrly Facility Worker	TV012	06-FEB-18
Kaylee Gakin	SS9793 00	student hrly PhoneJack	TV012	21-DEC-17
Kaylee Gakin	SS9793 01	student hrly PhoneJack	TV012	16-JAN-18
Sydney Gall	SS7775 00	student hrly Teaching Assist	TV012	21-DEC-17
Naga Vara Prasad Ganti	AS9175 00	student hrly Lab Assist	TV012	21-DEC-17
Naga Vara Prasad Ganti	SS8037 02	student hrly Facility Worker	TV012	23-OCT-17
Samantha Garness	SW9496 00	WS Project Assist	TV012	21-JAN-18
Asmita Gautam	AG9752 01	Graduate Research Assistant	TV013	21-JAN-18

Alexander Gawarecki	SS7841 00	student hrly Research	TV012	31-DEC-17
Abigail Gebro	SW9503 01	WS Museum Aid	TV012	27-JAN-18
Jacob Gelderman	SS7894 00	student hrly Office Assist	TV012	21-DEC-17
Timothy Gleason	SS8548 02	student hrly Union Manager	TV012	21-DEC-17
Christopher Glodt	SS8548 03	student hrly Union Manager	TV012	21-DEC-17
Joshua Goeden	SS7778 01	student hrly Gardener	TV012	21-DEC-17
Abigail Goens	SS9793 00	student hrly PhoneJack	TV012	31-DEC-17
Robert Goetz	AS9216 01	student hrly Farm Worker	TV012	11-DEC-17
Rinkinson Gohel	SS8548 00	student hrly State Tech	TV012	21-DEC-17
Nancy Gonzalez-Fiedler	SE6793 00	Temporary Clinical Assistant	TV013	21-JAN-18
Chloe Goodhope	SS7805 02	student hrly Lab Assist	TV012	21-DEC-17
Mackenzie Gough	SS7887 00	student hrly Notetaker	TV012	06-DEC-17
April Grabow	SE6708 00	Temporary Clinical Assistant	TV013	21-NOV-17
Cynthia Granum	SS7588 00	student hrly Pharmacy Assist	TV012	16-FEB-18
Olivia Grave	SS8474 00	student hrly Equestrian Barn	TV012	08-DEC-17
Taylor Greenlun	SS8037 00	student hrly Facility Worker	TV012	21-NOV-17
Tate Griebel	AS9213 03	student hrly Horticulture Asst	TV012	21-DEC-17
Wei Gu	SG7998 02	Graduate Research Assistant	TV013	21-DEC-17
Gina Guidotti	SS7864 00	student hrly Lab Assist	TV012	21-JAN-18
Kayla Gullickson	SS9793 00	student hrly Admin Support	TV012	21-DEC-17
Ailin Guo	SG9849 01	Grad Teach Assist-Instructor	TV013	21-JAN-18
Saumya Gupta	SS7867 01	student hrly Custodial	TV012	03-DEC-17
Ashim Gurung	SS7774 02	student hrly Research Assist	TV012	31-DEC-17
Kidus Guye	SG9884 00	Graduate Research Assistant	TV013	21-DEC-17
Alyssa Haaland	SS7602 00	student hrly Admis. Processing	TV012	21-JAN-18
Alyssa Haaland	SS7746 00	student hrly Admis. Processing	TV012	21-NOV-17
Connor Haaland	SS7605 00	student hrly Data Entry	TV012	21-DEC-17
Kaitlyn Hague	SS7936 00	student hrly Office Assist	TV012	21-DEC-17
Lee Halbritter	SS7917 00	student hrly Learning Assist	TV012	21-DEC-17
Lee Halbritter	SS7917 01	student hrly Kharel Research	TV012	21-DEC-17
Rachel Halbur	SS8007 04	student hrly Info Exch Attd.	TV012	21-DEC-17
Cody Hall	AS9201 00	student hrly Lab Tech	TV012	21-DEC-17
Collin Hansen	SS8548 00	Student Hrly-State Tech	TV012	21-DEC-17
Lacey Hansen	SS8548 02	student hrly Union Manager	TV012	21-DEC-17
Lauryn Hansen	SS8688 00	student hrly Union Set-Up Crew	TV012	21-DEC-17
Lauryn Hansen	SS8688 01	student hrly Union Set-Up Crew	TV012	05-FEB-18
Lauryn Hansen	SW9554 00	WS Union Set-up Crew	TV012	05-FEB-18
Madisen Hansen	SS8044 00	student hrly Conference Driver	TV012	11-FEB-18
Madisen Hansen	SS9793 00	student hrly PhoneJack	TV012	16-JAN-18
Brittany Harazin	AS9210 00	student hrly Brake Farm Worker	TV012	21-JAN-18
Rebecca Harberts	AS9144 00	student hrly Farm Worker	TV012	21-NOV-17
Rebecca Harberts	AW9727 00	WS Swine Tech	TV012	21-NOV-17
Aaron Hargens	AS9217 02	student hrly Biological Tech	TV012	21-DEC-17
Rachel Harmon	SS8093 00	student hrly BP Office Assist	TV012	21-DEC-17
Nicholas Harrington	AS9147 03	stdnt hrly Groundskeeper Asst.	TV012	21-NOV-17
Isaac Harris	SS8548 01	student hrly State Tech	TV012	21-DEC-17
Derek Hartl	SS8548 06	student hrly State Teach Coord	TV012	21-DEC-17
Hanna Hartman	SS8233 02	Stdnt Hrly Orientation Leader	TV012	31-JAN-18
John Haynes	SW9516 00	WS Production Assist	TV012	17-NOV-17
Heidi Heeren	SE6353 01	Artistic Director	TV013	21-DEC-17
Elizabeth Heidenreich	SS7879 01	student hrly Group Fitness NC	TV012	05-FEB-18
Priscilla Simon Heliso	SS7746 01	student hrly Office Assistant	TV012	21-NOV-17
Kaylie Hemish	SS7698 00	student hrly Facilities Assist	TV012	21-DEC-17
Trenton Hemmer	AS9177 01	student hrly Field & Lab Asst.	TV012	21-DEC-17
Jessie Hendricks	SG7759 01	Graduate Research Assistant	TV013	04-JAN-18
Jessie Hendricks	SG7909 01	Grad Teach Assist-Instructor	TV013	21-FEB-18
Katie Hendrickson	SS9793 00	student hrly PhoneJack	TV012	21-DEC-17
Katie Hendrickson	SS9793 01	student hrly PhoneJack	TV012	16-JAN-18
Rachel Henselin	SS9793 01	student hrly PhoneJack	TV012	21-DEC-17
Jessica Henter	SS8640 02	student hrly Volleyball Assist	TV012	21-JAN-18
Alexa Hepner	SS9793 00	student hrly PhoneJack	TV012	08-FEB-18
Alexander Heyd	SS8688 00	student hrly Union Set-Up Crew	TV012	21-DEC-17
Alexander Heyd	SS8688 01	student hrly Union Set-Up Crew	TV012	21-JAN-18
Annika Hietpas	SS8861 00	Student Hourly-Tech Fellow	TV012	21-DEC-17
Natalie Hilden	SS8704 00	student hrly Opinion Editor	TV012	21-JAN-18
Bailey Hill	SS8704 00	Senior Visual Editor	TV012	21-DEC-17
Jared Hillard	SS7856 01	student hrly Technician	TV012	02-JAN-18
Katelyn Hillerud	SS8233 01	Stdnt Hrly Orientation Leader	TV012	31-JAN-18

Yazen Hindieh	SG7766 02	Graduate Research Assistant	TV013	21-DEC-17
Yazen Hindieh	SG9831 00	Grad Teach Assist-Instructor	TV013	21-DEC-17
Haley Hinker	SS7775 00	student hrly Teaching Assist	TV012	21-DEC-17
Lydia Hite	SS7670 00	student hrly Teaching Assist	TV012	21-DEC-17
Deanne Hoekstra	SE6761 02	Temporary Clinical Assistant	TV013	21-DEC-17
Chandler Holland	SS8704 00	student Sports Director	TV012	21-DEC-17
Chandler Holland	SS8704 01	student hrly Sports Director	TV012	21-JAN-18
Andrew Holtan	SS8704 00	student Sports Editor	TV012	21-DEC-17
Andrew Holtan	SS8704 01	student hrly Sports Editor	TV012	21-JAN-18
Cole Holzer	SS7751 01	student hrly Tutor & SI Leader	TV012	21-DEC-17
Calla Holzhauser	SG7909 02	Grad Teach Assist-Instructor	TV013	21-DEC-17
Abbie Horner	SS9793 00	student hrly PhoneJack	TV012	31-DEC-17
Jordanne Howe	AS9130 00	student hrly Lab & Field Asst.	TV012	21-DEC-17
Colin Hubbard	SS8749 04	student hrly PAC Worker	TV012	15-JAN-18
Carter Huber	SS7917 00	student hrly Research	TV012	21-DEC-17
Makenzie Huber	SS8704 00	Editor in Chief	TV012	21-DEC-17
Benjamin Hummel	SS8704 00	student hrly Opinion Editor	TV012	21-DEC-17
Derek Hunstad	SS8688 00	student hrly Union Set-Up Crew	TV012	21-DEC-17
Derek Hunstad	SS8688 01	student hrly Union Set-Up Crew	TV012	21-JAN-18
Alyson Hurley	SS7629 00	student hrly Patrol Officer	TV012	06-JAN-18
Anna Husman	SE6708 11	Temporary Clinical Assistant	TV013	21-JAN-18
Kristen Hybertson	SE6544 00	Temporary Clinical Assistant	TV013	21-JAN-18
Dylan Hyronimus	SS8688 00	student hrly Union Set-Up Crew	TV012	21-DEC-17
Dylan Hyronimus	SS8688 01	student hrly Union Set-Up Crew	TV012	21-JAN-18
Shelly Iburg	SS7740 00	student hrly Grader	TV012	21-DEC-17
Brooke Infield	SS8375 00	Student Hrly-Facility Attendan	TV012	21-DEC-17
Joshua Irvin	SS7894 00	stdnt hrly Math Session Leader	TV012	21-DEC-17
Samuel Ivanecky	SS7827 00	student hrly Research Assist	TV012	21-DEC-17
McCade Ivarsen	SS7630 00	student hrly Web Support	TV012	05-JAN-18
Mason Ivers	SW9527 00	WS Recital Assist	TV012	21-DEC-17
Anna Iverson	SS7754 00	student hrly Research 3S7463	TV012	21-DEC-17
Anna Iverson	SS7754 01	student hrly Research SM7501	TV012	21-DEC-17
John Jacobson	SS7720 00	Student Event Parking	TV012	21-DEC-17
Balawanthrao Jadhav	SG7799 03	Grad Teach Assist-Instructor	TV013	21-DEC-17
Supriya Jadhav	SS7720 00	student hrly Event Parking	TV012	21-NOV-17
Supriya Jadhav	SS7720 00	student hrly Event Parking	TV012	21-DEC-17
Supriya Jadhav	SS7720 01	student hrly Event Parking	TV012	21-JAN-18
Supriya Jadhav	SS7720 01	student hrly Event Parking	TV012	21-FEB-18
Fatima Javid	SS7861 00	stdnt hrly Orientation Driver	TV012	13-DEC-17
Fatima Javid	SS8233 01	Stdnt Hrly Orientation Leader	TV012	31-JAN-18
Kaveen Jayamanna	SS7871 04	student hrly Custodial	TV012	06-JAN-18
Indrajith Jayasooriya Mudiyan	SS7642 00	student hrly OIA Front Desk	TV012	21-DEC-17
Ngabo Jean De Dieu	SS8147 00	student hrly Lab Assist	TV012	21-DEC-17
Kellee Jensen	SW9537 00	WS Admis. Ambassador	TV012	21-JAN-18
Kevin Jerez Bogota	AE4658 01	Temp Ag Research Tech	TV013	07-JAN-18
Xiaozhu Jin	SS7604 00	student hrly Data Collection	TV012	21-DEC-17
Seongwan Jo	SS7917 00	student hrly Learning Assist	TV012	21-DEC-17
Amanda John	SS8090 00	Community Assistant	TV012	21-DEC-17
Amanda John	SS8704 00	Lifestyles Columnist	TV012	21-DEC-17
Amanda John	SS9793 00	student hrly PhoneJack	TV012	21-DEC-17
Christine Johnson	SE6796 01	Temporary Clinical Assistant	TV013	21-NOV-17
Emily Johnson	SS7886 00	student hrly Office Assist	TV012	21-JAN-18
Krista Johnson	SE6708 08	Temporary Clinical Assistant	TV013	21-DEC-17
Leslie Johnson	SE6761 03	Temporary Clinical Assistant	TV013	21-DEC-17
Leslie Johnson	SE6761 04	Temporary Clinical Assistant	TV013	21-NOV-17
Logan Johnson	SS7775 00	student hrly Teaching Assist	TV012	21-DEC-17
Philip Johnson	SS7720 01	student hrly Event Parking	TV012	21-NOV-17
Philip Johnson	SS7720 01	student hrly Event Parking	TV012	21-DEC-17
Philip Johnson	SS7720 02	student hrly Event Parking	TV012	21-JAN-18
Philip Johnson	SS7720 02	student hrly Event Parking	TV012	21-FEB-18
Philip Johnson	SS7913 01	student hrly Parking Services	TV012	31-DEC-17
Ryan Johnson	SS8548 02	student hrly Union Manager	TV012	21-DEC-17
Adam Johnston	SS7911 00	student hrly Tutor	TV012	13-DEC-17
Dannijo Johnston	SS7669 01	student hrly Shop Assist	TV012	21-DEC-17
Kendyll Jones	AS9221 00	student hrly Teaching Assist	TV012	13-DEC-17
Mason Jones	SS7821 01	student hrly Research Assist	TV012	21-DEC-17
Briton Jordan	SE6793 00	Temporary Clinical Assistant	TV013	21-JAN-18
Robert Jordan	SS8486 01	student hrly Event Management	TV012	01-DEC-17

Josiah Jorenby	SS7627 01	student hrly Research Assist	TV012	21-DEC-17
Sarah Jungers	SS8089 00	Community Assistant	TV012	21-DEC-17
Kayla Justen	SS7820 01	student hrly Production Assist	TV012	21-NOV-17
Kayla Justen	SS9793 04	student hrly PhoneJack	TV012	21-DEC-17
Kayla Justen	SS9793 05	student hrly PhoneJack	TV012	08-FEB-18
Milkah Kahi	SG7828 01	Graduate Research Assistant	TV013	21-DEC-17
Ramu Kakumanu	SG7965 00	Grad Teach Assist-Instructor	TV013	21-DEC-17
Spencer Kappenman	SS7750 00	student hrly Peer Mentor	TV012	21-DEC-17
Mohammad Karim	SS7867 01	student hrly Custodial	TV012	03-DEC-17
David Karst	SS7845 02	student hrly IM Official	TV012	08-NOV-17
Angelica Kasper	SS8233 01	Stdnt Hrly Orientation Leader	TV012	31-JAN-18
Prabeen Kattel	SG7801 00	Graduate Research Assistant	TV013	21-DEC-17
Tamara Keefner	SE6794 01	Temporary Clinical Assistant	TV013	21-JAN-18
Ellen Keena	SS8093 02	student hrly BluePrint Design	TV012	21-DEC-17
Megan Kellen	SS7824 00	student hrly Admin Ambassador	TV012	21-NOV-17
Sherese Kelliher	SE6796 05	Temporary Clinical Assistant	TV013	21-NOV-17
Jae Kelsey	SS8233 02	Stdnt Hrly Orientation Leader	TV012	31-JAN-18
Joshua Kennedy	SG7795 00	Graduate Research Assistant	TV013	21-DEC-17
Melissa Kerr	SS7751 01	student hrly Tutor	TV012	21-DEC-17
Caleb Kervin	SS8548 01	student hrly Union Manager	TV012	21-DEC-17
Laura Kessler	SE6708 05	Temporary Clinical Assistant	TV013	21-JAN-18
Tate Ketelhut	SS7894 00	student hrly Session Leader	TV012	21-DEC-17
Sanil Narendra Khamkar	SS7787 00	student hrly Farm Crew	TV012	21-JAN-18
Sanil Narendra Khamkar	SS7787 01	student hrly Holiday Farm Crew	TV012	21-JAN-18
Bikash Khanal	SG7573 01	Grad Teach Assist-Instructor	TV013	21-DEC-17
Pratiksha Khanal	SG9856 02	Grad Teach Assist-Instructor	TV013	21-DEC-17
Romancha Khatri	AS9196 00	student hrly Lab & Field Asst.	TV012	21-DEC-17
Romancha Khatri	AS9196 01	student hrly Field & Lab Asst.	TV012	21-JAN-18
Dongyoun Kim	SG6832 01	Grad Teach Assist-Instructor	TV013	21-DEC-17
Caroline Kincade	AW9722 00	WS Lab Assist	TV012	21-JAN-18
Mark Kirschenman	AS9175 03	student hrly Field & Lab Asst.	TV012	21-DEC-17
Jeanette Klein	SS7817 00	student hrly Admin Ambassador	TV012	21-NOV-17
Camille Klima	SS7754 00	student hrly Research 3S7463	TV012	21-DEC-17
Camille Klima	SS7754 01	student hrly Research SM7501	TV012	21-DEC-17
Anneliese Klinzmann	SS7787 03	student hrly Farm Crew	TV012	22-DEC-17
Anneliese Klinzmann	SS7787 04	student hrly Farm Crew Holiday	TV012	22-DEC-17
Kanbi Knipping	SG7589 00	Grad Teach Assist-Instructor	TV013	21-DEC-17
Chelsea Knuppe	SE6544 00	Temporary Clinical Assistant	TV013	21-JAN-18
Dyllan Knutson	SS7879 02	student hrly PT	TV012	09-JAN-18
Jaclynn Knutson	AS9130 00	student hrly Field & Lab Asst.	TV012	21-DEC-17
Jaclynn Knutson	AS9130 01	student hrly Field & Lab Asst.	TV012	08-DEC-17
Samuel Koisti	AS9201 01	student hrly Field & Lab Asst.	TV012	21-DEC-17
Tanya Kokesh	SE6544 00	Temporary Clinical Assistant	TV013	21-JAN-18
Logan Kolb	SS7894 00	student hrly Event Assist	TV012	21-DEC-17
Lingqi Kong	SG7112 02	Graduate Research Assistant	TV013	21-DEC-17
Macey Koopal	SS7886 00	student hrly Office Assist	TV012	07-NOV-17
Mammen Korah	SS8548 03	student hrly Union Manager	TV012	21-DEC-17
Mammen Korah	SS8548 04	student hrly State Tech	TV012	21-DEC-17
Mammen Korah	SS8548 06	student hrly Union Manager	TV012	21-FEB-18
Lori Korzeniewski	SE6544 00	Temporary Clinical Assistant	TV013	21-JAN-18
Abdoul Aziz Kouanda	SG7824 02	Graduate Research Assistant	TV013	21-DEC-17
Madeline Kovach	SS7902 02	student hrly Web Work	TV012	27-OCT-17
Caleb Kragenbring	SS7596 00	student hrly Call Center Asst.	TV012	21-JAN-18
Lauren Kremer	SS8233 01	Stdnt Hrly Orientation Leader	TV012	31-JAN-18
Sarah Kruger	SS8088 02	Community Assistant	TV012	21-DEC-17
Brianna Kruschke	SS7897 00	student hrly Bookstore	TV012	19-JAN-18
Sarah Krush	SE6708 02	Temporary Clinical Assistant	TV013	21-NOV-17
Katelyn Kubasek	SS7750 00	student hrly Peer Mentor	TV012	21-DEC-17
Matthew Kunerth	AS9174 00	student hrly Research Assist	TV012	21-DEC-17
Matthew Kunerth	SS7888 00	student hrly Ag Marketing Asst	TV012	21-DEC-17
Hailey Kurtenbach	SS8143 00	Student Univ Program Council	TV012	21-FEB-18
Ian Lack	SS8704 00	student Reporter	TV012	21-DEC-17
McKinley Lain	SS7750 01	student hrly Peer Mentor	TV012	21-DEC-17
Hunter Landwehr	SS8088 00	Community Assistant	TV012	21-DEC-17
Kassidy Larsen	SS7720 00	Student Event Parking	TV012	21-NOV-17
Kassidy Larsen	SS7720 00	Student Event Parking	TV012	21-DEC-17
Kassidy Larsen	SS7720 01	student hrly Event Parking	TV012	21-JAN-18
Kassidy Larsen	SS7720 01	student hrly Event Parking	TV012	21-FEB-18

Allison Larson	SW9503 00	WS Museum Aid	TV012	09-JAN-18
Nicolette Lecy	SS7904 00	student hrly CA Break Coverage	TV012	12-JAN-18
Corey Lee	AS9151 01	student hrly Trail Camera Tech	TV012	01-DEC-17
Ji Young Lee	SG6832 00	Grad Teach Assist-Instructor	TV013	21-DEC-17
Serena Lee	SS7614 00	student hrly Peer Mentor	TV012	21-DEC-17
Eyasu Legesse	SS7867 02	student hrly Custodial	TV012	03-DEC-17
Hailey Letellier	SS7911 00	student hrly Tutor	TV012	13-DEC-17
Alicia Levesque	SS7841 00	student hrly Research Student	TV012	31-DEC-17
Jared Lindgren	SS8548 00	student hrly State Tech	TV012	21-DEC-17
Tyler Lindgren	SS8548 05	student hrly State Tech Mngr.	TV012	21-DEC-17
Abby Lingle	SS7751 01	student hrly SI Leader	TV012	21-DEC-17
Runxia Liu	AG9748 07	Graduate Research Assistant	TV013	21-JAN-18
Tessa Loberg	SS7845 02	student hrly IM Supervisor	TV012	21-DEC-17
Tessa Loberg	SS7845 03	student hrly IM Official	TV012	21-DEC-17
Brigit Lozinski	AS9156 00	student hrly Farm Worker	TV012	21-FEB-18
Brigit Lozinski	AS9156 01	student hrly Teaching Assist	TV012	21-DEC-17
Yaming Lu	AG7014 02	Graduate Research Assistant	TV013	17-NOV-17
Miranda Ludemann	SS9793 00	student hrly PhoneJack	TV012	21-DEC-17
Nathan Luitjens	SS7751 02	student hrly Tutor	TV012	21-DEC-17
Alexander Luke	SS7723 01	student hrly CA Break Coverage	TV012	25-NOV-17
Courtney Lusk	SS8007 02	student hrly Info Exch Attd.	TV012	21-DEC-17
Mariangel Machado Gimenez	SS9793 01	student hrly PhoneJack	TV012	21-DEC-17
Monique Mack	AW9732 00	WS Lab Tech	TV012	01-DEC-17
Chloe Madsen	AW9735 00	WS Research Tech	TV012	21-DEC-17
Manuja Mahanama	SS8037 00	student hrly Facility Worker	TV012	28-DEC-17
Rupak Mahat	SG9015 00	Graduate Research Assistant	TV013	21-DEC-17
Anna Maher	SS7750 01	student hrly Peer Mentor	TV012	21-DEC-17
Sean Maher	SS7917 00	student hrly Learning Assist	TV012	21-DEC-17
Courtney Maks	SS7911 03	student hrly Tutor	TV012	13-DEC-17
Mallory Malecek	AS9146 01	student hrly Teaching Assist	TV012	21-DEC-17
Bishesh Manandhar	SS7749 01	student hrly Tutor	TV012	21-DEC-17
Adam Manderfeld	SS7787 07	student hrly Christmas Crew	TV012	26-DEC-17
Dustin Manzey	SS8084 00	Community Assistant	TV012	21-DEC-17
Madison Maras	SS8640 01	student hrly Volleyball Assist	TV012	21-NOV-17
Cesar Marin Rodriguez	SG9747 01	Grad Teach Assist-Instructor	TV013	21-DEC-17
Richard Marlier	SS9793 00	student hrly PhoneJack	TV012	08-FEB-18
Justin Marsland	SS8548 00	student hrly State Tech	TV012	21-DEC-17
Shadai Martin	SG8015 00	Graduate Research Assistant	TV013	21-DEC-17
Alexander Masloski	SS7894 00	student hrly Records Assist	TV012	21-DEC-17
Camille Massmann	SS7775 00	student hrly Teaching Assist	TV012	21-DEC-17
Ann Matheny	SE6708 07	Temporary Clinical Assistant	TV013	21-DEC-17
Ann Matheny	SE6708 08	Temporary Clinical Assistant	TV013	21-NOV-17
George Mathew	SS8548 04	student hrly State Tech Coord.	TV012	21-DEC-17
Sibyl Mathew	SG7916 00	Grad Teach Assist-Instructor	TV013	21-DEC-17
Mackenzie Mattern	AS9217 02	student hrly Biological Tech	TV012	21-DEC-17
Arman Mazumdar	SS7709 01	student hrly Aircraft Assist	TV012	13-DEC-17
Arman Mazumdar	SS7867 02	student hrly Custodial	TV012	03-DEC-17
Arman Mazumdar	SS8023 00	student hrly Custodial	TV012	21-DEC-17
Meldy Mbuyi	SS7691 02	student hrly Custodial	TV012	21-DEC-17
Morgan McCall	SS7799 01	student hrly Climbing Wall	TV012	04-DEC-17
Morgan McCall	SS8375 00	stdnt hrly Operations Manager	TV012	04-DEC-17
Shaun McClelland	SS8082 00	Community Assistant	TV012	21-NOV-17
Riley McCrea	SS7879 00	student hrly Group Fitness NC	TV012	05-FEB-18
Caleb McKinley	SS7824 00	student hrly Admin Ambassador	TV012	21-JAN-18
Madison McLaury	SS7751 00	student hrly Tutor	TV012	21-JAN-18
Miranda McMullen	SS8007 05	student hrly Info Exch Mngr.	TV012	21-DEC-17
Torri McVey	SS8704 00	student Digital Design	TV012	21-NOV-17
Torri McVey	SS8704 01	student hrly Digital Designer	TV012	21-JAN-18
Jason Mehlhaf	SS7624 00	student hrly Research	TV012	21-DEC-17
Charmil Meishery	SS8548 02	student hrly Union Manager	TV012	21-DEC-17
Devon Melillo	SS8044 01	student hrly Driver	TV012	11-FEB-18
Paul Melino	SS7792 02	student hrly Lab Assist	TV012	21-DEC-17
Paul Melino	SS7792 03	student hrly Lab Assist	TV012	07-JAN-18
Adam Melstrom	SS7622 05	student hrly BB Camp Trainer	TV012	10-DEC-17
Emily Metzger	SS8093 00	student hrly BP Office Assist	TV012	21-DEC-17
Aria Meyer	SS7810 01	student hrly DTS Tech	TV012	21-DEC-17
Aria Meyer	SS8861 03	Student Hourly-Tech Fellow	TV012	21-DEC-17
Gloria Meyer	SE6761 04	Temporary Clinical Assistant	TV013	21-DEC-17

Veronica Meza	SG7790 03	Graduate Research Assistant	TV013	21-DEC-17
Shelby Mickey	SS8474 02	student hrly Equestrian	TV012	21-DEC-17
Drue Miller	SS7862 00	student hrly Teaching Assist	TV012	21-DEC-17
Drue Miller	SS7862 02	student hrly Teaching Assist	TV012	21-JAN-18
Kelsey Miller	SS7879 00	student hrly Lifeguard	TV012	21-FEB-18
Madeline Miller	SE6797 01	NFE Temp Professional Exempt	TV013	21-DEC-17
Dorinda Mills	SE6793 03	Temporary Clinical Assistant	TV013	21-JAN-18
Mukesh Mithrakumar	SS7720 00	student hrly Event Parking	TV012	21-NOV-17
Mukesh Mithrakumar	SS7720 00	student hrly Event Parking	TV012	21-DEC-17
Mukesh Mithrakumar	SS7917 04	student hrly Learning Assist	TV012	21-DEC-17
Mukesh Mithrakumar	SS8023 02	student hrly Custodian	TV012	21-DEC-17
Mukesh Mithrakumar	SS8688 00	student hrly Union Set-Up Crew	TV012	21-DEC-17
Makayla Moate	SS7720 00	student hrly Event Parking	TV012	21-NOV-17
Makayla Moate	SS7720 00	student hrly Event Parking	TV012	21-DEC-17
Pratik Modani	SS7742 01	student hrly Lab Assist	TV012	21-JAN-18
Kristin Mohr	AS9176 02	student hrly Research Assist	TV012	22-DEC-17
Theodore Mohr	AG9753 02	Graduate Research Assistant	TV013	21-DEC-17
Lindsey Mohrland	SS7658 01	student hrly Events Tech	TV012	21-DEC-17
Mohammad Sadman Sakib Mojumder	SG7915 00	Grad Teach Assist-Instructor	TV013	05-FEB-18
Michael Montoya	SW9503 00	WS Museum Aide	TV012	01-DEC-17
Debra Moore	SE6708 01	Temporary Clinical Assistant	TV013	21-NOV-17
Freddy Moran	SG7766 03	Graduate Research Assistant	TV013	21-DEC-17
Seth Moret	AS9160 01	student hrly Farm Worker	TV012	21-DEC-17
Christine Morgan	SS8233 01	Stdnt Hrly Orientation Leader	TV012	31-JAN-18
Stephanie Morgan	SE6544 00	Temporary Clinical Assistant	TV013	21-JAN-18
Andrew Moritko	SS7750 01	student hrly Peer Mentor	TV012	21-DEC-17
Andrew Moritko	SS7934 03	student hrly Research 333910	TV012	14-DEC-17
Andrew Moritko	SS7934 04	student hrly Research 3MA503	TV012	14-DEC-17
Andrew Moritko	SS7934 05	student hrly Research 3MB503	TV012	21-DEC-17
Andrew Moritko	SS7934 06	student hrly Research 3MA514	TV012	21-DEC-17
Andrew Moritko	SS7934 07	student hrly Research 3M7501	TV012	21-DEC-17
Andrew Moritko	SS7934 08	student hrly Research 3F6648	TV012	14-DEC-17
Eugene Morley	SS7678 00	student hrly Facilities Assist	TV012	21-DEC-17
Hara Mubashir	SS7775 01	student hrly Teaching Assist	TV012	21-DEC-17
Anzar Mudassir	SS8037 01	student hrly Facility Worker	TV012	02-NOV-17
Shane Mueller	SS7670 00	student hrly Teaching Assist	TV012	21-DEC-17
Alyssa Mullaney	SS7751 00	student hrly Tutor	TV012	21-DEC-17
Dalton Mullen	SS8093 00	student hrly Blueprint Design	TV012	21-DEC-17
Jin Mun	SG6832 00	Grad Teach Assist-Instructor	TV013	21-DEC-17
Prateek Munankarmi	SG7809 01	Graduate Research Assistant	TV013	21-DEC-17
Katie Murtha	SS7897 01	student hrly Bookstore	TV012	19-JAN-18
Cody Myers	AS9138 00	student hrly Ag Bio Tech	TV012	21-DEC-17
Elizabeth Nagel	SG9870 01	Grad Teach Assist-Instructor	TV013	21-DEC-17
Eric Nagel	SG7799 03	Grad Teach Assist-Instructor	TV013	21-DEC-17
Zachary Needham	SS7917 02	student hrly Learning Assist	TV012	21-DEC-17
Logan Negus	SS8548 06	stdnt hrly St Tech Equip Mngr.	TV012	21-DEC-17
Neha Neha	AG9741 03	Graduate Research Assistant	TV013	21-FEB-18
Neha Neha	SG7625 00	Grad Teach Assist-Instructor	TV013	21-DEC-17
Adam Nelson	SS8688 00	student hrly Union Set-Up Crew	TV012	21-DEC-17
Anna Nelson	SS7879 00	student hrly Lifeguard	TV012	24-OCT-17
Colleen Nelson	SS7799 03	student hrly Climbing Wall	TV012	21-NOV-17
Colleen Nelson	SS7799 04	stdnt hrly Climbing Wall Mngr	TV012	21-NOV-17
Josie Nelson	SS8704 00	student hrly Visual Editor	TV012	21-JAN-18
Sheila Ness	SE6708 11	Temporary Clinical Assistant	TV013	21-FEB-18
Jonathan Neswick	SS8704 00	Lifestyles Reporter	TV012	21-DEC-17
Ryan Neumann	SS8548 01	student hrly State Tech	TV012	21-DEC-17
Surendra Neupane	AG9713 02	Graduate Research Assistant	TV013	21-DEC-17
Sudha Neupane Adhikari	AG9772 02	Graduate Research Assistant	TV013	21-NOV-17
Henry Neyens	AS9213 00	student hrly Greenhouse Asst.	TV012	21-DEC-17
Stacie Nielsen	SE6708 05	Temporary Clinical Assistant	TV013	21-DEC-17
Chimezie Nmezi	SS7871 00	student hrly Custodial	TV012	21-DEC-17
Hannah Noonan	AS9210 00	student hrly Farm Worker	TV012	21-JAN-18
Kate Nugteren	SS7671 01	student hrly FRN Support	TV012	21-DEC-17
Kala Nurnberg	SS7751 00	student hrly Tutor	TV012	21-DEC-17
Jared Nurnberger	SG9747 00	Grad Teach Assist-Instructor	TV013	21-DEC-17
Sarah Nussbaum	SE6761 03	Temporary Clinical Assistant	TV013	21-NOV-17
Paige O'Farrell	SS7624 00	student hrly Research	TV012	21-DEC-17
Corissa O'Gara	SS7749 01	student hrly Tutor	TV012	21-DEC-17



Temitope Odeleye	SG9868 01	Graduate Research Assistant	TV013	21-NOV-17
Temitope Odeleye	SS7720 00	student hrly Event Parking	TV012	21-NOV-17
Temitope Odeleye	SS7720 00	student hrly Event Parking	TV012	21-DEC-17
Temitope Odeleye	SS7720 01	student hrly Event Parking	TV012	21-JAN-18
Asuka Ohno	SS7904 00	student hrly CA Break Coverage	TV012	12-JAN-18
Olamide Ojedokun	SS7691 00	student hrly Custodial	TV012	21-DEC-17
Onyinye Okpa	SS9793 01	student hrly PhoneJack	TV012	13-DEC-17
Hunter Olson	SW9530 00	WS Tutor	TV012	21-DEC-17
Cassandra Onnen	SS8044 00	student hrly Driver	TV012	11-FEB-18
George Opoku-Kusi	SG7798 03	Graduate Research Assistant	TV013	21-DEC-17
Morgan Orel	SE4517 00	Temp Communications Specialist	TV013	07-JAN-18
Morgan Orel	SS8447 01	student hrly Dispatch	TV012	31-OCT-17
Bremansu Osa-Andrews	SG7799 03	Grad Teach Assist-Instructor	TV013	21-DEC-17
Katherine Osterman	SE6609 00	Temporary Clinical Assistant	TV013	21-FEB-18
Lena Ouandaogo	SS7871 02	student hrly Custodial	TV012	01-JAN-18
Domelaar Ouattara	SS7871 02	student hrly Custodial	TV012	21-DEC-17
Cherryl Ouma	SS7686 01	student hrly Project Assist	TV012	05-JAN-18
Leanna Owen	SS8082 01	Community Assistant	TV012	21-DEC-17
Christopher Owusu	AS9202 03	student hrly Lab Assist	TV012	13-DEC-17
Tolulope Oyeniyi	SG9747 00	Grad Teach Assist-Instructor	TV013	21-DEC-17
Justin Pabst	AW9740 00	WS Horse Unit Farm Worker	TV012	21-DEC-17
Justin Pabst	SS7816 01	student hrly Horse Unit	TV012	21-DEC-17
Gourav Padol	SS7787 00	student hrly Farm Crew	TV012	21-JAN-18
Gourav Padol	SS7787 01	student hrly Holiday Farm Crew	TV012	21-JAN-18
Miranda Painter	AS9210 00	student hrly Brake Farm Worker	TV012	21-JAN-18
Jacquelyn Pajl	AS9184 01	student hrly Animal Tech	TV012	27-DEC-17
Sri Spandana Paleru	SS9793 00	student hrly PhoneJack	TV012	24-OCT-17
Sumadhuri Pamarthi	SG8015 00	Graduate Research Assistant	TV013	21-DEC-17
Sonali Pandey	SG7965 02	Grad Teach Assist-Instructor	TV013	21-DEC-17
Brittney Papike	SS7911 00	student hrly Lab Assist	TV012	13-DEC-17
Brittney Papike	SW9613 01	WS Lab Assist	TV012	13-DEC-17
Sujan Parajuli	SG7922 02	Grad Teach Assist-Instructor	TV013	21-DEC-17
Yu Seong Park	SG6832 01	Grad Teach Assist-Instructor	TV013	21-DEC-17
Josie Parry	SS7601 00	student hrly Assoc. Teacher	TV012	14-DEC-17
Josie Parry	SS7869 02	student hrly Office Assistant	TV012	21-DEC-17
Makalely Parsons	SE6793 04	Temporary Clinical Assistant	TV013	21-JAN-18
Ramya Mitra Patnam Damodaram	SG6022 01	Graduate Research Assistant	TV013	21-DEC-17
Priti Paudyal	SG9650 00	Graduate Research Assistant	TV013	21-DEC-17
Abigail Paul	SS9793 00	student hrly PhoneJack	TV012	21-DEC-17
Allison Pederson	SE6708 03	Temporary Clinical Assistant	TV013	21-DEC-17
Heath Pederson	SG7806 00	Grad Teach Assist-Instructor	TV013	21-DEC-17
Heath Pederson	SG8008 00	Graduate Research Assistant	TV013	21-DEC-17
Mariah Pederson	SW9537 01	WS Admis. Ambassador	TV012	21-JAN-18
Lucas Pereira	SG7915 01	Grad Teach Assist-Instructor	TV013	21-DEC-17
Cozette Petersen	SE6793 01	Temporary Clinical Assistant	TV013	21-JAN-18
Nicholas Petersen	AS9137 01	student hrly Lab Assist	TV012	21-DEC-17
Kelsie Peterson	SS7629 00	student hrly Patrol Officer	TV012	21-DEC-17
Amanda Petrik	SE6761 00	Temporary Clinical Assistant	TV013	21-DEC-17
Latoya Phillipe	SE6793 02	Temporary Clinical Assistant	TV013	21-JAN-18
Jamila Pickett	SS7605 00	student hrly Data Entry	TV012	21-DEC-17
Wirat Pipatpongpinoy	AG7005 02	Graduate Research Assistant	TV013	21-DEC-17
Karley Pistulka	AS9160 00	student hrly Feed Mill	TV012	21-NOV-17
Paige Plass	AS9155 00	student hrly Lab Assist	TV012	21-JAN-18
Rachel Podraza	SS8408 00	student hrly Office Assist	TV012	08-JAN-18
Jaden Poeckes	AS9144 01	student hrly Farm Worker	TV012	21-NOV-17
Andrew Poepping	SS8704 00	student Sound Director	TV012	21-DEC-17
Andrew Poepping	SS8704 01	student hrly Sound Director	TV012	21-JAN-18
Henry Pohlmeier	SS7851 00	Student Hourly Research Assist	TV012	21-DEC-17
Jyotshna Pokharel	SG7801 00	Graduate Research Assistant	TV013	21-JAN-18
Jharna Pokhrel	SG7573 01	Grad Teach Assist-Instructor	TV013	21-DEC-17
Kirstyn Polasky	SS8088 00	Community Assistant	TV012	21-DEC-17
Martin Popowski	SS8548 01	student hrly State Tech	TV012	21-DEC-17
Amanda Pore	SS9793 00	student hrly Phonejack	TV012	24-OCT-17
Cassie Pospishil	SG9747 00	Grad Teach Assist-Instructor	TV013	21-DEC-17
Lura Poyner	SS7927 00	student hrly Office Assist	TV012	13-DEC-17
Lura Poyner	SW9480 00	WS Office Assist	TV012	13-DEC-17
Kayla Preheim	SS8007 00	student hrly Info Exch Attd.	TV012	21-DEC-17
Aaron Propst	SG7781 01	Graduate Research Assistant	TV013	21-DEC-17

Danielle Prudich	SE6793 02	Temporary Clinical Assistant	TV013	21-JAN-18
Eric Puetz	AS9172 01	student hrly Lab Assist	TV012	21-JAN-18
Charles Pugsley	SE6609 00	Temporary Clinical Assistant	TV013	21-FEB-18
Travis Pundsack	SS7689 01	student hrly Facilities Assist	TV012	21-DEC-17
Georgiale Quail	SS7775 00	student hrly Teaching Assist	TV012	21-DEC-17
Nowshad Qurashi Prantho	SS9793 00	student hrly PhoneJack	TV012	21-DEC-17
Kennedy Raap	SS8548 01	student hrly Union Manager	TV012	21-DEC-17
Mohamed Radoui	SS9793 03	student hrly PhoneJack	TV012	21-DEC-17
Prateek Rai	SS8688 00	student hrly Union Set-up Crew	TV012	21-DEC-17
Bipin Rajpurohit	AS9194 00	student hrly IDIP Lab Assist	TV012	21-DEC-17
Sai Mukund Ramakrishnan	AG7015 02	Graduate Research Assistant	TV013	21-DEC-17
David Ramirez	SW9531 00	WS Museum Aide	TV012	31-OCT-17
Sarah Raml	SE6708 10	Temporary Clinical Assistant	TV013	21-NOV-17
H Kottegoda G H Ranaweera	SS8037 00	student hrly Facility Worker	TV012	21-JAN-18
Sydney Randall	SS7817 01	student hrly Admis. Ambassador	TV012	21-JAN-18
Morgan Rankin	SS8765 02	student hrly Driver	TV012	21-DEC-17
Da'Kayla Ratliff	SS9793 00	student hrly PhoneJack	TV012	26-JAN-18
Alexandra Rausch	SS7778 02	student hrly Gardener	TV012	21-DEC-17
Ericka Readell	SG7909 01	Grad Teach Assist-Instructor	TV013	21-DEC-17
Shashikanth Reddy	SS7687 02	student hrly Landscape Assist	TV012	21-NOV-17
Megan Reitsma	SE4498 00	Temp Event Parking	TV013	21-DEC-17
Mckinsy Rew	SS9793 00	student hrly PhoneJack	TV012	21-DEC-17
Jessica Richters	SS8474 00	student hrly Equestrian Barn	TV012	21-DEC-17
Dylan Riedl	SS7674 01	student hrly Union Custodian	TV012	09-DEC-17
Sandip Rimal	SG7588 00	Graduate Research Assistant	TV013	21-DEC-17
Mckenzie Rinehart	SG7909 00	Grad Teach Assist-Instructor	TV013	04-JAN-18
Carter Roberts	SS7778 01	student hrly Gardener	TV012	21-DEC-17
Carter Roberts	SS7877 01	student hrly Classroom Assist	TV012	21-DEC-17
Emireth Rodriguez-Cancino	SS7608 00	student hrly Research Assist	TV012	15-DEC-17
Benjamin Roe	AG9798 00	Graduate Research Assistant	TV013	21-DEC-17
Johanna Roe	AS9210 00	student hrly Farm Worker	TV012	21-JAN-18
Emily Rogers	SS7787 00	student hrly Farm Crew	TV012	22-DEC-17
Emily Rogers	SS7787 01	student hrly Farm Crew Holiday	TV012	22-DEC-17
Alex Rosburg	AS9221 00	student hrly Fisheries Tech	TV012	21-DEC-17
Bailey Roshau	SS7887 00	student hrly Student Support	TV012	21-DEC-17
Rebekah Ross	SS7658 01	student hrly Event Tech	TV012	21-DEC-17
Doha Rottluff	SS7879 00	student hrly Lifeguard	TV012	21-JAN-18
Kayla Rounds	SS7886 01	student hrly Office Assist	TV012	21-JAN-18
Ranen Roy	SG7799 02	Grad Teach Assist-Instructor	TV013	21-DEC-17
Tamal Roy	SS7690 00	student hrly Custodial	TV012	21-DEC-17
Taylor Ruen	SS8688 00	student hrly Union Set-Up Crew	TV012	21-DEC-17
Kennedy Ruppert	SS9793 00	student hrly PhoneJack	TV012	21-DEC-17
Heather Rydell	SE6761 01	Temporary Clinical Assistant	TV013	21-DEC-17
Sepideh Sadeghi	SG7577 02	Grad Teach Assist-Instructor	TV013	21-DEC-17
Sepideh Sadeghi	SG7586 03	Graduate Research Assistant	TV013	21-DEC-17
Dheeman Saha	SG7763 00	Graduate Research Assistant	TV013	21-JAN-18
Dheeman Saha	SS8037 00	student hrly Facility Worker	TV012	31-JAN-18
Ashik Sahani	AS9134 00	student hrly Research Assist	TV012	13-DEC-17
Sayan Sahu	SG6832 01	Grad Teach Assist-Instructor	TV013	21-DEC-17
Md Saifur Rahman Saikot	AS9217 02	student hrly Biological Tech	TV012	21-DEC-17
Md Saifur Rahman Saikot	SS9793 00	student hrly PhoneJack	TV012	21-DEC-17
Sruthi Saini	SS7867 02	student hrly Custodial	TV012	03-DEC-17
Angelina Sampson	SG7965 02	Grad Teach Assist-Instructor	TV013	21-DEC-17
Sharon Sanchez Ordenez	SS7612 00	student hrly Language Assist	TV012	21-DEC-17
Sharon Sanchez Ordenez	SS8548 00	student hrly State Tech	TV012	21-DEC-17
Sharon Sanchez Ordenez	SS8548 01	student hrly State Tech	TV012	21-JAN-18
Morgan Sandersfeld	SS7805 00	student hrly Lab Assist	TV012	21-DEC-17
Brooke Sandmeier	SE6793 00	Temporary Clinical Assistant	TV013	21-JAN-18
Anyesha Sarkar	AG9711 01	Graduate Research Assistant	TV013	21-DEC-17
Max Sauer	SG7915 01	Grad Teach Assist-Instructor	TV013	21-DEC-17
Justine Sauter	SE6708 04	Temporary Clinical Assistant	TV013	21-NOV-17
Amber Schacherer	SG7702 01	Graduate Admin Assistant	TV013	21-DEC-17
Morgan Schaefer	SS7778 01	student hrly Gardener	TV012	21-DEC-17
Miah Schallenkamp	AS9162 00	student hrly Teacher/Lab Asst.	TV012	21-JAN-18
Meghan Schenk	SS7775 00	student hrly Teaching Assist	TV012	21-DEC-17
Nicole Schimek	SS8233 01	Stdnt Hrly Orientation Leader	TV012	31-JAN-18
Kathryn Schlafke	SG9829 00	Grad Teach Assist-Instructor	TV013	21-DEC-17
Stephanie Schmidt	SS7749 01	student hrly Tutor	TV012	21-DEC-17

Jamison Schneckloth	AS9177 01	student hrly Field & Lab Asst.	TV012	21-DEC-17
Michelle Schneider	SE6708 04	Temporary Clinical Assistant	TV013	21-NOV-17
Thomas Schneider	SS7877 01	student hrly Office Assistant	TV012	21-DEC-17
Cole Schock	SS7787 00	student hrly Farm Crew	TV012	21-DEC-17
Cole Schock	SS7787 01	student hrly Holiday Farm Crew	TV012	21-DEC-17
Kara Schoenfeld	SE6708 04	Temporary Clinical Assistant	TV013	21-NOV-17
Alexander Schreier	SS7824 00	student hrly Admin Ambassador	TV012	21-JAN-18
Alexander Schreier	SS8765 02	student hrly Driver	TV012	21-DEC-17
Brianna Schreurs	SS8704 00	Digital Producer	TV012	21-DEC-17
Brianna Schreurs	SS8704 01	student hrly Managing Editor	TV012	21-JAN-18
Cameron Schroder	SS8704 00	News Director	TV012	21-DEC-17
Cameron Schroder	SS8704 01	student hrly News Director	TV012	21-JAN-18
Cody Schroeder	SS7787 04	student hrly Christmas Crew	TV012	26-DEC-17
Kyle Schroeder	SS7917 02	student hrly Kharel Research	TV012	21-DEC-17
Lillian Schwartzrock	SS8861 02	Student Hourly-Tech Fellow	TV012	21-DEC-17
Kyle Schwendemann	AS9136 00	student hrly Research Assist	TV012	21-DEC-17
Brooklyn Schwiesow	SS8084 00	Community Assistant	TV012	21-DEC-17
Clayton Scott	SS7596 00	student hrly Call Center Asst.	TV012	21-JAN-18
Taylor Sebert	SS7824 01	student hrly Admin Ambassador	TV012	21-JAN-18
Umang Selokar	SS7871 00	student hrly Custodial	TV012	21-JAN-18
Vishal Seth	AG9782 01	Graduate Research Assistant	TV013	21-FEB-18
Andrea Severtson	SS7618 00	student hrly Teaching Assist	TV012	22-DEC-17
Blair Seymour	SS7720 00	student hrly Event Parking	TV012	21-NOV-17
Blair Seymour	SS7720 00	student hrly Event Parking	TV012	21-DEC-17
Blair Seymour	SS7791 02	stdnt hrly Upward Bound Tutor	TV012	31-JAN-18
Eman Shams	SG7965 03	Grad Teach Assist-Instructor	TV013	21-FEB-18
Md Sami Bin Shokrana	AG9757 01	Graduate Research Assistant	TV013	27-DEC-17
Aawesh Shrestha	SG6832 01	Grad Teach Assist-Instructor	TV013	21-DEC-17
Bibek Shrestha	SG8012 00	Grad Teach Assist-Instructor	TV013	05-JAN-18
Dinesh Shrestha	SG7922 02	Grad Teach Assist-Instructor	TV013	21-DEC-17
Jayram Shrestha	AS9198 02	student hrly Field & Lab Asst.	TV012	21-DEC-17
Jayram Shrestha	SS7917 00	student hrly Learning Assist	TV012	21-DEC-17
Cassandra Shull	SS7720 00	student hrly Event Parking	TV012	21-NOV-17
Cassandra Shull	SS7720 00	student hrly Event Parking	TV012	21-DEC-17
Jagdeep Singh Sidhu	AG7015 04	Graduate Research Assistant	TV013	21-FEB-18
Dinithi Siriwardana Pathiranag	SS8037 00	student hrly Facility Worker	TV012	04-JAN-18
Jay Skaar	SS8688 00	student hrly Union Events	TV012	21-DEC-17
Alec Small	SS8704 00	Creative Services Director	TV012	21-DEC-17
Cameron Smith	SS7936 00	student hrly Office Assist	TV012	21-DEC-17
Chelsea Smith	SS7787 04	student hrly Christmas Crew	TV012	26-DEC-17
Isaac Smith	SS7775 00	student hrly Teaching Assist	TV012	21-DEC-17
Haley Snell	SS7911 01	student hrly Tutor	TV012	13-DEC-17
Alexandera Snyder	AS9189 01	student hrly Lab assist	TV012	21-DEC-17
Sidney Snyder	SS8233 01	Stdnt Hrly Orientation Leader	TV012	31-JAN-18
Jacob Sobraske	SG7747 03	Grad Teach Assist-Instructor	TV013	21-DEC-17
Eun Woo Son	SG7763 07	Graduate Research Assistant	TV013	21-JAN-18
Surya Soni	SS8023 00	student hrly Custodian	TV012	29-DEC-17
Surya Soni	SS9793 00	student hrly PhoneJack	TV012	13-DEC-17
Cassidy Soper	SS8765 02	student hrly Driver	TV012	08-DEC-17
Jenna Soukup	SW9530 00	WS Tutor	TV012	21-DEC-17
Audrey Souza	AW9743 01	WS Sheep Unit Farm Worker	TV012	13-DEC-17
Jesse Spear	SS8093 00	student hrly BP Office Assist	TV012	21-DEC-17
James Spratt	SG7589 00	Grad Teach Assist-Instructor	TV013	21-DEC-17
Chithra Sreenivasan	AG9748 04	Graduate Research Assistant	TV013	21-DEC-17
Sudheer Gripathi	SS8037 01	student hrly Facility Worker	TV012	27-NOV-17
Madeline St. Claire	AS9217 02	student hrly Biological Tech	TV012	21-DEC-17
Alexa Standfuss	SS7886 00	student hrly Office Assist	TV012	21-JAN-18
Danielle Stane	SS7607 00	student hrly Special Events	TV012	14-DEC-17
Danielle Stane	SS7757 00	student hrly FB Office Assist	TV012	21-DEC-17
Danielle Stane	SW9494 01	WS Front Desk Worker	TV012	13-DEC-17
Andie Star	SS7810 01	student hrly DTS Tech	TV012	21-NOV-17
Norman Statz	SS7902 00	student Res Hall Exec.	TV012	21-DEC-17
Emma Stavnes	SS8007 01	student hrly Info Exch Attd.	TV012	21-DEC-17
Michael Steele	SE6274 00	Temporary Director	TV013	21-NOV-17
Brett Steffen	SS7897 01	student hrly Bookstore	TV012	19-JAN-18
Tori Stepp	SS9793 01	student hrly PhoneJack	TV012	21-DEC-17
Kalina Sternhagen	SE6708 05	Temporary Clinical Assistant	TV013	21-DEC-17
Laura Stoks	SE6796 00	Temporary Clinical Assistant	TV013	21-DEC-17

Aaron Stoll	SS7782 00	student hrly Lab Assist	TV012	21-JAN-18
David Strain	SS7812 01	student hrly Meat Lab Worker	TV012	21-JAN-18
Joslyn Strating	SE6796 01	Temporary Clinical Assistant	TV013	21-DEC-17
Joslyn Strating	SE6796 02	Temporary Clinical Assistant	TV013	21-NOV-17
Holly Sundet	SE6761 00	Temporary Clinical Assistant	TV013	21-FEB-18
Mason Sundvold	SS8548 03	student hrly State Tech	TV012	21-DEC-17
Muhammad Ali Suria	AG9798 00	Graduate Research Assistant	TV013	21-FEB-18
Kelly Sutko	SS7738 01	student hrly Stockroom	TV012	21-DEC-17
Alyssa Swearingen	SS7756 00	student hrly Member Services	TV012	17-JAN-18
Alyssa Swearingen	SS7845 03	student hrly IM Official	TV012	17-JAN-18
Lily Sweikert	AE9093 00	Temp Post Doc Research Associa	TV013	21-JAN-18
Madisen Swift	AS9150 01	student hrly Lab & Field Tech	TV012	21-DEC-17
Abu Daud Talukder	SS9793 00	student hrly PhoneJack	TV012	21-DEC-17
Ujjwol Tamrakar	SG7808 02	Graduate Research Assistant	TV013	21-DEC-17
Affan Tariq	SS7867 02	student hrly Custodial	TV012	03-DEC-17
Theresa Tatten	SS7911 00	student hrly Tutor	TV012	13-DEC-17
Shianne Teas	AS9210 00	student hrly Farm Worker	TV012	21-JAN-18
Erinn Temple	SS7601 00	student hrly Associate Teacher	TV012	14-DEC-17
Ashlynn Terkildsen	SS8044 00	student hrly Conference Driver	TV012	11-FEB-18
Imal Thammitage	SS8037 00	student hrly Facility Worker	TV012	04-JAN-18
Pravara Thanapura	AE9060 00	Temporary Research Asst	TV013	21-NOV-17
Samundra Thapa	SS7867 01	student hrly Custodial	TV012	03-DEC-17
Samundra Thapa	SS8023 00	student hrly Custodial	TV012	21-JAN-18
Utsav Thapa	AS9175 01	student hrly Research Assist	TV012	21-DEC-17
Ashley Theobald	SS7902 00	student Res Hall Assoc. Exec.	TV012	21-DEC-17
Alix Thiery	SS7612 00	student hrly French Assist	TV012	21-DEC-17
Samuel Thies	AS9177 00	student hrly Field & Lab Asst.	TV012	21-DEC-17
Ellie Thompson	SS8704 00	Copy Editor	TV012	21-DEC-17
Dexter Thorsteinson	SS7787 02	student hrly Farm Crew	TV012	22-DEC-17
Dexter Thorsteinson	SS7787 03	student hrly Farm Crew Holiday	TV012	22-DEC-17
Dexter Thorsteinson	SS7787 04	student hrly Christmas Crew	TV012	26-DEC-17
Yaqoob Thurston	SS8375 00	student hrly IM Official	TV012	21-DEC-17
Amber Tilberg	SE6793 03	Temporary Clinical Assistant	TV013	21-JAN-18
Daniel Timm	SS7720 01	student hrly Event Parking	TV012	21-NOV-17
Daniel Timm	SS7720 01	student hrly Event Parking	TV012	21-DEC-17
Daniel Timm	SS7720 01	student hrly Event Parking	TV012	21-FEB-18
Daniel Timm	SS7913 02	student hrly Parking Services	TV012	31-DEC-17
Selene Tinklenberg	SS7982 00	student hrly CA Break Coverage	TV012	05-FEB-18
Selene Tinklenberg	SS8088 00	Community Assistant	TV012	21-FEB-18
Amanda Tolzin	AS9217 02	student hrly Biological Tech	TV012	21-DEC-17
Haydee Torres	SG7794 02	Graduate Research Assistant	TV013	21-DEC-17
Derek Tramp	AS9189 01	student hrly Lab Assist	TV012	21-DEC-17
Courtney Trapp	SS7879 01	student hrly Group Fitness NC	TV012	21-FEB-18
Angela Trask	SE6544 00	Temporary Clinical Assistant	TV013	21-JAN-18
Gemma Trask	SS9793 00	student hrly PhoneJack	TV012	16-JAN-18
Brianna Trembl	SS7629 00	student hrly Patrol	TV012	17-JAN-18
Brianna Trembl	SS7913 01	student hrly Patroller	TV012	31-DEC-17
Reed Trenhaile	SS8007 02	student hrly Info Exch Attd.	TV012	21-DEC-17
Thad Tschetter	SS8548 05	student hrly State Tech Coord.	TV012	21-DEC-17
Olga Tshiela	SS7691 00	student hrly Custodial	TV012	21-DEC-17
Brooke Tuttle	SE6708 02	Temporary Clinical Assistant	TV013	21-NOV-17
Mira Uithoven	SS7887 00	student hrly Note Taker	TV012	09-JAN-18
Chad Umlauf	SS7669 00	student hrly Front Desk Assist	TV012	21-DEC-17
Chad Umlauf	SS8147 00	student hrly CM Assist	TV012	21-DEC-17
Tirth Uprety	SG7718 02	Grad Teach Assist-Instructor	TV013	21-DEC-17
Alyssa Vachino	AS9167 00	student hrly Lab Assist	TV012	21-DEC-17
Allison Van Horn	SS7719 00	student hrly Grader	TV012	21-DEC-17
Kelsey Van Loh	SS7707 01	student hrly Pep Band	TV012	21-JAN-18
Rachel VanHeel	SE6796 00	Temporary Clinical Assistant	TV013	21-NOV-17
Shelby VanOvershelde	SE6793 02	Temporary Clinical Assistant	TV013	21-JAN-18
Dallis Vanderwal	AS9216 01	student hrly Farm Worker	TV012	21-DEC-17
Alannah Vellacott	SS8084 00	Community Assistant	TV012	21-DEC-17
Alannah Vellacott	SS8696 00	student hrly CA Break Coverage	TV012	21-DEC-17
Renae Vinzant	SS7894 00	student hrly Office Assist	TV012	21-DEC-17
Renae Vinzant	SS8704 00	student Marketing Director	TV012	21-NOV-17
Renae Vinzant	SS8704 01	stdnt hrly Marketing Director	TV012	21-JAN-18
Renae Vinzant	SS8704 02	stdnt hrly Radio MKT Director	TV012	21-JAN-18
Jennifer Vipond	SS7751 01	student hrly Tutor	TV012	21-DEC-17

Dalton Vroman	SS7711 00	student hrly Teaching Aide	TV012	21-DEC-17
Harika Vuppula	SE6261 00	Research Assistant	TV013	21-FEB-18
Harika Vuppula	SG8960 02	Graduate Research Assistant	TV013	21-DEC-17
Ashley Waagen	SS7764 00	student hrly Lab Assist	TV012	21-DEC-17
Kaycee Walter	SS9793 00	student hrly PhoneJack	TV012	21-DEC-17
Calvin Wampol	SG7735 01	Grad Teach Assist-Instructor	TV013	21-DEC-17
Calvin Wampol	SG7766 02	Graduate Research Assistant	TV013	21-DEC-17
Zhao Wang	SG7728 03	Grad Teach Assist-Instructor	TV013	21-DEC-17
Ziyi Wang	AG9787 01	Graduate Research Assistant	TV013	21-DEC-17
Kevin Wanniarachchi Kankanamal	SG7744 00	Grad Teach Assist-Instructor	TV013	21-DEC-17
Keenan Watson	SG7902 00	Grad Teach Assist-Instructor	TV013	21-DEC-17
Jace Waybright	SS7862 00	student hrly Teaching Assist	TV012	21-DEC-17
Jace Waybright	SS7917 04	student hrly Learning Assist	TV012	21-DEC-17
Jace Waybright	SS7917 05	student hrly Kharel Research	TV012	21-DEC-17
Brianna Weber	SS8093 03	student hrly Blueprint Mngr	TV012	21-DEC-17
Brendan Wechsler	SS8091 01	Community Assistant	TV012	21-DEC-17
Emily Weizenegger	SS7845 00	student hrly IM Official	TV012	17-JAN-18
Samantha Welu	AG9421 02	Graduate Research Assistant	TV013	21-DEC-17
Jack Wenner	SS7864 00	student hrly Lab Assist	TV012	21-JAN-18
Shaly Werdel	SS9793 00	student hrly PhoneJack	TV012	03-NOV-17
Bret Werypy	SS8704 00	Station Manager	TV012	21-DEC-17
Bret Werypy	SS8704 01	student hrly Station Manager	TV012	21-JAN-18
Christopher Wheeler	SS7672 00	student hrly Acting	TV012	21-DEC-17
Cole Whitcomb	SS8375 00	student hrly Facility Attend.	TV012	21-FEB-18
Kenya Whitlow	SW9499 00	WS Office Assist	TV012	21-DEC-17
Karee Wicks	SS8233 02	Stdnt Hrly Orientation Leader	TV012	31-JAN-18
Alexander Wiemann	SS8548 10	student hrly State Tech Coord.	TV012	21-DEC-17
Taylor Wilhite	SS8548 00	student hrly Union Manager	TV012	21-DEC-17
Cody Willett	SS8548 01	student hrly State Tech	TV012	21-DEC-17
Amanda Williams	AS9213 00	student hrly Horticulture Asst	TV012	21-DEC-17
Joshua Wilson	SS8233 01	Stdnt Hrly Orientation Leader	TV012	31-JAN-18
Joshua Wilson	SW9537 00	WS Admis. Ambassador	TV012	21-JAN-18
Jennifer Wingate	SG9847 02	Grad Teach Assist-Instructor	TV013	21-DEC-17
Abby Wolf	SS8704 00	student Visual Editor	TV012	21-NOV-17
Abby Wolf	SS8704 01	student hrly Snr Visual Editor	TV012	21-JAN-18
Jacob Wolfe	SS7897 01	student hrly Bookstore	TV012	19-JAN-18
Jacob Womack	SS8704 00	student hrly Program Director	TV012	21-DEC-17
Jacob Womack	SS8704 01	student hrly Program Director	TV012	21-JAN-18
Christine Woolley	SS7816 01	student hrly Horse Unit	TV012	21-DEC-17
Cole Worthy	SS7879 00	Student Hrly-Group Fitness Non	TV012	21-FEB-18
Rebecca Woytassek	SS8007 02	student hrly Info Exch Attd.	TV012	21-DEC-17
Rachel Wright	SE6761 00	Temporary Clinical Assistant	TV013	21-DEC-17
Shihan Wu	AS9197 00	student hrly Lab Assist	TV012	21-JAN-18
Nicole Wyffels	SS8093 00	student hrly Blueprint Design	TV012	21-DEC-17
Juan Xie	AG9760 01	Graduate Research Assistant	TV013	04-JAN-18
Jinyu Yang	AG9760 01	Graduate Research Assistant	TV013	13-DEC-17
Runan Yao	SG7763 00	Graduate Research Assistant	TV013	21-JAN-18
Mackenzie Yordy	SS8093 01	student hrly Blueprint Design	TV012	21-DEC-17
Tyler Youngquist	SW9537 00	WS Admis. Ambassador	TV012	21-JAN-18
Logan Zeisler	AS9127 00	student hrly Research Assist	TV012	21-DEC-17
Logan Zeisler	SS7775 00	student hrly Teaching Assist	TV012	21-DEC-17
Lin Zeng	SS7861 00	stdnt hrly Orientation Driver	TV012	13-DEC-17
Yiran Zhang	AS9197 02	student hrly Lab Assist	TV012	21-JAN-18
Yunfan Zhang	SS7604 00	student hrly Project Assist	TV012	21-DEC-17
Kendra Zirpel	SS7754 00	student hrly Research Assist	TV012	21-DEC-17
Lisa Zweifel	SE6761 02	Temporary Clinical Assistant	TV013	21-NOV-17
Agatha Ampaire	AE9118 00	Post Doc Research Associate	TV001	15-DEC-17
Tracy Chapman	SE6344 01	Mental Health Counselor	TV001	17-NOV-17
Sheri Gilland	SE6397 00	Regional Coordinator-GEAR UP	TV001	16-NOV-17
Lei Hua	AE9067 00	Research Assistant	SA017	21-FEB-18
Leon Leader Charge	SE5998 00	Access Advisor	TV001	21-DEC-17
Jian Li	SE6451 00	Post Doctoral Fellow	TV001	06-DEC-17
Alexander Lippincott	SE8116 00	Aviation Trainer	TV001	05-DEC-17
Aaron Reese	SE8116 01	Aviation Trainer	TV001	21-DEC-17
Huajian Zhao	AE9054 00	Post Doc Research Associate	TV001	21-DEC-17
Gandura Abagandura	AE4508 00	Temp Research Assistant	TV013	21-DEC-17
Gandura Abagandura	AE4508 01	Temp Research Assist	TV013	01-JAN-18
Duane Auch	AE9081 00	Research Assistant	TV013	31-DEC-17

Ruben Behnke	FE9974 00	OLLI Instructor	TV013	21-FEB-18
Qingquan He	SE6322 03	Post Doc Research Associate	TV013	21-JAN-18
Praveena Kanchupati	AS9195 00	student hrly Lab Assist	TV012	21-DEC-17
Praveena Kanchupati	SS7633 00	student hrly Office Assist	TV012	13-DEC-17
Erica Manandhar	SG7797 07	Graduate Research Assistant	TV013	13-DEC-17
Gitanjali Nanda Kafle	AG8105 06	Graduate Research Assistant	TV013	21-DEC-17
Gitanjali Nanda Kafle	AG8105 07	Graduate Research Assistant	TV013	21-JAN-18
Yeyan Qiu	AG9762 03	Graduate Research Assistant	TV013	21-DEC-17
Yeyan Qiu	AG9762 04	Graduate Research Assistant	TV013	21-JAN-18
Yeyan Qiu	AS9203 00	student hrly Assoc. Scientist	TV012	13-DEC-17
Bobbi Washechek	SE9645 00	Residence Hall Director	TV009	21-DEC-17

Faculty Benefit Eligible (FAC1)  
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Ross Abraham	SE9317	25	Professor	Supplemental Appointment	200.00	22-DEC-17
Paul Baggett	SE9508	09	Associate Professor	Supplemental Appointment	500.00	22-DEC-17
Staci Born	SE9568	03	Assistant Professor	Supplemental Appointment	700.00	22-DEC-17
Stephanie Bruggeman	SE6596	00	Assistant Professor	Appointment	77446.00	22-OCT-17
Suzette Burckhard	SE6503	01	Assist Department Head	Supplemental Appointment	400.00	22-DEC-17
James Clem	SE8199	01	Department Head	Supplemental Appointment	1000.00	22-JAN-18
Jerry Cooley	SE7061	11	Instructor	Supplemental Appointment	135.00	22-OCT-17
Rocky Dailey	SE7526	13	Assistant Professor	Overload for Teaching	6374.00	22-JAN-18
Russell Daly	SE9147	13	Professor/Extension Specialist	Supplemental Appointment	2750.00	22-JAN-18
Laura Diddle	SE9222	20	Professor	Supplemental Appointment	1000.00	22-JAN-18
Donna Flint	SE9319	18	Professor	Supplemental Appointment	1000.00	22-JAN-18
Robert Fournery	SE9188	16	Associate Professor	Supplemental Appointment	85.00	22-DEC-17
Stephen Gent	SE9516	18	Associate Professor	Supplemental Appointment	540.00	22-DEC-17
Zachary Gutzmer	SE7221	20	Instructor	Supplemental Appointment	880.00	22-DEC-17
Timothy Hansen	SE9524	06	Assistant Professor	Supplemental Appointment	200.00	22-DEC-17
Rasmus Houborg	SE9265	00	Assistant Professor/Sr Res Sci	Appointment	98160.00	08-JAN-18
Teri Johnson	SE7170	03	Lecturer	Supplemental Appointment	1000.00	22-JAN-18
Allen Jones	SE9242	38	Professor	Supplemental Appointment	540.00	22-DEC-17
Barbara Kleinjan	SE7270	18	Lecturer	Supplemental Appointment	2750.00	22-JAN-18
Todd Letcher	SE6674	08	Assistant Professor	Supplemental Appointment	270.00	22-DEC-17
Semhar Michael	SE6983	05	Assistant Professor	Supplemental Appointment	200.00	22-DEC-17
Gregory Michna	SE9324	21	Associate Professor	Supplemental Appointment	820.00	22-DEC-17
Gregory Michna	SE9324	22	Associate Professor	Supplemental Appointment	1000.00	22-JAN-18
Tyler Miller	SE9354	12	Assistant Professor	Supplemental Appointment	1000.00	22-JAN-18
Kyungnan Min	SE9241	07	Instructor	Supplemental Appointment	800.00	22-DEC-17
Natalie Mook	SE6672	01	Instructor	Supplemental Appointment	1000.00	22-OCT-17
Arthur Murphy	SE7140	04	Assistant Professor	Supplemental Appointment	1500.00	22-JAN-18
Cedric Neumann	SE9318	10	Associate Professor	Supplemental Appointment	3100.40	22-DEC-17
David Palmer	SE6291	00	Professor	Appointment	75000.00	22-OCT-17
Robbi Pritchard	SE9473	13	Distinguished Professor	Supplemental Appointment	10000.00	22-OCT-17
Qiquan Qiao	SE8632	26	Professor	Supplemental Appointment	280.00	22-DEC-17
Alireza Salehnia	SE9526	29	Professor	Supplemental Appointment	800.00	22-DEC-17
Christopher Saunders	SE9157	12	Associate Professor	Supplemental Appointment	5366.94	22-DEC-17
Christopher Schmit	SE8211	01	Director-WEERC	Supplemental Appointment	1280.00	22-DEC-17
Karlyn Schumacher	SE9099	00	Assistant Librarian	Appointment	50000.00	04-JAN-18
Alexander Smart	SE9143	16	Professor	Supplemental Appointment	2000.00	22-NOV-17
Stephen Snyder	SE6018	00	Instructor	Appointment	40928.00	22-DEC-17
Christine Stewart	SE9504	11	Associate Professor	Supplemental Appointment	2750.00	22-JAN-18
Allyson Stromer	SE6029	00	Instructor	Appointment	60000.00	08-JAN-18
Songxin Tan	SE9192	13	Associate Professor	Supplemental Appointment	100.00	22-DEC-17
Julie Tkach	SE6492	03	Instructor	Overload for Teaching	3896.10	22-NOV-17
Reinaldo Tonkoski	SE9009	15	Assistant Professor	Supplemental Appointment	170.00	22-DEC-17
Todd Trooien	SE9273	26	Professor	Supplemental Appointment	810.00	22-DEC-17
Mary Walker	SE7600	14	Instructor	Supplemental Appointment	150.00	22-DEC-17
Mary Walker	SE7600	15	Instructor	Supplemental Appointment	135.00	22-JAN-18
Megan Watson	SE9809	00	Instructor	Appointment	60922.00	22-DEC-17
Kwanghee Won	SE6477	00	Lecturer	Appointment	80364.00	03-JAN-18
Cody Wright	EE9247	15	Professor	Supplemental Appointment	1500.00	22-OCT-17
Hyeun Joong Yoon	SE8080	04	Assistant Professor	Supplemental Appointment	200.00	22-DEC-17
Hankui Zhang	SE7534	00	Assistant Research Professor	Appointment	61200.00	22-NOV-17
Yue Zhou	SE9522	00	Assistant Professor	Appointment	87721.00	02-JAN-18

Faculty Benefit Eligible (FAC1) Permanent Salary Adjustment(SP)								
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Derek Brake	SE9144	00	Assistant Professor	Sal Adj-Unusual Circumstance	75746.00	83320.00	7574.00	
Qiquan Qiao	SE8632	00	Endowed Prof/Grad Coordinator	Change Salary Rate/Pay Grade	140818.00	141233.00	415.00	
Nadim Wehbe	SE8171	00	Professor	Change Salary Rate/Pay Grade	112786.00	114465.73	1679.73	

Faculty Benefit Eligible (FAC1) Temporary Salary Adjustments(ST)								
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
John Brawand	NE9823	00	Concerto/Aire Judge-NSU Nov 16	Shared Employee Agreement	172.00		344.00	516.00
Jodi Heins	QE9528	03	Clinical Professor	Shared Employee Agreement	515.00		330.00	845.00
Jodi Heins	QE9528	03	Clinical Professor	Shared Employee Agreement	165.00		330.00	495.00
Adam Hoppe	QE9483	00	Assistant Professor	Shared Employee Agreement	200.00		400.00	600.00
Joshua Reineke	QE9483	00	Assist Professor	Shared Employee Agreement	200.00		400.00	600.00
Joy Scaria	QE9483	00	Assistant Professor	Shared Employee Agreement	200.00		400.00	600.00
Michael Walsh	NE9823	00	Concerto/Aria Judge-NSU Nov 16	Shared Employee Agreement	220.00		440.00	660.00

Faculty Benefit Eligible (FAC1) Leave of Absence(LA)								
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date		
Anne Kvamme	SE9608	00	Clinical Assistant Professor	LWOP FMLA	33440.00	22-NOV-17		
Robert Thaler	EE9508	00	Professor/Ext Swine Specialist	Sabbatical Leave	96427.00	02-JAN-18		

Faculty Benefit Eligible (FAC1) Terminated								
Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date			
Jeanne Davidson	SE8201	00	Department Head	TV001	19-JAN-18			
Jeanne Davidson	SE9382	00	Librarian	TV001	19-JAN-18			
Courtney Eyer	SE9380	00	Assistant Librarian	TV001	09-FEB-18			
Terry Harris	SE9310	00	Instructor	TV001	12-JAN-18			
Ross Abraham	SE9317	25	Professor	TV013	21-JAN-18			
Laurent Ahiablame	AE9713	00	Assistant Professor	TV013	08-DEC-17			
Paul Baggett	SE9508	09	Associate Professor	TV013	21-JAN-18			
Tammy Bashore	SE9187	05	Instructor	TV013	21-DEC-17			
Staci Born	SE9568	03	Assistant Professor	TV013	21-JAN-18			
Suzette Burckhard	SE6503	01	Assist Department Head	TV013	21-JAN-18			
James Clem	SE8199	01	Department Head	TV013	21-FEB-18			
Jerry Cooley	SE7061	11	Instructor	TV013	21-NOV-17			
Russell Daly	SE9147	13	Professor/Extension Specialist	TV013	21-FEB-18			
Laura Diddle	SE9222	20	Professor	TV013	21-FEB-18			
Donna Flint	SE9319	18	Professor	TV013	21-FEB-18			
Robert Fournay	SE9188	16	Associate Professor	TV013	21-JAN-18			
Stephen Gent	SE9516	18	Associate Professor	TV013	21-JAN-18			
Zachary Gutzmer	SE7221	20	Instructor	TV013	21-JAN-18			
Timothy Hansen	SE9524	06	Assistant Professor	TV013	21-JAN-18			
Teri Johnson	SE7170	03	Lecturer	TV013	21-FEB-18			
Allen Jones	SE9242	38	Professor	TV013	21-JAN-18			
Barbara Kleinjan	SE7270	18	Lecturer	TV013	21-FEB-18			
Todd Letcher	SE6674	08	Assistant Professor	TV013	21-JAN-18			
Semhar Michael	SE6983	05	Assistant Professor	TV013	21-JAN-18			
Gregory Michna	SE9324	21	Associate Professor	TV013	21-JAN-18			
Gregory Michna	SE9324	22	Associate Professor	TV013	21-FEB-18			
Tyler Miller	SE9354	12	Assistant Professor	TV013	21-FEB-18			
Kyungnan Min	SE9241	07	Instructor	TV013	21-JAN-18			
Natalie Mook	SE6672	01	Instructor	TV013	21-NOV-17			
Arthur Murphy	SE7140	04	Assistant Professor	TV013	21-FEB-18			
Cedric Neumann	SE9318	10	Associate Professor	TV013	21-JAN-18			

Robbi Pritchard	SE9473 00	Distinguished Professor	TV013	05-JAN-18
Robbi Pritchard	SE9473 13	Distinguished Professor	TV013	21-NOV-17
Qiquan Qiao	SE8632 26	Professor	TV013	21-JAN-18
Alireza Salehnia	SE9526 29	Professor	TV013	21-JAN-18
Christopher Saunders	SE9157 12	Associate Professor	TV013	21-JAN-18
Christopher Schmit	SE8211 01	Director-WEERC	TV013	21-JAN-18
Alexander Smart	SE9143 16	Professor	TV013	21-DEC-17
Stephen Snyder	SE6001 00	Instructor	TV013	21-DEC-17
Christine Stewart	SE9504 11	Associate Professor	TV013	21-FEB-18
Songxin Tan	SE9192 13	Associate Professor	TV013	21-JAN-18
Julie Tkach	SE6492 03	Instructor	TV013	21-DEC-17
Reinaldo Tonkoski	SE9009 15	Assistant Professor	TV013	21-JAN-18
Todd Trooien	SE9273 26	Professor	TV013	21-JAN-18
Mary Walker	SE7600 14	Instructor	TV013	21-JAN-18
Mary Walker	SE7600 15	Instructor	TV013	21-FEB-18
Megan Watson	SE6793 01	Temporary Clinical Assistant	TV013	21-DEC-17
Cody Wright	EE9247 15	Professor	TV013	21-NOV-17
Hyeun Joong Yoon	SE8080 04	Assistant Professor	TV013	21-JAN-18
Hankui Zhang	SE8105 00	Post Doc Research Associate	TV013	21-NOV-17

Faculty Non-Benefit Eligible (FAC2)  
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Michelle Abraham	SE6840	01	Temporary Instructor	Hire Temp Appointment	2261.00	22-JAN-18
Karly Ackermann	SE7687	00	Temporary Instructor	Hire Temp Appointment	23150.00	22-DEC-17
Robyn Amiotte	SE6776	00	Temporary Instructor	Hire Temp Appointment	6312.00	22-JAN-18
Cory Begley	SE6776	00	Temporary Instructor	Hire Temp Appointment	3788.00	22-JAN-18
James Bies	SE6776	01	Temporary Instructor	Hire Temp Appointment	4630.00	22-JAN-18
Kelly Boese	SE7408	01	Instructor	Hire Temp Appointment	5400.00	22-JAN-18
Holly Borchers	SE6776	01	Temporary Instructor	Hire Temp Appointment	3788.00	22-JAN-18
Stephen Brown	SE6900	00	Temporary Lecturer	Hire Temp Appointment	4630.00	22-JAN-18
Sylvia Buboltz	SE6776	00	Temporary Instructor	Hire Temp Appointment	3788.00	22-JAN-18
Dannica Callies	SE6840	01	Temporary Instructor	Hire Temp Appointment	2261.00	22-JAN-18
Adam Carlson	SE6117	00	Instructor	Hire Temp Appointment	3788.00	22-JAN-18
Ann Coleman	SE6262	00	Temporary Instructor	Hire Temp Appointment	4630.00	22-JAN-18
Roy Conrad	SE6776	00	Temporary Instructor	Hire Temp Appointment	13890.00	22-JAN-18
Cameron Corey	SE6117	01	Instructor	Hire Temp Appointment	3788.00	22-JAN-18
Mallory Cox	SE7492	01	Instructor	Hire Temp Appointment	7576.00	22-JAN-18
Gloria Craig	SE6630	00	Temporary Professor	Hire Temp Appointment	6075.00	22-JAN-18
Sally Damm	SE6776	00	Temporary Instructor	Hire Temp Appointment	3788.00	22-JAN-18
Seth Daughters	SE7492	02	Instructor	Hire Temp Appointment	7576.00	22-JAN-18
Dan Digatono	SE6776	02	Temporary Instructor	Hire Temp Appointment	4630.00	22-JAN-18
Nikki Eining	SE6776	01	Temporary Instructor	Hire Temp Appointment	3788.00	22-JAN-18
Cheryl Feiock	SE7598	03	Instructor	Hire Temp Appointment	2500.13	22-JAN-18
Wilson Garcia	SE6455	00	Temporary Instructor	Hire Temp Appointment	4630.00	22-DEC-17
Sheri Gibson	SE6574	02	Assistant Professor - Adjunct	Hire Temp Appointment	8738.00	22-JAN-18
Bob Gill	SE7375	03	Temporary Instructor	Hire Temp Appointment	2000.10	22-JAN-18
Bobby Goeman	SE6789	01	Temporary Instructor	Hire Temp Appointment	891.00	22-JAN-18
Christopher Gruenhagen	SE7492	02	Instructor	Hire Temp Appointment	2528.00	22-JAN-18
Benjamin Helder	SE7314	01	Instructor	Hire Temp Appointment	6395.00	22-JAN-18
David Helgeland	SE6267	00	Professor Emeritus	Hire Temp Appointment	1023.52	22-DEC-17
Charles Hentges	SE6109	00	Temporary Instructor	Hire Temp Appointment	3760.00	22-JAN-18
Robert Hill	SE6119	03	Temporary Instructor	Hire Temp Appointment	1136.40	22-JAN-18
Joseph Holt	SE6022	00	Instructor	Hire Temp Appointment	13890.00	22-JAN-18
Gerald Huntington	SE6664	00	Temporary Instructor	Hire Temp Appointment	5487.81	22-JAN-18
Brian Jandahl	SE7688	00	Instructor	Hire Temp Appointment	4630.00	22-JAN-18
Abby Javurek-Humig	SE6117	04	Instructor	Hire Temp Appointment	3000.15	22-JAN-18
Gary Johnson	SE6109	04	Temporary Instructor	Hire Temp Appointment	5200.00	22-DEC-17
Eric Juhnke	SE6900	00	Temporary Lecturer	Hire Temp Appointment	4630.00	22-JAN-18
Adam Junker	SE7763	01	Instructor	Hire Temp Appointment	10102.00	22-JAN-18
Brian Kaatz	SE6267	00	Professor & Dean Emeritus	Hire Temp Appointment	684.36	22-DEC-17
Brittany Kjerstad McKnight	SE6109	00	Temporary Instructor	Hire Temp Appointment	3991.52	22-DEC-17
Brittany Kjerstad McKnight	SE6117	00	Instructor	Hire Temp Appointment	4630.00	22-JAN-18
Brittany Kjerstad McKnight	SE6361	00	Temporary Instructor	Hire Temp Appointment	4630.00	22-JAN-18
Andrea Knox	SE6776	02	Temporary Instructor	Hire Temp Appointment	7576.00	22-JAN-18
Benjamin Kohls	SE6776	00	Temporary Instructor	Hire Temp Appointment	4630.00	22-JAN-18



Emily Kranz	SE7492 01	Instructor	Hire Temp Appointment	3788.00	22-JAN-18
Amanda Lambrechts	SE7492 02	Instructor	Hire Temp Appointment	3788.00	22-JAN-18
Richard Larrabee	SE6109 00	Temporary Instructor	Hire Temp Appointment	4076.44	22-DEC-17
Erik Lohmann	SE7598 00	Instructor	Hire Temp Appointment	4630.00	22-DEC-17
Jessica Lueking	SE6776 00	Temporary Instructor	Hire Temp Appointment	3788.00	22-JAN-18
Matthew Lust	SE6117 03	Instructor	Hire Temp Appointment	3788.00	22-JAN-18
Danise Maas	SE7492 01	Instructor	Hire Temp Appointment	5048.00	22-JAN-18
Robert McCurdy	SE6537 02	Temporary Instructor	Hire Temp Appointment	1685.00	22-DEC-17
Leslie McIver	SE6455 01	Temporary Instructor	Hire Temp Appointment	5051.00	22-DEC-17
Kimberly Mitzel	SE6742 00	Temp Instructor	Hire Temp Appointment	3375.00	22-JAN-18
Mary Moeller	SE6788 00	Instructor	Hire Temp Appointment	1245.96	22-JAN-18
Rebecca Moen	SE6840 02	Temporary Instructor	Hire Temp Appointment	4489.00	22-JAN-18
Leslie Murphy	SE7687 03	Temporary Instructor	Hire Temp Appointment	1500.07	22-JAN-18
Kelly Neill	SE7688 02	Instructor	Hire Temp Appointment	2200.00	22-JAN-18
Kathryn Nevins	SE6840 03	Temporary Instructor	Hire Temp Appointment	15761.00	22-JAN-18
Amy Newstrom	SE7595 01	Instructor	Hire Temp Appointment	3788.00	22-JAN-18
Richard Nicolai	SE6824 00	Temporary Instructor	Hire Temp Appointment	562.18	22-DEC-17
Christopher Noid	SE7655 00	Instructor	Hire Temp Appointment	4630.00	22-JAN-18
Carmen Paulson	SE6664 00	Temporary Instructor	Hire Temp Appointment	1414.68	22-DEC-17
John Phillips	SE6117 06	Instructor	Hire Temp Appointment	4630.00	22-JAN-18
Erica Prins	SE6744 02	Temporary Instructor	Hire Temp Appointment	207.68	22-OCT-17
Julie Rasse	SE6455 00	Temporary Instructor	Hire Temp Appointment	3788.00	22-JAN-18
Stephen Saiz	SE6776 01	Temporary Instructor	Hire Temp Appointment	4630.00	22-JAN-18
Stacy Sanders	SE7775 02	Temporary Instructor	Hire Temp Appointment	3788.00	22-JAN-18
Anna Sausser	SE6116 00	Instructor	Hire Temp Appointment	2524.00	22-JAN-18
Laura Schirber	SE6840 02	Temporary Instructor	Hire Temp Appointment	5636.00	22-JAN-18
Karl Schmidt	SE6119 08	Temporary Instructor	Hire Temp Appointment	4630.00	22-JAN-18
Karl Schmidt	SE6900 05	Temporary Lecturer	Hire Temp Appointment	480.64	22-DEC-17
Rebecca Schmieding	SE6109 05	Temporary Instructor	Hire Temp Appointment	3000.00	22-DEC-17
Megan Schryvers	SE6790 02	Temporary Instructor	Hire Temp Appointment	2261.00	22-JAN-18
Heather Solberg	SE7656 00	Instructor	Hire Temp Appointment	541.29	22-DEC-17
Stacy Solsaa	SE6776 03	Temporary Instructor	Hire Temp Appointment	7576.00	22-JAN-18
Kara Stapert	SE6742 03	Temp Instructor	Hire Temp Appointment	4489.00	22-JAN-18
Erin Stolsmark	SE6776 02	Temporary Instructor	Hire Temp Appointment	3788.00	22-JAN-18
John Strohman	SE6117 04	Instructor	Hire Temp Appointment	4630.00	22-JAN-18
Dana Strong	SE7763 01	Instructor	Hire Temp Appointment	4093.00	22-JAN-18
Marisa Tenbrink	SE6366 00	Visiting Instructor	Hire Temp Appointment	10102.00	22-JAN-18
Gary Thomas	DE9541 00	Student Teaching Supervisor	Hire Temp Appointment	9000.00	02-JAN-18
Gary Thomas	SE7492 03	Instructor	Hire Temp Appointment	2528.00	22-JAN-18
Virginia Thomson	SE6790 01	Temporary Instructor	Hire Temp Appointment	3788.00	22-JAN-18
Sandra Thorson	QE9393 02	BSN Clinical Faculty - Verm	Hire Temp Appointment	2160.00	22-JAN-18
Sandra Thorson	SE6744 00	Temporary Instructor	Hire Temp Appointment	4050.00	22-JAN-18
Naomi Timm	SE6776 01	Temporary Instructor	Hire Temp Appointment	7576.00	22-JAN-18
John Tocco	SE6109 01	Temporary Instructor	Hire Temp Appointment	4630.00	22-JAN-18
Dawn VanRuler	SE6840 00	Temporary Instructor	Hire Temp Appointment	2261.00	22-JAN-18
Michelle Vande Weerd	SE7688 01	Instructor	Hire Temp Appointment	3788.00	22-JAN-18
Nicole Velgersdyk	SE6776 01	Temporary Instructor	Hire Temp Appointment	3788.00	22-JAN-18
Beverly Warne	SE6836 00	Instructor - Adjunct	Hire Temp Appointment	13230.00	22-JAN-18
Kristyn Weaver	SE6917 05	Temporary Instructor	Hire Temp Appointment	5051.00	22-JAN-18
Jeffrey Weldon	SE6144 07	Temporary Lecturer	Hire Temp Appointment	438.61	22-DEC-17
Nicholas Wendell	SE6275 00	Temporary Instructor	Hire Temp Appointment	1560.00	22-OCT-17
Ruth Wienk	SE6117 01	Instructor	Hire Temp Appointment	23676.00	22-DEC-17
Ashley Williams	SE6116 00	Instructor	Hire Temp Appointment	2524.00	22-JAN-18
Susan Yerhot	SE6117 05	Instructor	Hire Temp Appointment	7576.00	22-DEC-17
Renee Zacher	SE6742 00	Temp Instructor	Hire Temp Appointment	5400.00	22-JAN-18
Lisa Ziegledorf	SE6840 01	Temporary Instructor	Hire Temp Appointment	2261.00	22-JAN-18
Justine Ashokar	SE6688 00	Instructor	Hire Temp Appointment	4630.00	22-JAN-18
Ann Marie Bahr	SE6277 00	Instructor	Hire Temp Appointment	9260.00	22-OCT-17
Angela Brown	SE7765 02	Instructor	Hire Temp Appointment	3788.00	22-JAN-18
Alecia Burgard	SE6382 01	Instructor	Hire Temp Appointment	7576.00	22-JAN-18
Sara Campbell	SE6688 00	Instructor	Hire Temp Appointment	3788.00	22-JAN-18
Kelli Chromey	SE6087 00	Instructor	Hire Temp Appointment	52301.00	22-DEC-17
Tami Dale	SE6688 00	Instructor	Hire Temp Appointment	11364.00	22-JAN-18
Debra DeBates	SE6101 00	Instructor	Hire Temp Appointment	4630.00	22-JAN-18
Kathryn Dirks	SE6001 00	Instructor	Hire Temp Appointment	11364.00	22-JAN-18
Michael Fellner	SE6688 00	Instructor	Hire Temp Appointment	6173.00	22-JAN-18
Vincent Foley	SE6382 00	Instructor	Hire Temp Appointment	4630.00	22-JAN-18
Michael Foote	SE6382 00	Instructor	Hire Temp Appointment	3788.00	22-JAN-18

Shannon Frewaldt	SE6285	00	Instructor	Hire Temp Appointment	20204.00	22-JAN-18
James Galipeau	SE8058	00	Instructor	Hire Temp Appointment	8594.00	22-JAN-18
Nadine Gjerde	SE6776	03	Temporary Instructor	Hire Temp Appointment	8836.00	22-JAN-18
Alan Hall	SE6103	00	Instructor	Hire Temp Appointment	7576.00	22-JAN-18
Lori Hayungs	SE6101	00	Instructor	Hire Temp Appointment	7876.00	22-JAN-18
Hina Illahe	SE6368	00	Instructor	Hire Temp Appointment	3788.00	22-JAN-18
Abbie Jennings	SE6271	00	Instructor	Hire Temp Appointment	10125.00	22-JAN-18
Bruce Johnson	SE6382	00	Instructor	Hire Temp Appointment	7576.00	22-JAN-18
Katherine Jorgensen	SE7794	00	Instructor	Hire Temp Appointment	5400.00	22-JAN-18
Jessica Kirkham	SE6688	03	Instructor	Hire Temp Appointment	6312.00	22-JAN-18
Denise Kolba	SE6788	02	Instructor	Hire Temp Appointment	5400.00	22-DEC-17
Alexander Koromyslov	SE6362	00	Instructor	Hire Temp Appointment	3000.00	22-JAN-18
Robin Lerseth	SE7781	00	Instructor	Hire Temp Appointment	3000.15	22-JAN-18
Susan Lorenzen	SE6688	03	Instructor	Hire Temp Appointment	3788.00	22-JAN-18
Adam Luebke	SE6331	00	Instructor	Hire Temp Appointment	18700.00	22-JAN-18
Karen Mammenga	SE7794	01	Instructor	Hire Temp Appointment	7864.00	22-JAN-18
Rebecca Maurer	SE7794	02	Instructor	Hire Temp Appointment	5400.00	22-JAN-18
Larry Ort	SE6277	00	Instructor	Hire Temp Appointment	4630.00	22-OCT-17
Larry Ort	SE6277	00	Instructor	Hire Temp Appointment	4630.00	22-JAN-18
Natalie Papini	SE7610	00	Instructor	Hire Temp Appointment	7576.00	22-DEC-17
Ashley Park	SE6688	03	Instructor	Hire Temp Appointment	11100.00	22-JAN-18
Cindi Penor Ceglian	SE6688	00	Instructor	Hire Temp Appointment	13895.00	22-JAN-18
Jill Petersen	SE6562	00	Instructor	Hire Temp Appointment	12150.00	22-JAN-18
Rich Picasso	SE6688	00	Instructor	Hire Temp Appointment	7576.00	22-JAN-18
Sylvia Pickard	SE7794	00	Instructor	Hire Temp Appointment	11691.00	22-JAN-18
Kelsey Raml	SE7765	02	Instructor	Hire Temp Appointment	3788.00	22-JAN-18
Jane Roy	SE6101	00	Instructor	Hire Temp Appointment	7576.00	22-JAN-18
Lauri Sohl	SE6063	01	Instructor	Hire Temp Appointment	7576.00	22-JAN-18
Mark Sternhagen	SE6377	00	Instructor	Hire Temp Appointment	1264.00	22-JAN-18
Seth Studer	SE6001	00	Instructor	Hire Temp Appointment	9982.00	22-JAN-18
Courtney Van Zee	SE6688	00	Instructor	Hire Temp Appointment	7576.00	22-JAN-18
Timothy Weelborg	SE6382	00	Instructor	Hire Temp Appointment	3788.00	22-JAN-18
Zhiling Zhang	SE6289	01	Temp Instructor	Hire Temp Appointment	20338.54	22-JAN-18

Faculty Non-Benefit Eligible (FAC2) Temporary Salary Adjustments(ST)							
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff. New Adj.
Benda Berseth	FE9974	00	OLLI Instructor	Shared Employee Agreement	105.00		210.00 315.00

Faculty Non-Benefit Eligible (FAC2) Leave of Absence(LA)							
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date	
Angela Brown	SE7765	02	Instructor	FY Contract Completion	3788.00	22-DEC-17	
Alecia Burgard	SE6382	01	Instructor	FY Contract Completion	3788.00	22-DEC-17	
Sara Campbell	SE6688	00	Instructor	FY Contract Completion	3788.00	22-DEC-17	
Charles Carlson	SE6464	00	Instructor	FY Contract Completion	7477.00	22-DEC-17	
Tami Dale	SE6688	00	Instructor	FY Contract Completion	11364.00	22-DEC-17	
Debra DeBates	SE6101	00	Instructor	FY Contract Completion	9260.00	22-DEC-17	
Rebecca Ekeland	SE6101	00	Instructor	FY Contract Completion	2800.00	22-DEC-17	
Michael Fellner	SE6688	00	Instructor	FY Contract Completion	4630.00	22-DEC-17	
Vincent Foley	SE6382	00	Instructor	FY Contract Completion	4630.00	22-DEC-17	
Michael Foote	SE6382	00	Instructor	FY Contract Completion	3788.00	22-DEC-17	
Shannon Frewaldt	SE6285	00	Instructor	FY Contract Completion	20204.00	22-DEC-17	
James Galipeau	SE8058	00	Instructor	FY Contract Completion	10744.00	22-DEC-17	
Alan Hall	SE6103	00	Instructor	FY Contract Completion	3788.00	22-DEC-17	
Lori Hayungs	SE6101	00	Instructor	FY Contract Completion	3788.00	22-DEC-17	
Hina Illahe	SE6368	00	Instructor	FY Contract Completion	3788.00	22-DEC-17	
Bruce Johnson	SE6382	00	Instructor	FY Contract Completion	7576.00	22-DEC-17	
Jessica Kirkham	SE6688	03	Instructor	FY Contract Completion	8836.00	22-DEC-17	
Alexander Koromyslov	SE6362	00	Instructor	FY Contract Completion	4630.00	22-DEC-17	
Robin Lerseth	SE7781	00	Instructor	FY Contract Completion	2500.00	22-DEC-17	
Susan Lorenzen	SE6688	03	Instructor	FY Contract Completion	7576.00	22-DEC-17	
Larry Ort	SE6277	00	Instructor	FY Contract Completion	4630.00	22-DEC-17	

Ashley Park	SE6688 03	Instructor	FY Contract Completion	8576.00	22-DEC-17
Cindi Penor Ceglian	SE6688 00	Instructor	FY Contract Completion	1545.00	22-DEC-17
Rich Picasso	SE6688 00	Instructor	FY Contract Completion	11364.00	22-DEC-17
Sylvia Pickard	SE7794 00	Instructor	FY Contract Completion	10341.00	22-DEC-17
Kelsey Raml	SE7765 02	Instructor	FY Contract Completion	7576.00	22-DEC-17
Jane Roy	SE6101 00	Instructor	FY Contract Completion	7263.00	22-DEC-17
Mark Sternhagen	SE6377 00	Instructor	FY Contract Completion	7576.00	22-DEC-17
Seth Studer	SE6001 00	Instructor	FY Contract Completion	19965.00	22-DEC-17
Courtney Van Zee	SE6688 00	Instructor	FY Contract Completion	3788.00	22-DEC-17
Timothy Weelborg	SE6382 00	Instructor	FY Contract Completion	3788.00	22-DEC-17

Faculty Non-Benefit Eligible (FAC2)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Michelle Abraham	SE6840	00	Temporary Instructor	TV013	21-DEC-17
Karly Ackermann	SG9869	01	Grad Teach Assist-Instructor	TV013	21-DEC-17
Robyn Amiotte	SE6116	01	Instructor	TV013	21-DEC-17
Angela Balfe	SE6117	00	Instructor	TV013	21-DEC-17
Spencer Baum	SE6776	00	Temporary Instructor	TV013	21-DEC-17
Cory Begley	SE7595	01	Instructor	TV013	21-DEC-17
Benda Berseth	SE7492	05	Instructor	TV013	21-DEC-17
Kelly Boese	SE7408	00	Instructor	TV013	21-NOV-17
Holly Borchers	SE6776	00	Temporary Instructor	TV013	21-DEC-17
Ryan Bruns	SE7688	00	Instructor	TV013	21-DEC-17
Dannica Callies	SE6840	00	Temporary Instructor	TV013	21-DEC-17
Adam Carlson	SE7775	01	Temporary Instructor	TV013	21-DEC-17
Roy Conrad	SE7598	02	Instructor	TV013	21-DEC-17
Roy Conrad	SE7598	03	Instructor	TV013	21-DEC-17
Michael Cooper	SE6366	00	Visiting Instructor	TV013	21-DEC-17
Kerri Cox	SE6776	00	Temporary Instructor	TV013	21-NOV-17
Mallory Cox	SE7492	00	Instructor	TV013	21-DEC-17
Nikki Eining	SE6776	00	Temporary Instructor	TV013	21-DEC-17
Kari Eliason	SE6757	04	Temporary Instructor	TV013	21-DEC-17
Kathryn Engle	SE6467	02	Temporary Instructor	TV013	21-DEC-17
Cheryl Feiock	SE7598	02	Instructor	TV013	21-DEC-17
Sheri Gibson	SE6574	01	Assistant Professor - Adjunct	TV013	21-DEC-17
Bobby Goeman	SE6789	00	Temporary Instructor	TV013	21-DEC-17
Bobby Goeman	SE6789	01	Temporary Instructor	TV013	21-FEB-18
Dan Hattum	SE6117	00	Instructor	TV013	21-DEC-17
Benjamin Helder	SE7314	00	Instructor	TV013	21-DEC-17
Joseph Holt	SE7763	00	Instructor	TV013	21-DEC-17
Laura Hughes	SE6776	02	Temporary Instructor	TV013	21-NOV-17
Abby Javurek-Humig	SE6117	03	Instructor	TV013	21-DEC-17
Heidi Johnson	SE6562	01	Temporary Instructor	TV013	21-JAN-18
Kimberly Johnson	SE6119	04	Temporary Instructor	TV013	21-DEC-17
Katie Jones	SE6840	00	Temporary Instructor	TV013	21-DEC-17
Adam Junker	SE7763	00	Instructor	TV013	21-DEC-17
Harshith Keni	SE7314	00	Instructor	TV013	21-DEC-17
Andrea Knox	SE6776	01	Temporary Instructor	TV013	21-DEC-17
Benjamin Kohls	UE7053	01	Adjunct Instructor	TV013	21-DEC-17
Kami Kurtenbach	SE6580	03	Temporary Instructor	TV013	21-DEC-17
Amanda Lambrechts	SE7492	01	Instructor	TV013	21-DEC-17
Gary Leighton	SE7688	02	Instructor	TV013	21-DEC-17
Matthew Lust	SE6117	02	Instructor	TV013	21-DEC-17
Danise Maas	SE7492	00	Instructor	TV013	21-DEC-17
Reed Mahlke	SE6117	01	Instructor	TV013	21-DEC-17
Sara Malone	SE6664	00	Temporary Instructor	TV013	21-DEC-17
Robert McCurdy	SE6537	01	Temporary Instructor	TV013	21-DEC-17
Leslie McIver	SE6455	00	Temporary Instructor	TV013	21-DEC-17
Lonell Moeller	SE6372	01	Instructor	TV013	21-DEC-17
Rebecca Moen	SE6840	01	Temporary Instructor	TV013	21-DEC-17
Sheri Mommerency	SE6562	01	Temporary Instructor	TV013	21-JAN-18
Leslie Murphy	SE7687	02	Temporary Instructor	TV013	21-DEC-17
Alina Negoescu	SE6119	03	Temporary Instructor	TV013	04-JAN-18
Kathryn Nevins	SE6840	02	Temporary Instructor	TV013	21-DEC-17

Christopher Noid	SE7688 03	Instructor	TV013	21-DEC-17
John Phillips	SE6117 05	Instructor	TV013	21-DEC-17
Erica Prins	SE6744 01	Temporary Instructor	TV013	21-NOV-17
Erica Prins	SE6744 02	Temporary Instructor	TV013	21-NOV-17
Morris Ruesink	SE7492 02	Instructor	TV013	21-DEC-17
Stephen Saiz	SE6776 00	Temporary Instructor	TV013	21-DEC-17
Stacy Sanders	SE7775 01	Temporary Instructor	TV013	21-DEC-17
Laura Schirber	SE6840 01	Temporary Instructor	TV013	21-JAN-18
Rebecca Schmieding	SE6109 04	Temporary Instructor	TV013	21-DEC-17
Laura Schulte	SE7408 01	Instructor	TV013	21-DEC-17
Katie Schwartz	SE6455 00	Temporary Instructor	TV013	21-DEC-17
Stacy Solsaa	SE7595 01	Instructor	TV013	21-DEC-17
Spencer Sommers	SE7308 00	Instructor	TV013	21-DEC-17
Patrick Steffensen	SE7686 02	Temporary Instructor	TV013	21-DEC-17
Dana Strong	SE7763 00	Instructor	TV013	21-DEC-17
Marisa Tenbrink	SE6364 02	temporary tutor	TV013	21-DEC-17
Gary Thomas	SE7492 02	Instructor	TV013	21-DEC-17
Virginia Thomson	SE7656 00	Instructor	TV013	21-DEC-17
Sandra Thorson	SE6781 00	Instructor	TV013	21-NOV-17
Naomi Timm	SE6776 00	Temporary Instructor	TV013	21-DEC-17
John Tocco	SE6109 00	Temporary Instructor	TV013	21-DEC-17
Michelle Vande Weerd	SE7688 00	Instructor	TV013	21-DEC-17
Paul Von Fischer	SE7688 00	Instructor	TV013	21-DEC-17
Christopher Vondracek	SE7763 01	Instructor	TV013	21-DEC-17
Beverly Warne	SE6391 01	Adjunct/Temp Instructor	TV013	21-JAN-18
Joshua Warne	SE6361 01	Temporary Instructor	TV013	21-DEC-17
John Weitgenant	SE6728 00	Temp Assistant Professor	TV013	21-DEC-17
Nicholas Wendell	SE6275 00	Temporary Instructor	TV013	21-DEC-17
Ruth Wienk	SG7990 01	Grad Teach Assist-Instructor	TV013	21-DEC-17
Jennifer Wiese	SE6776 00	Temporary Instructor	TV013	21-DEC-17
Susan Yerhot	SE6117 04	Instructor	TV013	21-DEC-17
Lisa Ziegledorf	SE6840 00	Temporary Instructor	TV013	21-DEC-17
R Cary Capparelli	SE6063 00	Instructor	TV001	04-JAN-18
Brian Long	SE6063 00	Instructor	TV001	04-JAN-18
Byron Will-Noel	SE6063 00	Instructor	TV001	05-JAN-18
Justine Ashokar	SE6776 07	Temporary Instructor	TV013	21-DEC-17
Kathryn Dirks	SE6001 00	Instructor	TV013	22-DEC-17
Rebecca Ekeland	SE6001 02	Instructor	TV013	21-DEC-17
Rebecca Ekeland	SE6101 00	Instructor	TV013	21-JAN-18
Nadine Gjerde	SE6776 02	Temporary Instructor	TV013	21-DEC-17
Angie Iverson-Maggi	SE8054 04	Instructor	TV013	21-JAN-18
Abbie Jennings	SE7795 01	Temporary Instructor	TV013	21-JAN-18
Katherine Jorgensen	SE7408 06	Instructor	TV013	21-DEC-17
Karen Mammenga	SE6744 03	Temporary Instructor	TV013	21-DEC-17
Bethany Scholten	SE7408 02	Instructor	TV013	21-JAN-18

## ECLS 45 Volunteers

Banner ID	Name	Department	Institution
A00185414	Aaron Williams	AFROTC-Aerospace Studies	SDSU
A00185413	Jennifer Williams	AFROTC-Aerospace Studies	SDSU
A00223699	Jason Bain	AROTC-Military Science	SDSU
A00221690	Daniel Burger	AROTC-Military Science	SDSU
A00088878	Tammy Rebelein	Ag & Biological Sciences	SDSU
A00206831	Lora Brummer	Ag & Biosystems Engineering	SDSU
A00222590	Ty Grone	Ag & Biosystems Engineering	SDSU
A00222319	Rachael Kulzer	Ag & Biosystems Engineering	SDSU
A00100781	Catherine Ching	Agronomy,Horticulture, & Plant Sci	SDSU
A00195535	Paulette Keller	Agronomy,Horticulture, & Plant Sci	SDSU
A00157475	Adam Ochsner	Agronomy,Horticulture, & Plant Sci	SDSU
A00195786	Newell Ordal	Agronomy,Horticulture, & Plant Sci	SDSU
A00196235	Carmin Wade	Agronomy,Horticulture, & Plant Sci	SDSU
A00145429	Lori Cope	Animal Science	SDSU
A00212615	Reed Feller	Animal Science	SDSU
A00164245	Cameron Goodrich	Animal Science	SDSU
A00223171	Kristin Hales-Paxton	Animal Science	SDSU

A00197820	Eric Hokanson	Animal Science	SDSU
A00224588	Tyler Myers	Animal Science	SDSU
A00218256	Chase Olson	Animal Science	SDSU
A00200199	Bradie Schmidt	Animal Science	SDSU
A00224783	Nicholas Voichahaske	Animal Science	SDSU
A00213914	Tyler Tetrault	Civil & Environmental Engineering	SDSU
A00176117	Brittany Haberman	Consumer Sciences	SDSU
A00223697	Rohit Kapoor	Dairy & Food Science	SDSU
A00222293	Samuel Johnson	Div of Research and Economic Devel	SDSU
A00060666	Diana Berkland	Graduate Nursing	SDSU
A00161888	Carla Borchardt	Graduate Nursing	SDSU
A00004439	Sandra Bunkers	Graduate Nursing	SDSU
A00189309	Gwenneth Jensen	Graduate Nursing	SDSU
A00221892	Kirstin Williams	Graduate Nursing	SDSU
A00165019	Emily Utech	Health & Nutritional Sciences	SDSU
A00225001	Noah Clair	Intercollegiate Athletics	SDSU
A00222258	Katharine Kelsey	Natural Resource Management	SDSU
A00219449	Trenton Lacanne	Pharmaceutical Sciences	SDSU
A00198940	Addyson Rosa	Pharmaceutical Sciences	SDSU
A00195377	Brittney Greene	School of Design	SDSU
A00045061	Klaire Lockheart	School of Design	SDSU
A00184036	Lynda Pierce	School of Design	SDSU
A00221826	Teddi Smothermon	School of Design	SDSU
A00221965	Micah Perry	School of Performing Arts	SDSU
A00041018	Aidan Bunkers	Wellness Center-Fitness	SDSU

P2RNJOB

South Dakota Board of Regents

BOR Routine

03/07/2018 09:01:30

Date Range : 22-OCT-17 thru 21-FEB-18  
For :USD

Ver: 072011.28a

## Career Service Benefit Eligible (CSA1)

## Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Vijaya Lakshmi Akode	UE9214	00	Sr. Programmer Analyst	Appointment	50000.00	22-JAN-18
Kathleen Amundson	UE9326	00	Program Assistant I	Supplemental Appointment	37314.48	22-JAN-18
Heather Barber	QE8649	00	Senior Secretary	Appointment	32655.37	23-OCT-17
Cassie Blaize Boyd	UE9757	00	Facility Worker	Appointment	26103.50	20-DEC-17
Dylan Chambers	UE7138	00	Facility Worker	Appointment	26103.50	05-FEB-18
Hanna Conrad	UE8118	00	Web Content Editor	Appointment	39519.24	19-DEC-17
Shelby Covill	UE9216	00	Senior Computer Support Spec	Appointment	42015.19	06-NOV-17
Joshua Doan	UE9366	00	Senior Secretary	Appointment	33736.95	01-NOV-17
Keri Dodd	UE9679	00	Senior Secretary	Appointment	30086.62	19-FEB-18
Anne Donovan	QE8700	00	Program Assistant I	Appointment	33487.36	06-NOV-17
Connie Dorzok	UE8884	00	Senior Secretary	Appointment	33653.75	22-OCT-17
Dora Douville	UE9354	00	Facility Worker	Appointment	26103.50	22-JAN-18
Denise Gisi	UE9461	00	Secretary	Appointment	14300.55	21-FEB-18
Adam Gomez	UE7360	00	Web Content Editor	Appointment	39519.24	23-OCT-17
Heather Hillrichs	UE7359	00	Facility Worker	Appointment	28178.49	22-OCT-17
Sarah Jensen	UE7309	00	SOE Marketing Specialist	Appointment	4887.06	22-JAN-18
Michael Jurgensen	UE9353	00	Facility Worker	Appointment	26103.50	22-JAN-18
Preston Kenley	UE9783	00	Facility Worker	Appointment	26103.50	18-DEC-17
Devin Labbee-Darling	FE9979	00	Secretary	Appointment	29119.44	01-NOV-17
Roger Mahoney	UE9387	00	Facility Worker	Appointment	26103.50	22-JAN-18
Tyrel Margheim	UE9219	04	Athletics BB Replay Operator	Supplemental Appointment	198.75	22-OCT-17
Shawn McCoy	UE7071	00	Ath Arena Facility Worker	Appointment	26103.50	22-JAN-18
Shawn McCoy	UE7138	00	Facility Worker	Appointment	26103.50	04-DEC-17
Shawn McCoy	UE7261	01	Junior FB Chain Gang	Hire Temp Appointment	541.63	22-NOV-17
Sandra McKillop	QE9646	00	Senior Secretary	Appointment	32031.38	29-JAN-18
Julieann Milk	UE9767	00	Facility Worker	Appointment	26103.50	09-NOV-17
Michael Moran	UE7491	01	Ath S/D Championship Announcer	Supplemental Appointment	400.00	22-JAN-18
Raelee Oberg	UE9665	00	Teacher Aide	Appointment	8817.12	18-DEC-17
Aaron Packard	UE6764	02	Visual Editor	Continuing Education/Extension	3390.00	22-JAN-18
Wendy Pederson	QE9630	09	Red Cross Instruction	Supplemental Appointment	105.00	22-DEC-17
Edward Pickett	UE9316	10	SD HS FB Champ. Chain Gang	Supplemental Appointment	350.00	22-OCT-17
Joann Pomplun	UE7002	00	Project Analyst	Appointment	36554.52	01-FEB-18
Katherine Price	UE7417	00	NMM Live Performance	Hire Temp Appointment	100.00	22-JAN-18
Melinda Robinson	QE9694	00	Program Assistant I	Appointment	35983.31	04-DEC-17
Lanae Romey	UE9695	00	Senior Secretary	Appointment	32821.77	02-JAN-18
Victoria Sandefer	UE9198	00	Facility Worker	Appointment	26915.10	22-NOV-17
Jaysri Sankaran	UE9279	03	Swim Meet Official	Supplemental Appointment	75.00	22-OCT-17
Jaysri Sankaran	UE9279	04	Swim Meet Official	Supplemental Appointment	175.00	22-JAN-18
Violet Schipper	UE9768	00	Facility Worker	Appointment	26103.50	24-OCT-17
Taylor Schoenfelder	UE6754	00	Enrollment Mktg Specialist	Appointment	13938.60	13-NOV-17
Ronda Sells	FE9948	00	Senior Secretary	Appointment	31719.39	15-DEC-17
Steven Smith	UE7439	00	Facility Worker	Appointment	27408.67	22-OCT-17
Betsy Spokas	UE9626	00	Senior Secretary	Appointment	31199.40	12-FEB-18
Corrine Steele	UE9720	00	Library Associate	Appointment	32005.56	23-OCT-17
Amy Strege	QE9653	00	Senior Secretary	Appointment	25626.22	05-FEB-18
Kristy Sveeggen	UE8215	00	HS Sub Aide - Long Term	Hire Temp Appointment	8079.68	23-OCT-17
Kristy Sveeggen	UE9667	00	Nutrition Aide	Appointment	9831.74	13-NOV-17
Kyle Thompson	UE9305	00	Senior Building Maint Worker	Appointment	35692.11	08-JAN-18
Lisa Utech	UE9646	00	Senior Secretary	Appointment	32759.37	06-NOV-17
Randolph Voss	UE9659	03	Ath FB Instant Replay Tech	Supplemental Appointment	500.00	22-NOV-17
Jonathan Walker	UE9381	00	Facility Worker	Appointment	26103.50	22-OCT-17
Katharina Wymar	UE9210	00	Project Analyst	Appointment	63000.00	23-OCT-17
Rose Zediker	QE9647	00	Program Assistant I	Appointment	38479.26	11-DEC-17

## Career Service Benefit Eligible (CSA1)

## Permanent Salary Adjustment (SP)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Kimberley Andres	UE7478	00	Program Assistant I	Permanent Additional Duties	33782.35	35463.32	1680.97	
Joseph Bernard	UE9706	00	Grounds Keeper	End of Probation Adjust	25541.91	26819.00	1277.09	
Jeremy Bice	UE9319	01	CSA Employee of Mon Oct 2017	Salary Enhance/Special Award	150.00			
Karl Brewer	UE9702	00	Grounds Keeper	End of Probation Adjust	25541.91	26819.00	1277.09	
Leslie Buryanek	UE9634	01	Accounting Assistant - Retro	Sal Adj-Unusual Circumstance	10992.96			
Cynthia Girard	FE9984	00	Senior Secretary	End of Probation Adjust	31719.39	33300.16	1580.77	
Tyler Gutzman	UE8968	01	Nov 2017 CSA Employee of Mon	Salary Enhance/Special Award	150.00			
Tammy Hall	UE9781	00	Facility Worker	End of Probation Adjust	26103.50	27408.67	1305.17	
Lisa Ketcham	UE9689	01	CSA Employee of Month Dec 2017	Salary Enhance/Special Award	150.00			
Jeffrey Larsen	UE7092	00	Grounds Specialist- Field Tech	End of Probation Adjust	28828.25	30263.42	1435.17	
Micah Miller	QE8702	00	Dental Assistant	End of Probation Adjust	30784.74	32332.30	1547.56	
Jamie Modicue	UE9297	00	Program Assistant I	End of Probation Adjust	35546.52	37314.48	1767.96	
Diane Penfield	UE9457	00	Accounting Assistant	Reclassification	34735.33	36482.50	1747.17	
Lance Peterson	UE7073	01	CSA Employee of Month Jan 2018	Salary Enhance/Special Award	150.00			
Emily Posthumus	UE9691	00	Senior Secretary	End of Probation Adjust	27351.47	28720.78	1369.31	
Edith Reza-Martinez	UE7021	00	Program Assistant I	End of Probation Adjust	34319.34	36045.71	1726.37	
Laura Rumohr	QE9678	00	Program Assistant I	End of Probation Adjust	33903.35	35608.92	1705.57	
Juston Sangster	UE7096	01	CSA Employee of Month Feb 2018	Salary Enhance/Special Award	150.00			
Nicole Solomon	QE8731	00	Program Assistant I	End of Probation Adjust	32759.37	34402.54	1643.17	

## Career Service Benefit Eligible (CSA1)

## Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Cole Boeve	QE8718	00	Training Specialist	TV001	01-DEC-17
Rheannon Bowman	UE6811	00	Wellness Fitness Coordinator	TV000	26-JAN-18
Christine Brunken	UE7238	00	Facility Worker	TI000	08-FEB-18
Lance Burkhart	UE7071	00	Athletics Facility Worker	TI000	21-NOV-17
Pallavee Das	UE9679	00	Senior Secretary	TV001	21-DEC-17
Taylor Davis	UE9098	00	Teacher Aide	TI001	31-OCT-17
Joshua Doan	UE6873	00	Registration Officer	SA017	31-OCT-17
Keri Dodd	UE9639	00	Executive Assistant to Dean	SA017	18-FEB-18
Kodie Edmonds	UE9612	00	Senior Secretary	TV001	15-FEB-18
John Hedeon	FE9945	00	Building Manager	TV001	15-DEC-17
Echo Heinrich	UE7138	00	Facility Worker	TI000	03-NOV-17
Douglas Hessman	UE9305	00	Building Maintenance Worker	TV000	17-NOV-17
Sarah Jensen	UE7309	00	SOE Marketing Specialist	TV001	16-FEB-18
Megan Johnson	QE9672	00	Senior Secretary	TV001	21-FEB-18
Kody Jones	UE9387	00	Facility Worker	TI000	27-DEC-17
Rebecca Lockhart	QE8704	00	Program Assistant I	TV001	16-FEB-18
Roger Mahoney	UE9353	00	Facility Worker	SA017	21-JAN-18
Shawn McCoy	UE7138	00	Facility Worker	TV000	21-JAN-18
Marlowe McKee	UE9383	00	Facility Worker	TV000	27-NOV-17
Julieann Milk	UE9198	00	Facility Worker	TI000	08-NOV-17
Natalie Milke	UE6754	00	Enrollment Mktg Specialist	TV004	01-DEC-17
Trevor Person	UE7439	00	Facility Worker	TV000	30-OCT-17
Joshua Ring	FE9989	00	Program Assistant I	TV001	13-DEC-17
Melinda Robinson	QE9727	00	Senior Secretary	SA011	03-DEC-17
Victoria Sandefer	UE9783	00	Facility Worker	SA017	21-NOV-17
Corrine Steele	UE9646	00	Senior Secretary	SA017	22-OCT-17
Brandon Wanamaker	UE7074	00	Security Officer	TV000	01-DEC-17
Rose Zediker	UE7145	00	Master Class Scheduler	TV000	10-DEC-17
Vijaya Lakshmi Akode	SE6404	00	Programmer/Analyst	SA018	21-JAN-18
Dustin Baker	UE9741	02	Registration Officer	TV013	21-DEC-17
Jeremy Bice	UE9319	01	CSA Employee of Mon Oct 2017	TV013	21-NOV-17
Janet Brown	UE7016	00	Nutrition Aide	TV011	08-FEB-18
Heather Burcham	UE9354	00	Facility Worker	TV009	02-JAN-18
Shirley Burgers	QE9704	00	IM Residency Coordinator	TR001	19-JAN-18
Hanna Conrad	UG8797	00	Graduate Teaching Assistant	TV012	21-DEC-17
Tyler Gutzman	UE8968	01	Nov 2017 CSA Employee of Mon	TV013	21-DEC-17
Linda Iverson	UE9626	00	Senior Secretary	TR001	19-JAN-18
Jolaine Kempema	UE9461	00	Secretary	TR001	21-DEC-17

Lisa Ketcham	UE9689	01	CSA Employee of Month Dec 2017	TV013	21-JAN-18
Tyrel Margheim	UE9219	04	Athletics BB Replay Operator	TV013	21-NOV-17
Shawn McCoy	UE7261	00	Ath Facilities Game Day Worker	TV013	03-DEC-17
Shawn McCoy	UE7261	01	Junior FB Chain Gang	TV013	03-DEC-17
Matthew Moore	UE9701	00	Grounds Keeper	TV009	09-JAN-18
Michael Moran	UE7491	01	Ath S/D Championship Announcer	TV013	21-FEB-18
Raelee Oberg	US8443	00	Teacher Assistant	TV012	17-DEC-17
Aaron Packard	UE6764	01	Visual Editor	TV013	21-DEC-17
Aaron Packard	UE8007	07	Art Adjunct	TV013	21-DEC-17
Wendy Pederson	QE9630	09	Red Cross Instruction	TV013	21-JAN-18
Lance Peterson	UE7073	01	CSA Employee of Month Jan 2018	TV013	21-JAN-18
Edward Pickett	UE9316	10	SD HS FB Champ. Chain Gang	TV013	21-NOV-17
Katherine Price	UE7417	00	NMM Live Performance	TV013	21-FEB-18
Jessica Priem	UE9704	00	Grounds Keeper	TV009	21-NOV-17
Juston Sangster	UE7096	01	CSA Employee of Month Feb 2018	TV013	21-FEB-18
Jaysri Sankaran	UE9279	03	Swim Meet Official	TV013	21-NOV-17
Jaysri Sankaran	UE9279	04	Swim Meet Official	TV013	21-FEB-18
Taylor Schoenfelder	US8416	03	Admissions Student Worker	TV012	12-NOV-17
Kristy Sveeggen	UE8215	00	HS Sub Aide - Long Term	TV012	12-NOV-17
Carrie Theis	UE6888	00	Athletics Facility Worker	TV009	16-FEB-18
Randolph Voss	UE9659	03	Ath FB Instant Replay Tech	TV013	21-DEC-17

Career Service Non-Benefit Eligible (CSA2)  
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Lucinda Albers	UE8432	00	Macklemore Security	Hire Temp Appointment	25.00	22-OCT-17
Jordan Anderson	UE7515	03	Research Assistant	Hire Temp Appointment	10296.00	22-DEC-17
Jasmine Anderson-Ambrose	UE8215	00	HS Sub Teacher Aide	Hire Temp Appointment	3161.36	02-NOV-17
Jasmine Anderson-Ambrose	UE8215	03	HS Sub Teacher	Hire Temp Appointment	3168.00	22-JAN-18
Jocelyn Bergh	QE9484	00	BBS Temp Lab Assistant	Hire Temp Appointment	2599.80	22-DEC-17
Dylan Block	UE7261	00	Ath Game Day Events Worker	Hire Temp Appointment	3033.10	22-NOV-17
Todd Brevik	UE7261	04	Ath - Turf Machine Operator	Hire Temp Appointment	9099.30	04-DEC-17
Jamie Britt	UE7261	00	Ath S/D Champ Event Staff	Hire Temp Appointment	649.95	13-FEB-18
Ella Brooks	QE9412	01	Assistant	Hire Temp Appointment	15381.60	30-JAN-18
Joseph Bryant	SE4983	01	Temp Seasonal Game Attend.	Hire Temp Appointment	207.00	22-OCT-17
Joseph Bryant	SE4983	01	Temp Seasonal Game Attend.	Hire Temp Appointment	216.00	22-NOV-17
Joseph Bryant	UE7261	00	Ath S/D Champ Event Staff	Hire Temp Appointment	649.95	13-FEB-18
Anthony Burke	UE8432	00	Macklemore Security	Hire Temp Appointment	25.00	22-OCT-17
Jay Burns	UE7261	00	Football Assistant	Hire Temp Appointment	2545.64	22-JAN-18
Eileen Butcher	FE9932	00	Temp. Part-time Sr. Secretary	Hire Temp Appointment	1287.00	23-OCT-17
Katherine Chambers	UE8008	00	Art Model	Hire Temp Appointment	3200.00	22-JAN-18
Katherine Chambers	US8001	01	Student Model	Hire Temp Appointment	2000.00	22-DEC-17
Jessica Dopheide	UE8468	01	Counselor	Hire Temp Appointment	5339.18	22-OCT-17
Benjamin Dowling	UE8089	05	Math Tutor	Continuing Education/Extension	6000.00	22-DEC-17
Joel Eiseland	SE4983	00	Temp Seasonal Game Attend.	Hire Temp Appointment	198.00	22-OCT-17
Joel Eiseland	SE4983	00	Temp Seasonal Game Attend.	Hire Temp Appointment	216.00	22-NOV-17
Joel Eiseland	UE7261	00	Ath S/D Champ Event Staff	Hire Temp Appointment	649.95	13-FEB-18
Joel Eiseland	UE8432	00	Macklemore Security	Hire Temp Appointment	25.00	22-OCT-17
Nicholas Fey	UE7260	00	Fitness Specialist	Hire Temp Appointment	4198.68	22-DEC-17
Amy Fill	UE8017	11	Gallery Assistant	Hire Temp Appointment	5383.47	22-JAN-18
Kylie Fischbach	UE7261	06	Ath Game Day Tkt Taker/Usher	Hire Temp Appointment	2599.80	22-DEC-17
Kylie Fischbach	UE7261	07	Ath Dome Equip Room Assistant	Hire Temp Appointment	2599.80	22-DEC-17
Shane Griese	UE7261	01	Junior FB Chain Gang	Hire Temp Appointment	541.63	22-NOV-17
Lynn Groethe	UE8215	00	HS Sub Teacher	Hire Temp Appointment	4575.65	01-NOV-17
Lynn Groethe	UE8215	01	HS Sub Aide	Hire Temp Appointment	3161.36	01-NOV-17
Lynn Groethe	UE8215	03	HS Long Term Sub Aide	Hire Temp Appointment	5635.80	08-NOV-17
Lynn Groethe	UE8215	03	HS Long Term Sub Aide	Hire Temp Appointment	5635.80	22-JAN-18
Curtis Haakinson	UE7261	03	SD HS FB Champ. Chain Gang	Hire Temp Appointment	541.63	09-NOV-17
Kyli Haines	UE7261	00	Ath Sports Medicine Assistant	Hire Temp Appointment	3899.70	22-DEC-17
Kyli Haines	UE7261	01	Softball Clinic Ath Trainer	Hire Temp Appointment	3899.70	22-DEC-17
Caleb Heim	UE7261	00	Athletics Strength/Cond Assist	Hire Temp Appointment	2545.64	29-JAN-18
Amanda Hilgemann	UE7261	00	Ath Game Day Tkt Taker/Usher	Hire Temp Appointment	3033.10	13-DEC-17
Sheri Hofer	UE8215	00	HS Sub Teacher	Hire Temp Appointment	3431.74	22-JAN-18
Heath Hopkins	UE8089	00	Math Tutor	Hire Temp Appointment	600.00	22-OCT-17
Jeri Jacobs	UE7261	00	Ath Events Ticket Taker/Usher	Hire Temp Appointment	3033.10	22-NOV-17
Audrey Job	QE9484	01	LBC Camp Director	Hire Temp Appointment	7799.40	22-DEC-17



Simon Johnson	UE7261 02	SD HS FB Chain Gang Clip Boy	Hire Temp Appointment	379.14	09-NOV-17
Madeline Kaufman	UE8522 00	Ticket Office Worker	Hire Temp Appointment	2469.81	22-DEC-17
Maxwell Mayer	UE7011 00	Official	Hire Temp Appointment	3119.76	22-OCT-17
Lyn Metzger	UE8522 00	Ticket Office Worker	Hire Temp Appointment	3054.77	22-DEC-17
Jeffrey Meyer	UE7261 01	SD HS FB Champ. Chain Gang	Hire Temp Appointment	541.63	09-NOV-17
Carol Mueller	UE7167 00	PT Temp Library Assistant	Hire Temp Appointment	2566.28	07-DEC-17
Juan Munoz-Munoz	UE7261 00	SD HS FB Champ Chain Gang	Hire Temp Appointment	541.63	09-NOV-17
Geovanna Ochoa Manzo	UE7416 00	NMM Intern	Hire Temp Appointment	4602.18	01-FEB-18
Paige Olson	UE8513 00	Building Manager	Hire Temp Appointment	2599.80	22-DEC-17
Kathryn Peterson	UE8215 00	Head Start Sub Teacher	Hire Temp Appointment	4575.65	23-OCT-17
Kathryn Peterson	UE8215 01	HS Sub Teacher Aide	Hire Temp Appointment	3161.36	23-OCT-17
Trey Pfeifer	UE7261 00	Ath S/D Champ Event Staff	Hire Temp Appointment	649.95	13-FEB-18
Trey Pfeifer	UE8432 00	Macklemore Security	Hire Temp Appointment	25.00	22-OCT-17
Douglas Pietz	NE9974 05	OCE-BADM 284-NHU01	Hire Temp Appointment	1077.00	22-DEC-17
Ryan Porter	UE7261 00	Athletics/Facilities	Hire Temp Appointment	2166.50	23-JAN-18
Karen Prescott	UE8450 01	Sub Childcare Assistant	Hire Temp Appointment	3956.03	22-JAN-18
Emily Punt	UE8432 00	Macklemore Security	Hire Temp Appointment	25.00	22-OCT-17
Michael Rath	UE7261 03	SD HS FB Champ. Chain Gang	Hire Temp Appointment	541.63	09-NOV-17
Nicholas Roth	UE7261 00	Athletics Equip Room Worker	Hire Temp Appointment	2166.50	23-JAN-18
Lorena Ruiz	UE8215 00	HS Aide - Long Term Sub	Hire Temp Appointment	2181.60	04-DEC-17
Lorena Ruiz	UE8215 01	HS Sub Teacher	Hire Temp Appointment	3168.00	17-JAN-18
Blake Smith	UE7260 00	Fitness Assistant	Hire Temp Appointment	1533.88	04-FEB-18
Stella Thurkill	UE7260 00	Fitness Instructor	Hire Temp Appointment	3033.10	07-JAN-18
Enzo Vaedelich	UE7416 00	NMM Intern	Hire Temp Appointment	4602.18	01-FEB-18
Isaac Voss	UE7261 00	Junior FB Chain Gang	Hire Temp Appointment	541.63	30-NOV-17
Cubie Warren	UE7261 00	Football Assistant	Hire Temp Appointment	3054.77	12-JAN-18
Erica Westhoff	UE8432 00	Macklemore Security	Hire Temp Appointment	25.00	22-OCT-17
Mary White	UE8215 00	HS Sub Teacher Aide	Hire Temp Appointment	2188.80	16-JAN-18
Mary White	UE8215 01	HS Sub Teacher	Hire Temp Appointment	2640.00	22-JAN-18

Career Service Non-Benefit Eligible (CSA2)  
Permanent Salary Adjustment (SP)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Hannah Gruhn	UE8306 00		ITS Temp Assistant	Minimum Wage Increase	1137.68	1150.68	13.00	
Erin Gustaf	QE9574 00		Temp Office Assistant	Minimum Wage Increase	7196.45	7362.85	166.40	
Paige Olson	UE8300 01		Wellness Center Fall/Spring WS	Sal Adj-Unusual Circumstance	1600.00	2700.00	1100.00	
Keeley Passick	UE8215 00		HS Sitter	Minimum Wage Increase	3459.65	3539.65	80.00	
Keeley Passick	UE8215 01		EHS Sitter	Minimum Wage Increase	3373.24	3451.23	77.99	
Kaitlyn Tassler	UE8306 00		ITS Temp Assistant	Minimum Wage Increase	1137.68	1150.68	13.00	

Career Service Non-Benefit Eligible (CSA2)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Brianna Adams	UE8495 00		Marketing Retail Clerk	TV013	21-NOV-17
Lucinda Albers	UE8432 00		Macklemore Security	TV013	21-NOV-17
Jordan Anderson	UG7558 11		Graduate Research Assistant	TV012	21-DEC-17
Brenda Auen	UE8495 00		Marketing Retail Clerk	TV012	21-FEB-18
Jocelyn Bergh	QW9479 00		BBS Work Study Lab Assistant	TV012	13-DEC-17
Jamie Britt	UE7261 00		Ath S/D Champ Event Staff	TV013	21-FEB-18
Ella Brooks	QE9412 00		Assistant	TV013	21-DEC-17
Joseph Bryant	SE4983 01		Temp Seasonal Game Attend.	TV013	21-NOV-17
Joseph Bryant	SE4983 01		Temp Seasonal Game Attend.	TV013	21-DEC-17
Joseph Bryant	UE7261 00		Ath S/D Champ Event Staff	TV013	21-FEB-18
Anthony Burke	UE8432 00		Macklemore Security	TV013	21-NOV-17
Eileen Butcher	FE9932 00		Temp. Part-time Sr. Secretary	TV013	21-NOV-17
Vicki Carlson	UE7981 00		PT Temp Library Assistant	TV013	21-DEC-17
Katherine Chambers	US8001 01		Student Model	TV012	21-JAN-18
Benjamin Dowling	UE8089 04		Math Tutor	TV013	21-DEC-17
Joel Eiseland	SE4983 00		Temp Seasonal Game Attend.	TV013	21-NOV-17
Joel Eiseland	SE4983 00		Temp Seasonal Game Attend.	TV013	21-DEC-17
Joel Eiseland	UE7261 00		Ath S/D Champ Event Staff	TV013	21-FEB-18
Joel Eiseland	UE8432 00		Macklemore Security	TV013	21-NOV-17
Nicholas Fey	US7384 01		Personal Trainer	TV012	21-DEC-17

Amy Fill	UE8017	10	Gallery Assistant	TV013	21-DEC-17
Tonia Gau	UE7015	00	NSS Project Assistant	TV013	21-FEB-18
Shane Griesse	UE7261	00	Chain Gang	TV013	31-DEC-17
Shane Griesse	UE7261	01	Junior FB Chain Gang	TV013	09-DEC-17
Lynn Groethe	UE8215	03	HS Long Term Sub Aide	TV013	21-JAN-18
Curtis Haakinson	UE7261	03	SD HS FB Champ. Chain Gang	TV013	11-NOV-17
Nancy Haas	UE8450	02	Sub Childcare Assistant	TV013	21-FEB-18
Kyli Haines	UG8553	02	GAA-Athletics/Sports Medicine	TV012	21-DEC-17
Heath Hopkins	UE8089	00	Math Tutor	TV013	21-DEC-17
Jeri Jacobs	UE7261	00	Ath Events Ticket Taker/Usher	TV013	21-JAN-18
Simon Johnson	UE7261	02	SD HS FB Chain Gang Clip Boy	TV013	11-NOV-17
Madeline Kaufman	UW7413	03	Ath Work Study/Ticket Office	TV012	13-DEC-17
Cody Kearse	UE8260	00	Online Teaching Assistant	TV013	21-DEC-17
Lyn Metzger	UG7575	00	GAA-Athletics/Ticket Office	TV012	21-DEC-17
Jeffrey Meyer	UE7261	01	SD HS FB Champ. Chain Gang	TV013	11-NOV-17
Carol Mueller	UE7167	00	PT Temp Library Assistant	TV013	05-JAN-18
Juan Munoz-Munoz	UE7261	00	SD HS FB Champ Chain Gang	TV013	11-NOV-17
Paige Olson	UW8300	01	Wellness Center Fall/Spring WS	TV012	21-DEC-17
Jun Park	UE8170	00	Assistant Law Librarian	TV013	21-DEC-17
Trey Pfeifer	UE7261	00	Ath S/D Champ Event Staff	TV013	21-FEB-18
Trey Pfeifer	UE8432	00	Macklemore Security	TV013	21-NOV-17
Douglas Pietz	NE9974	04	Adj BADM-101-NHU01	TV013	21-DEC-17
Karen Prescott	UE8450	00	Substitute Teacher Assistant	TV013	21-JAN-18
Emily Punt	UE8432	00	Macklemore Security	TV013	21-NOV-17
Michael Rath	UE7261	03	SD HS FB Champ. Chain Gang	TV013	11-NOV-17
Landon Smith	UE7261	02	Ath Events Parking Attendant	TV013	21-NOV-17
Landon Smith	UE7261	03	Ath Events Ticket Taker/Usher	TV013	21-NOV-17
Mary Sutter	QE8683	00	CD Temp Assistant	TV013	21-NOV-17
Jasmine Thorson	UE8495	00	Graphics Designer Temp Labor	TV012	21-DEC-17
Rosalee Toering	DE9843	00	Adj Instructor-SF Math 095	TV013	21-DEC-17
Isaac Voss	UE7261	00	Junior FB Chain Gang	TV013	10-DEC-17
Erica Westhoff	UE8432	00	Macklemore Security	TV013	21-NOV-17
Kevin White	UE7037	02	Part-time IEP Instructor	TV013	21-DEC-17

Non-Faculty Benefit Eligible (NFE1) (NFE1)  
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Dennis Acrea	UE9949	00	Interim Director	Appointment	84000.00	22-NOV-17
Kimberly Albracht	UE8061	01	Adjunct Instructor	Hire Temp Appointment	4520.00	22-JAN-18
Robert Aurich	UE7075	00	Football Assistant Coach	Appointment	67000.00	15-FEB-18
Joseph Barth	UE8250	03	Instructor	Overload for Teaching	3390.00	22-JAN-18
Caitlynn Belliveau	UE9854	00	Grad Enrollment Coordinator	Appointment	40000.00	06-NOV-17
Dawn Bragg	QE9832	00	Professor	Appointment	25000.00	15-FEB-18
Dawn Bragg	QE9989	00	Dean, Student Affairs SOM	Appointment	175000.00	15-FEB-18
Ilmira Dulyanova	UE6906	01	Adjunct Instructor	Hire Temp Appointment	5420.00	22-JAN-18
Tova Eggerstedt	QE8648	00	Behavior Specialist	Appointment	52000.00	22-OCT-17
Bruce Fischbach	UE8223	00	Instructor	Overload for Teaching	2260.00	22-JAN-18
Daniel Fitzsimmons	UE7053	01	Instructor	Overload for Teaching	5650.00	22-JAN-18
Daniel Fitzsimmons	UE9827	22	Track Camp Assistant Coach	Supplemental Appointment	400.00	22-DEC-17
John Flack	UE9236	09	Ath Events Video Board Op	Supplemental Appointment	1998.00	22-DEC-17
Taylor Funke	QE8646	0	Behavior Specialist	Appointment	48000.00	06-NOV-17
Kimberly Grieve	UE9992	03	Student Svs/Dean-Student	Continuing Education/Extension	4146.00	22-JAN-18
Ashley Hartnett	UE8119	00	Director of University Housing	Appointment	57000.00	12-FEB-18
Luke Hayes	UE9656	00	Coordinator, Customized & Prof	Appointment	46500.00	20-NOV-17
Samuel Herley	UE7831	02	Honors Adjunct	Hire Temp Appointment	4146.00	22-JAN-18
John Howe	UE8241	00	Lecturer	Overload for Teaching	4146.00	22-JAN-18
Leo Huber	UE7053	02	Adjunct Instructor	Continuing Education/Extension	3390.00	22-JAN-18
Leo Huber	UE9824	15	Track Camp Director	Supplemental Appointment	300.00	22-DEC-17
Elizabeth Hughes	UE6750	00	Counselor	Appointment	49000.00	05-FEB-18
Elizabeth Hughes	UE8468	01	Counselor	Hire Temp Appointment	5339.18	22-OCT-17
Darin Jerke	UE7339	11	Education Technology Integrati	Continuing Education/Extension	3490.00	22-JAN-18
Heather Johnson	UE9546	05	Instructor	Continuing Education/Extension	1156.53	22-OCT-17
John Johnson	QE9943	01	Grants Dev & Research Manager	Appointment	63038.00	22-NOV-17
Colby Keegan	UE7103	00	Athletic Trainer	Appointment	38000.00	15-FEB-18
Richard Kiefer-O'Donnell	QE8710	00	Senior Asst Director	Appointment	90000.00	02-NOV-17
Alfred Kruger	UE7130	04	Track Camp Assisant Coach	Supplemental Appointment	1500.00	22-DEC-17

William Lemke	UE7132	00	Assistant Coach - Soccer	Appointment	35000.00	22-JAN-18
Teivaskie Lewin	UE7385	02	Track Camp Assistant	Hire Temp Appointment	975.00	22-DEC-17
Annie Lockwood	UE7131	06	Softball Clinic Asst Coach	Supplemental Appointment	1750.00	22-DEC-17
Cletus McLeod	UE7476	00	Head Coach/Strength & Cond.	Appointment	70000.00	22-JAN-18
Derek Miles	UE7162	07	Track Camp Assistant Coach	Supplemental Appointment	800.00	22-DEC-17
David Milke	UE8223	00	Instructor	Overload for Teaching	3390.00	22-JAN-18
Robin Miskimins	QE9849	05	Professor	Continuing Education/Extension	1000.00	22-DEC-17
Kimberly Morecraft	QE9887	14	Fitness Instructor	Supplemental Appointment	411.80	22-DEC-17
Patrick Morrison	UE6870	02	Assist Dir Int'l Student	Continuing Education/Extension	4146.00	22-JAN-18
Eric Mosterd	UE9861	20	Assist Dir, CTL	Continuing Education/Extension	3390.00	22-JAN-18
Amy Orr	QE8896	02	Student Advisor	Continuing Education/Extension	5390.00	22-JAN-18
Jamie Oyen	UE8223	00	Instructor	Overload for Teaching	3390.00	22-JAN-18
Tyler Paopao	UE9829	00	Assistant Coach - Football	Appointment	50000.00	15-FEB-18
Debra Robertson	UE9812	07	Counselor	Hire Temp Appointment	847.50	22-JAN-18
Courtney Segota	UE6800	00	Head of Instructional Services	Appointment	60350.00	10-JAN-18
Benjamin Severson	UE9247	00	Coordina Prevention /Counselor	Appointment	35280.00	22-DEC-17
Marie Severson	QE9924	00	Research Associate I	Appointment	28079.46	08-JAN-18
Kylea Sheley	UE8223	00	Instructor	Overload for Teaching	2260.00	22-JAN-18
Devra Sigle-Hermosilla	UE8178	03	Adjunct Faculty	Hire Temp Appointment	3200.00	22-DEC-17
Michael Singer	UE8047	00	Admissions Counselor	Appointment	39001.60	08-JAN-18
Connor Singhisen	UE9921	02	WBB Referee	Hire Temp Appointment	195.00	22-OCT-17
Connor Singhisen	UE9921	02	WBB Referee	Hire Temp Appointment	195.00	22-NOV-17
Connor Singhisen	UE9921	02	WBB Referee	Hire Temp Appointment	195.00	22-DEC-17
Erin Srstka	QE8777	00	Grants Specialist	Appointment	27500.00	01-NOV-17
Nathan Steussy	UE8588	00	Residence Hall Director	Appointment	28800.00	22-DEC-17
Howard Thomas	UE8151	01	Adjunct Instructor	Hire Temp Appointment	4520.00	22-JAN-18
Michael Thomas	UE9833	00	Head Coach - Soccer	Appointment	65000.00	15-DEC-17
Joseph Thuyente	UE8223	00	Instructor	Overload for Teaching	3390.00	22-JAN-18
Michele Turner	UE9884	00	Counselor	Appointment	47500.00	22-NOV-17
Jenna Uher	UE8938	03	Volleyball Clinics Ath Trainer	Supplemental Appointment	270.00	22-JAN-18
Abby Vlastuin	UE8223	00	Instructor	Overload for Teaching	2260.00	22-JAN-18
John Volbrecht	UE7166	00	Financial Manager	Appointment	60000.00	30-OCT-17
Robert Wagner	UE9838	07	Softball Camp Head Coach	Supplemental Appointment	2000.00	22-DEC-17
Jim Warne	QE8638	00	Community Engagement Manager	Appointment	61875.00	22-JAN-18
Thalia Wilson	QE8643	00	Assistant Program Coordinator	Appointment	19240.74	08-NOV-17

Non-Faculty Benefit Eligible (NFE1) (NFE1)  
Permanent Salary Adjustment(SP)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Atiba Bradley	UE7094	03	Assistant Coach - Football	Salary Enhance/Special Award	2000.00			
Mark Dahlhoff	UE9255	00	Pilot	Sal Adj-Unusual Circumstance	63923.69	92500.00	28576.31	
Daniel Fitzsimmons	UE9827	21	Assistant Coach-XC/T & F	Salary Enhance/Special Award	1500.00			
David Herbster	UE9929	11	Director of Athletics	Salary Enhance/Special Award	750.00			
Leo Huber	UE9824	14	Dir/Head Coach - W T&F	Salary Enhance/Special Award	750.00			
Matthew Middleton	UE9829	06	Assistant Coach - Football	Salary Enhance/Special Award	2000.00			
Brian Mohnsen	UE9819	03	Asst Coach/Off Cord - Football	Salary Enhance/Special Award	2000.00			
Robert Nielson	UE9837	07	Head Coach - Football	Salary Enhance/Special Award	10000.00			
William O'Boyle	UE7075	03	Assistant Coach - Football	Salary Enhance/Special Award	2000.00			
Phillip Ockinga	UE7169	03	Assistant Coach - Football	Salary Enhance/Special Award	2000.00			
Maria Paez	QE8760	00	Researcher Associate II	Change in Appointment Type	25546.52	32250.00	6703.48	
Andrew Prevost	UE7050	03	Assistant Coach - Football	Salary Enhance/Special Award	2000.00			
Theodore Schlafke	UE9818	03	Assistant Coach - Football	Salary Enhance/Special Award	2000.00			
Albert Sega	UE9823	02	Assistant Coach - Football	Salary Enhance/Special Award	2000.00			
Mark Watson	UE9342	03	Assistant Coach - Football	Salary Enhance/Special Award	2000.00			
Tyler Yelk	UE9821	03	Asst Coach/Def Cord-Football	Salary Enhance/Special Award	2000.00			

Non-Faculty Benefit Eligible (NFE1) (NFE1)  
Temporary Salary Adjustments(ST)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Ashley Hartnett	UE9900	00	Asst Director of Housing	Temporary Additional Duties	48000.00		800.00	48800.00

Non-Faculty Benefit Eligible (NFE1) (NFE1)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Tyler Dopheide	UE7103	00	Assistant Athletic Trainer	TV001	08-JAN-18
Sarah Frielink	QE8753	00	LEND Coordinator	TV001	19-DEC-17
John Geske	UE8119	00	Director of University Housing	TV000	27-NOV-17
Joshua Green	UE7132	00	Assistant Coach - Soccer	TL000	15-JAN-18
Tara Gunderson	UE9884	00	MH/Addiction Counselor	TV000	24-NOV-17
Ashley Hartnett	UE9900	00	Asst Director of Housing	SA011	11-FEB-18
Jason Lemke	QE8777	00	Grants Coordinator	TV001	08-DEC-17
Frank Maue	UE8589	00	Residence Hall Director	TV000	12-JAN-18
Adetokunbo Oredein	UE6875	00	Dir, Ctr for Div & Community	TV000	15-DEC-17
Rachel Pusey	UE7173	00	Honors Program Coordinator	TV001	22-DEC-17
Drew Ritchie	UE9865	00	Director of Student Engagement	TV000	20-DEC-17
Jeffrey Seagren	UE8047	00	Admissions Counselor	TV001	15-NOV-17
Nathan Steussy	UE8590	00	Residence Hall Director	SA017	21-DEC-17
Lena Tran	UE9851	00	Intercultural Prog Coordinator	TV000	10-NOV-17
Michele Turner	UE9247	00	Coord Prevention & Counselor	SA011	21-NOV-17
Kimberly Albracht	UE8061	00	Adjunct Instructor	TV013	21-DEC-17
Joseph Barth	UE8250	03	Instructor	TV013	21-DEC-17
Caitlynn Belliveau	UG7944	00	SVRC GAA	TV012	05-NOV-17
Jevon Bowman	UE7476	00	Coach, Strength & Conditioning	TV009	19-JAN-18
Atiba Bradley	UE7094	03	Assistant Coach - Football	TV013	21-DEC-17
Paul Bunger	QE9832	00	Associate Professor	TR001	21-NOV-17
Paul Bunger	QE9989	00	Dean, Student Affairs SSOM	TR001	21-NOV-17
Tyler Dopheide	UE8223	00	Instructor	TV013	21-DEC-17
Ilmira Dulyanova	UE8061	06	Adjunct Instructor	TV012	21-DEC-17
Bruce Fischbach	UE8223	00	Instructor	TV013	21-DEC-17
Daniel Fitzsimmons	UE7053	01	Instructor	TV013	21-DEC-17
Daniel Fitzsimmons	UE7053	03	Adjunct Instructor	TV013	21-DEC-17
Daniel Fitzsimmons	UE9827	21	Assistant Coach-XC/T & F	TV013	21-NOV-17
Daniel Fitzsimmons	UE9827	22	Track Camp Assistant Coach	TV013	21-JAN-18
John Flack	UE9236	09	Ath Events Video Board Op	TV013	21-JAN-18
Kimberly Grieve	UE8241	00	Lecturer	TV013	21-DEC-17
Matthew Heard	UE8205	00	Adjunct	TV013	21-DEC-17
David Herbster	UE9929	11	Director of Athletics	TV013	21-NOV-17
Leo Huber	UE7053	01	Adjunct Instructor	TV013	21-DEC-17
Leo Huber	UE9824	14	Dir/Head Coach - W T&F	TV013	21-NOV-17
Leo Huber	UE9824	15	Track Camp Director	TV013	21-JAN-18
Elizabeth Hughes	UE8468	01	Counselor	TV013	04-FEB-18
Marcella Hurley	NE9974	15	Adj BADM 339	TV013	21-DEC-17
Darin Jerke	UE7339	10	Education Technology Integrati	TV013	21-DEC-17
Heather Johnson	UE9546	05	Instructor	TV013	21-NOV-17
Kyle Kittel	UE7163	00	DakotaDome Equipment Room Mgr	TV009	29-DEC-17
Alfred Kruger	UE7130	04	Track Camp Assisant Coach	TV013	21-JAN-18
Sylvia Lasley	UE6791	01	Adjunt A&S 100	TV013	21-DEC-17
Teivaskie Lewin	UG8693	01	GAA - Athletics/Track & Field	TV012	21-FEB-18
Teivaskie Lewin	US7385	02	Track Camp Assistant	TV012	21-JAN-18
Annie Lockwood	UE7131	06	Softball Clinic Asst Coach	TV013	21-JAN-18
Cassidy McFarland	UE8588	00	Residence Hall Director	TV009	15-DEC-17
Matthew Middleton	UE9829	00	Assistant Coach - Football	TV009	28-DEC-17
Matthew Middleton	UE9829	06	Assistant Coach - Football	TV013	21-DEC-17
Derek Miles	UE7162	07	Track Camp Assistant Coach	TV013	21-JAN-18
Robin Miskimins	QE9849	05	Professor	TV013	21-JAN-18
Brian Mohnsen	UE9819	03	Asst Coach/Off Cord - Football	TV013	21-DEC-17
Kimberly Morecraft	QE9887	14	Fitness Instructor	TV013	21-JAN-18
Robert Nielson	UE9837	07	Head Coach - Football	TV013	21-DEC-17
William O'Boyle	UE7075	00	Football Assistant Coach	TV009	08-JAN-18
William O'Boyle	UE7075	03	Assistant Coach - Football	TV013	21-DEC-17
Phillip Ockinga	UE7169	03	Assistant Coach - Football	TV013	21-DEC-17
Eric Peterson	UE8223	00	Instructor	TV013	21-DEC-17
Andrew Prevost	UE7050	03	Assistant Coach - Football	TV013	21-DEC-17
Yupu Qiao	UE6799	00	Post Doc Research II	TV009	19-JAN-18
Debra Robertson	UE9812	06	Coord, MH Svc & Staff Counsel	TV013	21-DEC-17
Debra Robertson	UE9812	07	Counselor	TV013	21-FEB-18
Ben Schaap	UE7063	01	Post Doc Researcher	TV013	21-DEC-17

Theodore Schlafke	UE9818 03	Assistant Coach - Football	TV013	21-DEC-17
Albert Segal	UE9823 02	Assistant Coach - Football	TV013	21-DEC-17
Lamont Sellers	UE8160 01	Adjunct Instructor	TV013	21-DEC-17
Benjamin Severson	US8461 02	Student Prevention Asst	TV012	21-DEC-17
Connor Singhisen	UE9921 02	WBB Referee	TV013	21-NOV-17
Connor Singhisen	UE9921 02	WBB Referee	TV013	21-DEC-17
Connor Singhisen	UE9921 02	WBB Referee	TV013	21-JAN-18
Jenna Uher	UE8938 03	Volleyball Clinics Ath Trainer	TV013	21-FEB-18
Robert Wagner	UE8938 07	Softball Camp Head Coach	TV013	21-JAN-18
Mark Watson	UE9342 03	Assistant Coach - Football	TV013	21-DEC-17
Sarah Wittmuss	UE8079 00	Adjunct Instructor	TV013	21-DEC-17
Tyler Yelk	UE9821 00	FB Asst Coach/Co-Def Coord	TV009	07-FEB-18
Tyler Yelk	UE9821 03	Asst Coach/Def Cord-Football	TV013	21-DEC-17

Student Employment and NFE Non-Benefit Eligible (NFE2)  
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Mary Aberle	QS9477	01	NAHSP Mentor	Hire Temp Appointment	2708.13	09-JAN-18
Michaela Ahrenholtz	US7424	00	Resident Assistant-ACA	Hire Temp Appointment	0.00	02-JAN-18
Michaela Ahrenholtz	US8434	00	Resident Assistant	Hire Temp Appointment	1533.88	02-JAN-18
Nicholas Akins	US8001	03	Art Model	Hire Temp Appointment	3200.00	12-FEB-18
Manuel Alarcon Cuellar	US8082	01	Student Math Tutor II	Hire Temp Appointment	2534.85	08-JAN-18
Manuel Alarcon Cuellar	US8199	00	Beacom Tutor	Hire Temp Appointment	866.50	22-DEC-17
Hayden Anderson	UW8120	02	Work Study	Hire Temp Appointment	1200.00	30-JAN-18
Jaida Anderson	US7385	00	Ath Game Day Tkt Taker/Usher	Hire Temp Appointment	3033.10	14-DEC-17
Joshua Anderson	US8479	02	Student Life Student Asst	Hire Temp Appointment	2166.50	22-DEC-17
Anna Andrews	UW7430	00	Work Study Student	Hire Temp Appointment	800.00	09-JAN-18
Makenzie Anthony	US7394	00	Lifeguard	Hire Temp Appointment	2166.50	07-JAN-18
Ellie Arndt	UG8608	02	Grad Instructor of Record	Continuing Education/Extension	6780.00	22-DEC-17
Chelsy Bailly	US8434	01	CV Mail Clerk	Hire Temp Appointment	2248.83	22-NOV-17
Jack Baker	QS9477	00	BBS Student Lab Assistant	Hire Temp Appointment	2623.63	23-OCT-17
Kara Balken	US8127	00	Research Assistant	Hire Temp Appointment	2600.25	22-OCT-17
Rachel Barclay	US8199	02	Beacom Tutor	Appointment	710.80	22-JAN-18
Janice Baumberger	QS9540	01	Student Tutor	Hire Temp Appointment	1200.00	01-FEB-18
Rachel Beaner	UG7413	00	Graduate Research Assistant	Hire Temp Appointment	7083.33	22-DEC-17
Edin Begic	QS9549	00	Wegner HSIC Student Asst	Hire Temp Appointment	5132.01	22-JAN-18
Eden Bekele	US7425	00	Resident Assistant-ACA	Hire Temp Appointment	0.00	02-JAN-18
Eden Bekele	US8434	00	Resident Assistant	Hire Temp Appointment	1533.88	02-JAN-18
Katherine Bergheim	UW8463	00	SCC Fall/Spring Work Study	Hire Temp Appointment	1600.00	25-OCT-17
Juliana Besenbruch	US8127	00	Research Assistant	Hire Temp Appointment	4875.00	22-OCT-17
Korry Beyer	QS9360	00	PA Student Driver	Hire Temp Appointment	424.80	10-JAN-18
Kelsey Biltoft	US7385	05	Ath Game Day/VB Libero Tracker	Hire Temp Appointment	541.63	01-NOV-17
Kelsey Biltoft	US8127	00	Research Assistant	Hire Temp Appointment	4875.00	22-OCT-17
Ashlynn Blenner	US8199	00	Beacom Tutor	Appointment	693.20	22-JAN-18
Christine Blunck	US7992	00	Music Assistant	Hire Temp Appointment	150.00	22-NOV-17
Kaylin Bohr	US8309	00	Note Taker	Hire Temp Appointment	1559.88	06-FEB-18
Temiloluwa Bolaji-Oyenekan	US7428	00	Resident Assistant-ACA	Hire Temp Appointment	0.00	02-JAN-18
Temiloluwa Bolaji-Oyenekan	US8434	00	Resident Assistant	Hire Temp Appointment	1533.88	02-JAN-18
Chase Bolte	UW7399	00	Office Assistant	Hire Temp Appointment	1600.00	08-JAN-18
Grace Boone	US8506	00	Front Desk Assistant	Hire Temp Appointment	383.47	26-DEC-17
Grace Boone	UW8300	00	Wellness Center Fall/Spring WS	Hire Temp Appointment	1200.00	08-JAN-18
Lindsey Bouma	QS9360	00	PA Student Driver	Hire Temp Appointment	424.80	10-JAN-18
Alison Boysen	US7427	00	Resident Assistant-ACA	Hire Temp Appointment	0.00	02-JAN-18
Alison Boysen	US8434	00	Resident Assistant	Hire Temp Appointment	1533.88	02-JAN-18
Ashley Brage	US8299	01	Student Lab Consultant	Hire Temp Appointment	1533.88	22-JAN-18
Jeremiah Braxton	UW8409	00	Financial Aid Work-Study Asst	Hire Temp Appointment	2200.00	01-FEB-18
Brenna Bray	QS9478	00	NAHSP Mentor	Hire Temp Appointment	500.00	22-DEC-17
Luke Brenden	QS9477	00	BBS Student Lab Assistant	Hire Temp Appointment	1917.35	22-DEC-17
Cathrine Brendstuen	UG7901	00	Intl Ofc Graduate Assistant	Hire Temp Appointment	5083.65	08-JAN-18
Calvin Brink	US8309	00	Note Taker	Hire Temp Appointment	2881.45	27-OCT-17
Laura Brown	US8434	03	R/O Desk Worker	Hire Temp Appointment	3451.23	22-DEC-17
Megan Bruns	UG7612	00	Graduate Research Assistant	Hire Temp Appointment	17000.00	22-DEC-17
Jonni Buckman	UW8454	00	TRIO Fall/Spring Work Study	Hire Temp Appointment	1396.72	22-JAN-18
Mary Bullerdick	US8199	01	Peer Advisor	Hire Temp Appointment	200.00	22-NOV-17
Christina Bushinger	US8309	00	Note Taker	Hire Temp Appointment	1559.88	05-FEB-18
Brook Busselman	QS9477	00	BBS Student Lab Assistant	Hire Temp Appointment	1917.35	08-JAN-18

Alissa Byrd	UW7397 01	Spring Work Study	Hire Temp Appointment	1000.00	16-JAN-18
Sean Callahan	US8082 05	Student Math Tutor II	Hire Temp Appointment	1949.85	08-JAN-18
Eleanor Carle	UW7985 00	Student Technical Assistant	Hire Temp Appointment	1600.00	26-OCT-17
Braden Carroll	UW7379 00	SVRC Fall/Spring Work Study	Hire Temp Appointment	3000.00	22-NOV-17
Hyun Woong Chang	UG8566 00	Graduate Research Assistant	Hire Temp Appointment	7526.00	22-NOV-17
Cley Charlson	US7405 00	Tutor	Hire Temp Appointment	1733.20	08-FEB-18
Cley Charlson	US8082 03	Student Math Tutor II	Hire Temp Appointment	2145.15	08-JAN-18
Frajdrach Chequetti Da Rocha	US8082 06	Student Math Tutor II	Hire Temp Appointment	1560.15	08-JAN-18
Frajdrach Chequetti Da Rocha	US8199 02	Beacom Tutor	Appointment	693.20	22-JAN-18
David Christianson	QS9477 00	NAHSP Mentor	Hire Temp Appointment	2708.13	08-JAN-18
Caitlyn Christy	UW7994 01	Student Office Assistant III	Hire Temp Appointment	800.00	08-JAN-18
Erika Clark	QS9477 00	BBS Student Lab Assistant	Hire Temp Appointment	1917.35	08-JAN-18
Conor Collins	US8434 01	B/M Desk Worker	Hire Temp Appointment	1533.88	08-JAN-18
Anthony Combs	UW7379 00	SVRC Fall/Spring Work Study	Hire Temp Appointment	2000.00	04-JAN-18
Cody Condon	UW7379 00	SVRC Spring Work Study	Hire Temp Appointment	2000.00	12-JAN-18
Jared Cook	UG7909 01	Graduate Admin Assistant	Appointment	4536.00	22-DEC-17
Linze Cowman	US8434 00	B/M Desk Worker	Hire Temp Appointment	1533.88	07-JAN-18
Kacie Cox	UW7421 00	Student Curatorial Assistant	Hire Temp Appointment	1120.00	22-JAN-18
Saeed Dabbour	US7378 00	CDC Student Assistant	Hire Temp Appointment	3509.73	22-OCT-17
Saeed Dabbour	US8425 00	MUC Info Desk Worker	Hire Temp Appointment	1917.35	22-DEC-17
Amy Davis	QW9479 01	BBS Lab Assistant Work Study	Hire Temp Appointment	800.00	22-DEC-17
Marcus Destin	US7378 00	CDC Student Assistant	Hire Temp Appointment	1533.88	22-JAN-18
Kierra Determan	US8082 01	Student Math Tutor II	Hire Temp Appointment	1755.00	08-JAN-18
Tasha Determan	US7405 00	Tutor	Hire Temp Appointment	1646.54	02-FEB-18
Rachel Deuhr	UW8445 04	Reading Tutor	Hire Temp Appointment	1917.35	22-DEC-17
Samantha Dlugosh	US8479 00	Student Life Student Assistant	Hire Temp Appointment	1646.54	12-JAN-18
Natalia Dohman	US7939 00	Tutor	Hire Temp Appointment	2166.50	22-DEC-17
Madeline Dolny	US7385 01	Volleyball Clinic Assistant	Hire Temp Appointment	300.00	22-JAN-18
David Doss	US8082 05	Student Math Tutor II	Hire Temp Appointment	2145.15	08-JAN-18
Hayley Dotseth	US7385 03	Counselor/VB Clinics	Hire Temp Appointment	2166.50	22-JAN-18
Macey Dozark	QS9477 01	BBS Student Lab Assistant	Hire Temp Appointment	1971.52	22-DEC-17
Anthony Drazick	US7385 00	Ath Game Day Tkt Taker/Usher	Hire Temp Appointment	3033.10	14-DEC-17
Anthony Drazick	US7385 01	Ath Game Day Parking Attendant	Hire Temp Appointment	3943.03	14-DEC-17
Kylie Drilling	UW8490 00	Print Graphics WS Student I	Hire Temp Appointment	1700.00	13-FEB-18
Christopher Dupic	US7377 00	Charlie Coyote	Hire Temp Appointment	3249.75	22-DEC-17
Michael Dzordzormenyoh	UG8550 01	Graduate Teaching Assistant	Hire Temp Appointment	4073.83	22-JAN-18
Katrina Edson	UW7994 01	Student Office Assistant III	Hire Temp Appointment	1600.00	22-OCT-17
Macey Engel	US7385 00	Ath Game Day Tkt Taker/Usher	Hire Temp Appointment	3033.10	14-DEC-17
Macey Engel	US7385 01	Ath Game Day Parking Attendant	Hire Temp Appointment	3379.74	22-DEC-17
Demi Erickson	QW9479 00	BBS Workstudy Student Lab Asst	Hire Temp Appointment	1600.00	22-NOV-17
Eric Erlemeyer	US7385 00	Ath Game Day Tkt Taker/Usher	Hire Temp Appointment	2599.80	22-DEC-17
Solomon Fast Horse	US7426 00	Resident Assistant-ACA	Hire Temp Appointment	0.00	02-JAN-18
Solomon Fast Horse	US8434 00	Resident Assistant	Hire Temp Appointment	1533.88	02-JAN-18
Patricia Fischbach	US7385 00	WBB Student Worker	Hire Temp Appointment	3466.40	31-OCT-17
Mikaela Fischer	US8309 00	Note Taker	Hire Temp Appointment	1559.88	30-JAN-18
Hannah Flanery	QS9478 00	NAHSP Mentor	Hire Temp Appointment	500.00	22-DEC-17
Aaron Fleischer	QS9477 04	BBS Student Lab Assistant	Hire Temp Appointment	3466.60	07-DEC-17
Timothy Flynn	UW8165 00	Work Study	Hire Temp Appointment	1600.00	22-OCT-17
Jaedon Foreman	US7377 00	Charlie Coyote	Hire Temp Appointment	2599.80	22-JAN-18
Jaedon Foreman	US8199 00	Peer Advisor	Hire Temp Appointment	200.00	22-NOV-17
Camille Fowler	US7385 00	Counselor/Softball Clinic	Hire Temp Appointment	2599.80	22-DEC-17
Austin Freeman	US7385 00	Ath Game Day Production Staff	Hire Temp Appointment	3033.10	21-DEC-17
Marshall Freideman	UW7379 00	SVRC Spring Work Study	Hire Temp Appointment	1200.00	26-JAN-18
Shankar Gairhe	UG7545 00	Graduate Research Assistant	Hire Temp Appointment	11000.00	22-DEC-17
Rathna Garigipati	UG7732 01	Grad Instructor of Record	Continuing Education/Extension	3390.00	22-DEC-17
Matthew Geertsema	US7508 01	Research Assistant	Hire Temp Appointment	4461.60	22-NOV-17
Zahra Ghodsi Zadeh	UG7550 00	Graduate Research Assistant	Hire Temp Appointment	6250.00	22-DEC-17
Ashmita Ghosh	US8163 00	Student Assistant Library	Hire Temp Appointment	6384.00	22-JAN-18
Sydney Giese	QS9477 01	BBS Student Lab Assistant	Hire Temp Appointment	1971.52	08-JAN-18
Naomi Giesen	US8082 01	Student Math Tutor II	Hire Temp Appointment	1755.00	08-JAN-18
Samuel Giessinger	US8082 01	Student Math Tutor II	Hire Temp Appointment	2145.15	08-JAN-18
Nicholas Gillund	US7385 00	Ath Events Ticket Taker/Usher	Hire Temp Appointment	3466.40	22-OCT-17
Nicholas Gillund	US8461 00	Safe Ride Monitor	Hire Temp Appointment	3033.10	22-OCT-17
Hyeonchang Gim	US7402 00	Temp Part time Lab	Hire Temp Appointment	3327.60	22-JAN-18
Ashley Gomez	US8488 00	Marketing Retail Clerk	Hire Temp Appointment	3033.10	08-DEC-17
Brittany Goodale	US8443 00	Teacher Assistant	Hire Temp Appointment	2300.82	18-JAN-18
Nicholas Goodhope	QS9540 00	Student Tutor	Hire Temp Appointment	1200.00	01-FEB-18
Jordan Gooding	UG8720 01	Scholarship Graduate Assistant	Hire Temp Appointment	509.13	10-DEC-17

Emily Grathoff	US7385	00	Counselor/VB Clinics	Hire	Temp	Appointment	2166.50	28-JAN-18
Natalie Gronlund	US8199	00	Peer Advisor	Hire	Temp	Appointment	200.00	22-NOV-17
Madison Guhlke	UG7548	00	NSS GAA	Hire	Temp	Appointment	4021.92	25-JAN-18
Carly Haffeman	QS9360	00	PA Student Driver	Hire	Temp	Appointment	424.80	10-JAN-18
Brock Hardie	US7385	00	Ath Events Ticket Taker/Usher	Hire	Temp	Appointment	3466.40	31-OCT-17
Brock Hardie	US7385	01	Ath Events - Parking Attendant	Hire	Temp	Appointment	4506.32	31-OCT-17
Madison Harrington	US8443	00	Teacher Assistant	Hire	Temp	Appointment	2998.44	22-OCT-17
Andrea Hartman	US7385	02	WBB Student Worker	Hire	Temp	Appointment	3466.40	31-OCT-17
Nathan Hauck	UG8565	01	Graduate Research Assistant	Hire	Temp	Appointment	3763.00	22-DEC-17
Holly Hayden	US8434	02	Resident Assistant	Hire	Temp	Appointment	2547.80	22-DEC-17
Alex Heard	QS9540	01	Student Tutor	Hire	Temp	Appointment	1200.00	01-FEB-18
Richard Hecht	US7385	00	Ath Production Game Day Worker	Hire	Temp	Appointment	2166.50	06-FEB-18
Lindsey Hecker	US8506	00	Front Desk Assistant	Hire	Temp	Appointment	1949.85	22-JAN-18
Greyson Heckman	US7385	01	Ath Game Day Tkt Taker/Usher	Hire	Temp	Appointment	2599.80	22-DEC-17
Riley Heltzel	US7425	00	Resident Assistant-ACA	Hire	Temp	Appointment	0.00	02-JAN-18
Riley Heltzel	US8434	00	Resident Assistant	Hire	Temp	Appointment	1533.88	02-JAN-18
Kayla Henderson	UG8558	00	Graduate Research Assistant	Hire	Temp	Appointment	3763.00	22-DEC-17
Morgan Herbster	US7385	00	Ath Game Day Tkt Taker/Usher	Hire	Temp	Appointment	3033.10	14-DEC-17
Quinci Herll	QS9477	00	BBS Student Lab Assistant	Hire	Temp	Appointment	2079.84	09-FEB-18
Quinci Herll	US8082	01	Student Math Tutor II	Hire	Temp	Appointment	1364.85	08-JAN-18
Madeline Hermes	QS9477	00	BBS Student Lab Assistant	Hire	Temp	Appointment	2058.18	08-JAN-18
John Hillard	US8100	00	Chemistry Student Assistant	Hire	Temp	Appointment	2599.80	23-OCT-17
John Hillard	US8100	01	Chemistry Student Assistant	Hire	Temp	Appointment	2599.80	02-JAN-18
Joshua Hillard	US8100	00	Chemistry Student Assistant	Hire	Temp	Appointment	2599.80	23-OCT-17
Joshua Hillard	US8100	01	Chemistry Student Assistant	Hire	Temp	Appointment	2599.80	02-JAN-18
Hadi Hindieh	US7409	00	Library Student Assistant	Hire	Temp	Appointment	2226.51	14-DEC-17
Jessica Hofer	UG7467	00	Wellness Center GAA Fitness	Hire	Temp	Appointment	6677.55	22-DEC-17
Jessica Hofer	US7384	00	Fitness Assistant	Hire	Temp	Appointment	2599.80	07-DEC-17
Jamie Holscher	US7385	01	Counselor/Softball Clinics	Hire	Temp	Appointment	2599.80	22-DEC-17
McKenzie Holton	US7377	00	Charlie Coyote	Hire	Temp	Appointment	3899.70	22-NOV-17
Jensen Holzbauer	UW8454	00	Upward Bound Fall/Spring WS	Hire	Temp	Appointment	1200.00	02-FEB-18
Krista Honomichl	US8073	01	Student Labor	Hire	Temp	Appointment	1500.00	22-NOV-17
Taran Hunt	UW7379	00	SVRC Fall/Spring Work Study	Hire	Temp	Appointment	2000.00	04-JAN-18
Nathan Jacobson	QS9477	00	NAHSP Mentor	Hire	Temp	Appointment	2708.13	08-JAN-18
Connor Jallo	US8199	01	Beacom Tutor	Appointment			693.20	22-JAN-18
Ethan Jennings	US8028	02	Student Labor	Hire	Temp	Appointment	433.38	22-JAN-18
Ethan Jennings	UW8030	00	Work Study	Hire	Temp	Appointment	800.00	22-JAN-18
Rachel Jensen	US8028	01	Undergraduate Research	Hire	Temp	Appointment	2166.88	02-JAN-18
Brittany Jessen	US7385	05	Counselor/VB Clinics	Hire	Temp	Appointment	2166.50	22-JAN-18
Aaron Johnson	UG8571	00	Graduate Research Assistant	Hire	Temp	Appointment	3763.00	22-DEC-17
Hannah Johnson	US8199	00	Peer Advisor	Hire	Temp	Appointment	200.00	22-NOV-17
Hannah Johnson	US8199	00	Peer Advisor	Hire	Temp	Appointment	200.00	22-JAN-18
Marlee Jones	US8082	01	Student Math Tutor II	Hire	Temp	Appointment	975.15	08-JAN-18
Seth Jones	US7385	00	Athletics Game Day Production	Hire	Temp	Appointment	3466.40	28-OCT-17
Lindsay Joyce	US8416	02	Admissions Student Worker	Hire	Temp	Appointment	766.94	18-DEC-17
Kathleen Juffer	US8199	01	Peer Advisor	Hire	Temp	Appointment	200.00	22-DEC-17
Madison Jurgens	US7385	00	Counselor/Volleyball Clinics	Hire	Temp	Appointment	2166.50	22-JAN-18
Tomas Kamenik	US8199	00	Peer Advisor	Hire	Temp	Appointment	200.00	22-NOV-17
Keri Kamphoff	US7384	02	Zumba Instructor	Hire	Temp	Appointment	4419.66	22-OCT-17
Chandra Karki	UG8554	00	EH&S Grad Admin Assistant	Hire	Temp	Appointment	7551.60	22-DEC-17
Chandra Karki	US7389	01	Int'l Ofc Student Worker	Hire	Temp	Appointment	2300.82	01-DEC-17
Chandra Karki	US7389	02	Int'l Ofc Student Worker	Hire	Temp	Appointment	383.21	02-JAN-18
Enosh Kattinapudi	US7397	00	AWOL Learning Partner	Hire	Temp	Appointment	767.03	30-DEC-17
Mika Kawakami	US8309	00	Note Taker	Hire	Temp	Appointment	2881.45	22-OCT-17
Abby Kays	UW8300	00	Wellness Center Fall/Spring WS	Hire	Temp	Appointment	1600.00	22-NOV-17
Wyatt Kayser	UW8093	00	Work Study	Hire	Temp	Appointment	1800.00	08-FEB-18
David Kieliszewski	UW7985	00	Student Technical Assistant	Hire	Temp	Appointment	1600.00	24-OCT-17
Shinyoung Kim	US8199	01	Beacom Tutor	Appointment			693.20	22-JAN-18
Megan Knoll	QS9477	02	BBS Student Lab Assistant	Hire	Temp	Appointment	1971.52	22-DEC-17
Dacey Kocer	US8443	00	Teacher Assistant	Hire	Temp	Appointment	2623.63	22-NOV-17
Barbora Kollarova	US7385	01	Ath Events Ticket Taker/Usher	Hire	Temp	Appointment	3033.10	22-NOV-17
Barbora Kollarova	US8199	00	Beacom Tutor	Appointment			693.20	22-JAN-18
Coleman Koons	QS9477	00	BBS Student Lab Assistant	Hire	Temp	Appointment	1917.35	08-JAN-18
Denis Kozhokar	UG8777	02	Graduate Research Assistant	Hire	Temp	Appointment	1000.00	22-DEC-17
Laura Krom	US8434	00	B/N Desk Worker	Hire	Temp	Appointment	1533.88	05-JAN-18
Allyson Krupinsky	US8461	00	Student Prevention Intern	Hire	Temp	Appointment	1533.88	08-JAN-18
Kevin Krupp	UW8111	00	Research Assistant	Hire	Temp	Appointment	3900.00	22-JAN-18
Shawn Kuhnle	US7375	00	Intramural Official	Hire	Temp	Appointment	3033.10	23-OCT-17

Clay LaPlante	UW7985 00	Theatre Fall/Spring Work Study	Hire Temp Appointment	1336.76	22-JAN-18
Ryan Landmark	US7385 00	Ath Game Day Tkt Taker/Usher	Hire Temp Appointment	2166.50	24-JAN-18
Sarah Lane	US7424 00	Resident Assistant-ACA	Hire Temp Appointment	0.00	02-JAN-18
Sarah Lane	US8434 00	Resident Assistant	Hire Temp Appointment	1533.88	02-JAN-18
Sarah Lane	US8506 00	Front Desk Assistant	Hire Temp Appointment	1917.35	07-JAN-18
Javier Lara-Ruiz	US7427 00	Resident Assistant-ACA	Hire Temp Appointment	0.00	02-JAN-18
Javier Lara-Ruiz	US8434 00	Resident Assistant	Hire Temp Appointment	1533.88	02-JAN-18
Payton Larsen	US8199 00	Peer Adviosr	Hire Temp Appointment	200.00	22-NOV-17
Cody Larson	FS9957 00	Temp. Part-time Tutor	Hire Temp Appointment	2079.60	16-JAN-18
Lila Leader Charge	QG8918 00	Grad Asst-AmIndianUGTransition	Hire Temp Appointment	5142.00	22-NOV-17
Victoria Lefthand	US8172 00	Student Worker	Hire Temp Appointment	1559.88	03-NOV-17
Talia Lego	US8416 01	Admissions Student Ambassador	Hire Temp Appointment	524.36	22-OCT-17
Rhye Leonard	US8046 03	Writing Center Tutor	Hire Temp Appointment	1655.49	22-DEC-17
Hanna Leschisin	US8416 02	Admissions Student Assistant	Hire Temp Appointment	383.21	01-JAN-18
Alettie Lewis	QS9360 00	PA Student Driver	Hire Temp Appointment	424.80	10-JAN-18
Dylan Lewis	US8109 00	Research Assistant	Hire Temp Appointment	3249.75	22-NOV-17
Jianchen Li	UG7388 00	Graduate Research Assistant	Hire Temp Appointment	871.43	22-DEC-17
Jianchen Li	UG7388 01	Graduate Research Assistant	Hire Temp Appointment	7320.00	22-JAN-18
Ashley Liang	QS9477 00	BBS Student Lab Assistant	Hire Temp Appointment	1559.88	25-JAN-18
Ashley Liang	US8082 01	Student Math Tutor II	Hire Temp Appointment	2534.85	08-JAN-18
Sophia Lima	US8199 00	Peer Advisor	Hire Temp Appointment	200.00	22-NOV-17
Sophia Lima	US8199 01	Student Worker	Hire Temp Appointment	1733.20	22-DEC-17
Austin Lindeman	US8264 00	Student Office Assistant	Hire Temp Appointment	800.00	22-JAN-18
Erayna Lister	UW8463 00	SCC Fall/Spring Work Study	Hire Temp Appointment	1600.00	06-NOV-17
Jared Long	UW8300 01	Wellness Center Fall/Spring WS	Hire Temp Appointment	2600.00	22-OCT-17
Mason Lorber	UW8201 00	Beacom Student Worker	Appointment	1600.00	22-JAN-18
Kathryn Lorenz	UG8939 00	Graduate Teaching Assistant	Hire Temp Appointment	7012.73	24-OCT-17
Elizabeth Loschen	US7385 02	Counselor/VB Clinics	Hire Temp Appointment	2166.50	22-JAN-18
Jackson Lounsbery	UG7380 03	Temp Office Assistant	Hire Temp Appointment	2003.64	22-OCT-17
Jackson Lounsbery	UG8656 00	Graduate Teaching Assistant	Hire Temp Appointment	5009.09	22-DEC-17
Amanda Ludwig	US8172 00	Student Worker	Hire Temp Appointment	1559.88	03-NOV-17
Cassandra Luetje	US7377 00	Dance Captain	Hire Temp Appointment	675.00	22-JAN-18
Jacob Luiken	US7385 02	Track Camp Athletic Trainer	Hire Temp Appointment	120.00	22-DEC-17
Jonathon Maag	UE7261 00	SD HS FB Champ. Chain Gang	Hire Temp Appointment	541.63	09-NOV-17
Anna Madsen	US8073 01	Student Ambassador	Hire Temp Appointment	500.40	22-DEC-17
Layani Makwinja	UG7753 00	Office of Diversity GAA	Hire Temp Appointment	5027.40	22-DEC-17
Teresa Mallett	QS9540 00	Student Tutor	Hire Temp Appointment	1800.00	12-DEC-17
Joseph Mammo	UG7389 00	Graduate Research Assistant	Hire Temp Appointment	871.43	22-DEC-17
Joseph Mammo	UG7389 01	Graduate Research Assistant	Hire Temp Appointment	7320.00	22-JAN-18
Olivia Mann	US8073 16	Student Labor	Hire Temp Appointment	2166.50	22-DEC-17
Olivia Mann	US8434 02	Resident Assistant	Hire Temp Appointment	5027.40	22-DEC-17
Abby Maresh	UW7403 00	ACPC Work Study	Hire Temp Appointment	1800.00	08-JAN-18
Christina Marquez	US8199 00	Beacom Tutor	Appointment	693.20	22-JAN-18
Ciarra Martin	UW8129 00	Work Study	Hire Temp Appointment	1200.00	22-JAN-18
Merlye Mason	UW8445 00	Reading Tutor	Hire Temp Appointment	1600.00	22-NOV-17
Carley Maxwell	US8309 00	Note Taker	Hire Temp Appointment	1559.88	29-JAN-18
Arthur McCray	US7375 00	Intramural Official	Hire Temp Appointment	2339.82	11-DEC-17
Sasha McDowell	US8046 01	English Ambassador	Hire Temp Appointment	250.00	22-NOV-17
Sasha McDowell	US8046 02	English Ambassador	Hire Temp Appointment	250.00	22-JAN-18
Allison McEldowney	QS9540 02	Student Tutor	Hire Temp Appointment	1440.00	22-OCT-17
Michael McGraw	UW8517 01	Ath Work Study/Football	Hire Temp Appointment	1600.00	11-NOV-17
Theodora McMahon	US8199 01	Peer Advisor	Hire Temp Appointment	200.00	22-NOV-17
Joshua McWhirt	QS9477 01	BBS Student Lab Assistant	Hire Temp Appointment	1733.20	22-JAN-18
Heather Mead	QS9459 00	Dental Assistant	Hire Temp Appointment	100.00	22-OCT-17
Keegan Mechels	QS9540 00	Student Tutor	Hire Temp Appointment	1200.00	01-FEB-18
Rachael Meinders	US8199 00	Student Worker	Hire Temp Appointment	693.20	22-JAN-18
Ashley Meiners	US7385 00	Athletics Game Day Production	Hire Temp Appointment	2599.80	22-DEC-17
Katherine Meirose	US8001 00	Art Model	Hire Temp Appointment	3200.00	07-FEB-18
Justin Meyers	US7385 00	Ath Game Day Production	Hire Temp Appointment	2166.50	05-FEB-18
Matthew Miller	US8046 01	English Ambassador	Hire Temp Appointment	250.00	22-OCT-17
Craig Monahan	US7385 00	Ath Game Day Production	Hire Temp Appointment	2166.50	05-FEB-18
Rachelle Moore	US7387 00	Student Office Assistant	Hire Temp Appointment	5633.06	22-DEC-17
Kendra Morgan	US7394 00	Lifeguard	Hire Temp Appointment	2166.50	07-JAN-18
Kendra Morgan	US7394 01	Swim Instructor	Hire Temp Appointment	2383.15	07-JAN-18
Chance Mullinix	UW8057 00	Work Study	Hire Temp Appointment	1600.00	27-NOV-17
Caleb Munce	US8073 02	Student Labor	Hire Temp Appointment	2166.50	22-DEC-17
Biswajit Nayak	UG7406 00	Graduate Research Assistant	Hire Temp Appointment	2360.00	22-DEC-17
Biswajit Nayak	UG7406 01	Grad Instructor of Record	Continuing Education/Extension	3390.00	22-DEC-17



Jill Nelsen	US8199 00	Peer Advisor	Hire Temp Appointment	200.00	22-NOV-17
Brendan Norris	US8199 01	Beacom Tutor	Appointment	693.20	22-JAN-18
Natalie Nulle	US7394 05	Water Safety Instructor	Hire Temp Appointment	3249.75	22-DEC-17
Tania Nuno	US8208 00	HS Sitter	Hire Temp Appointment	2478.00	22-DEC-17
Tania Nuno	US8208 01	EHS Sitter	Hire Temp Appointment	2478.00	22-DEC-17
Nanette Nylund	US7385 00	Ath Game Day Tkt Taker/Usher	Hire Temp Appointment	2599.80	10-JAN-18
Zoe O'Brien	US8434 02	B/M Desk Worker	Hire Temp Appointment	1533.88	06-JAN-18
Erin O'Connor	US8073 00	Student Labor	Hire Temp Appointment	866.80	22-DEC-17
Sara O'Connor	US7385 00	Ath Game Day Tkt Taker/Usher	Hire Temp Appointment	2599.80	10-JAN-18
Maryley Ohnstad	UW8300 00	Wellness Center Fall/Spring WS	Hire Temp Appointment	3200.00	03-NOV-17
David Olson	UG7757 00	Graduate Research Assistant	Hire Temp Appointment	871.43	22-DEC-17
David Olson	UG7757 01	Graduate Research Assistant	Hire Temp Appointment	7320.00	22-JAN-18
Gunnar Olson	QS9477 00	BBS Student Lab Assistant	Hire Temp Appointment	1917.35	08-JAN-18
Megan Olson	US8506 02	Building Manager	Hire Temp Appointment	2664.80	06-DEC-17
Benard Onserio	UG8768 00	Grad Teaching Assistant - IOR	Hire Temp Appointment	6250.00	22-DEC-17
Kathryn Opitz	US8199 00	Peer Advisor	Hire Temp Appointment	200.00	22-NOV-17
Kang Il Park	UG8746 00	Graduate Teaching Assistant	Hire Temp Appointment	5750.00	22-DEC-17
Cody Parker	US7377 00	Charlie Coyote	Hire Temp Appointment	1733.20	29-JAN-18
Karankumar Patel	US8199 00	Beacom Tutor	Appointment	693.20	22-JAN-18
Naivetya Patle	US7385 00	Ath Game Day Tkt Taker/Usher	Hire Temp Appointment	2599.80	20-JAN-18
Laura Patrick	US7385 00	Track Camp Assistant	Hire Temp Appointment	300.00	22-DEC-17
Hunter Paulsen	US7385 00	Ath Game Day Tkt Taker/Usher	Hire Temp Appointment	3033.10	15-DEC-17
Kami Pearson	QS9477 03	BBS Student Lab Assistant	Hire Temp Appointment	3466.60	07-DEC-17
Sydney Peters	US7385 01	WBB Student Worker	Hire Temp Appointment	3466.40	31-OCT-17
Samantha Petersen	US8434 02	Central Office Desk Worker	Hire Temp Appointment	1542.55	22-JAN-18
Samantha Petersen	US8434 03	B/M Desk Worker	Hire Temp Appointment	1542.55	22-JAN-18
Daniel Petra	QW9479 00	BBS Work Study Lab Asst	Hire Temp Appointment	1400.00	22-JAN-18
Gordon Philipp	UW8147 00	Work Study	Hire Temp Appointment	800.00	22-JAN-18
Jeickson Pichardo Castillo	US7385 00	Athletics Game Day Production	Hire Temp Appointment	3033.10	22-NOV-17
Seth Pierce	US7385 01	Ath Events Parking Attendant	Hire Temp Appointment	3943.03	22-NOV-17
Elizabeth Pirrung	US8118 00	Research Assistant	Hire Temp Appointment	1083.25	22-OCT-17
Christian Pollema	US8416 01	Admissions Student Ambassador	Hire Temp Appointment	524.36	22-OCT-17
Ashley Pooker	QS9351 00	Research Office Assistant	Hire Temp Appointment	480.00	05-FEB-18
James Pritchard	US7974 00	Library Student Assistant	Hire Temp Appointment	3067.85	24-JAN-18
Katlin Ptacek	UG7564 00	Grad Admin Assistant	Hire Temp Appointment	4056.16	04-JAN-18
Anne Rasmussen	US7385 02	Counselor/VB Clinics	Hire Temp Appointment	2166.50	22-JAN-18
Justice Redding	US8443 00	Teacher Assistant	Hire Temp Appointment	2300.82	17-JAN-18
Larissa Reimann	US8127 00	Research Assistant	Hire Temp Appointment	2600.25	22-OCT-17
Madison Reimer	UG7410 00	Graduate Research Assistant	Hire Temp Appointment	3763.00	22-DEC-17
Alexander Rhine	US7429 00	Resident Assistant-ACA	Hire Temp Appointment	0.00	02-JAN-18
Alexander Rhine	US7429 00	Resident Assistant-ACA	Hire Temp Appointment	0.00	22-JAN-18
Alexander Rhine	US8434 00	Resident Assistant	Hire Temp Appointment	1533.88	02-JAN-18
Tatum Richards	US8317 00	Dispatcher	Hire Temp Appointment	2469.81	22-JAN-18
Elizabeth Richter	US7394 00	Lifeguard	Hire Temp Appointment	2166.50	07-JAN-18
Elizabeth Richter	US7394 01	Swim Instructor	Hire Temp Appointment	2383.15	07-JAN-18
Austin Rick	US7427 00	Resident Assistant-ACA	Hire Temp Appointment	0.00	02-JAN-18
Austin Rick	US8434 00	Resident Assistant	Hire Temp Appointment	1533.88	02-JAN-18
Alex Rickel	UG7414 03	GMP Research Assistant	Hire Temp Appointment	1500.00	22-NOV-17
Jessica Rogers	US7385 01	Counselor/Softball Clinics	Hire Temp Appointment	2599.80	22-DEC-17
Paula Rombough	QE8726 00	Temp Dental Hygienist	Hire Temp Appointment	5849.55	22-JAN-18
Ramon Rosario Restituyo	UE8079 00	Adjunct Instructor	Hire Temp Appointment	1271.25	22-JAN-18
Hannah Ross	US7394 00	Lifeguard	Hire Temp Appointment	2166.50	07-JAN-18
Hannah Ross	US7394 01	Swim Lesson Instructor	Hire Temp Appointment	2383.15	07-JAN-18
Eric Rupe	QG8932 00	Grad Asst-AmIndianUGTransition	Hire Temp Appointment	3055.49	05-FEB-18
Brandon Rupp	FS9957 00	Temp. Part-time Tutor	Hire Temp Appointment	5199.60	08-JAN-18
Katelyn Ryan	UW8156 00	Work Study	Hire Temp Appointment	1600.00	12-FEB-18
Theresa Sanchez	US8127 00	Research Assistant	Hire Temp Appointment	1950.00	09-FEB-18
Jessica Sandbulte	UG7411 00	Graduate Research Assistant	Hire Temp Appointment	3763.00	22-DEC-17
Samuel Sanderson	US8309 00	Note Taker	Hire Temp Appointment	1559.88	31-JAN-18
Richard Sauer	US7384 00	Personal Trainer	Hire Temp Appointment	5199.60	15-NOV-17
Richard Sauer	US7428 01	Resident Assistant-ACA	Hire Temp Appointment	0.00	07-JAN-18
Richard Sauer	US8434 03	Resident Assistant	Hire Temp Appointment	1533.88	07-JAN-18
Nathan Saunders	UG7387 00	Graduate Research Assistant	Hire Temp Appointment	9150.00	22-DEC-17
Sydney Schad	QS9477 00	BBS ISI Mentor	Hire Temp Appointment	2708.99	22-JAN-18
Joseph Schaeffer	UG8622 00	Graduate Teaching Assistant	Hire Temp Appointment	3763.00	22-DEC-17
Kiah Schaeffer	US7983 02	Student Art Model	Summer Research Appointment	10.00	22-JAN-18
Logan Schiebout	US8199 00	Peer Advisor	Hire Temp Appointment	200.00	22-NOV-17
Molly Schiermeyer	US8488 00	Marketing Student Videographer	Hire Temp Appointment	1534.15	30-JAN-18

Autumn Schlotman	US8309 00	Note Taker	Hire Temp Appointment	1559.88	01-FEB-18
Ashley Schmidt	QS9477 00	NAHSP Mentor	Hire Temp Appointment	500.00	09-JAN-18
Ashley Schmidt	QS9540 00	Student Tutor	Hire Temp Appointment	1800.00	09-JAN-18
Jasmine Schneider	US7428 00	Resident Assistant-ACA	Hire Temp Appointment	0.00	02-JAN-18
Jasmine Schneider	US8434 00	Resident Assistant	Hire Temp Appointment	1533.88	02-JAN-18
Dane Schroeder	QS9477 00	NAHSP Mentor	Hire Temp Appointment	2708.13	11-JAN-18
Katelyn Schultz	UW8300 00	Wellness Center Fall/Spring WS	Hire Temp Appointment	2500.00	03-NOV-17
Carl Schumann	US7385 00	Ath Game Day Tkt Taker/Usher	Hire Temp Appointment	2599.80	06-JAN-18
Kaley Schweitzer	US8199 00	Beaom Student Worker	Hire Temp Appointment	693.20	22-JAN-18
Rachael Severson	QS9477 00	BBS Student AP Lab Assistant	Hire Temp Appointment	1917.35	09-JAN-18
Monika Shrestha	UG8645 00	Housing GAA	Hire Temp Appointment	3016.44	01-FEB-18
Monika Shrestha	US7389 00	Int'l Ofc Student Worker	Hire Temp Appointment	1917.35	02-JAN-18
Olivia Siglin	US7397 00	Interim Coordinator Study Abro	Hire Temp Appointment	5199.75	04-JAN-18
Rachel Smith	US8001 01	Student Model	Hire Temp Appointment	2000.00	22-DEC-17
Joshua Sorbe	US8073 01	Student Ambassador	Hire Temp Appointment	500.40	22-DEC-17
Joshua Sorbe	US8199 00	Peer Advisor	Hire Temp Appointment	200.00	22-NOV-17
Kaelynn Spanton	UW7404 00	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	13-DEC-17
Parker Spitzer	US7974 00	Library Student Assistant	Hire Temp Appointment	4797.64	23-OCT-17
Taylor Staab	UW7403 00	Tutor	Hire Temp Appointment	1100.00	27-OCT-17
Luana Stanciu	US7385 00	Ath Game Day Tkt Taker/Usher	Hire Temp Appointment	3033.10	16-DEC-17
Tanner Steineke	US7385 00	Ath Game Day Tkt Taker/Usher	Hire Temp Appointment	2599.80	22-DEC-17
Tanner Steineke	US7425 00	Resident Assistant-ACA	Hire Temp Appointment	0.00	02-JAN-18
Tanner Steineke	US8434 00	Resident Assistant	Hire Temp Appointment	1533.88	02-JAN-18
Nathan Stockfleth	UW7379 00	SVRC Fall/Spring Work Study	Hire Temp Appointment	6500.00	02-JAN-18
Christina Streff	US7974 00	Library Student Assistant	Hire Temp Appointment	4197.93	05-DEC-17
William Summers	US8506 00	Climbing Wall Assistant	Hire Temp Appointment	1917.35	22-DEC-17
Ellie Swanson	US7425 00	Resident Assistant-ACA	Hire Temp Appointment	0.00	02-JAN-18
Ellie Swanson	US8434 00	Resident Assistant	Hire Temp Appointment	1533.88	02-JAN-18
Ellie Swanson	US8506 00	Climbing Wall Assistant	Hire Temp Appointment	1917.35	22-JAN-18
Layne Swanson	US8506 00	Front Desk Assistant	Hire Temp Appointment	1917.35	22-JAN-18
Anna Sykora	UG7944 00	SVRC GAA	Hire Temp Appointment	4524.66	04-JAN-18
Elie Tabet	UG7557 04	Graduate Research Assistant	Hire Temp Appointment	600.00	08-JAN-18
Julie Teslow	US8199 01	Beacom Tutor	Appointment	693.20	22-JAN-18
Junnan Tian	UG7461 00	MUC GAA	Hire Temp Appointment	4021.92	12-JAN-18
Kassidy Tighe	UG7910 00	Graduate Admin Assistant	Appointment	4536.00	22-DEC-17
Kassidy Tighe	US8280 00	Cont Ed Student Assistant	Appointment	1814.40	22-NOV-17
Shelby Torstenson	UW7985 00	Scene Shop Tech	Hire Temp Appointment	2000.00	12-FEB-18
Andrea Tostado	US7983 00	Student Technical Assistant	Hire Temp Appointment	3067.85	22-DEC-17
Andrea Tostado	UW8427 00	MUC Fall/Spring Work Study	Hire Temp Appointment	1171.82	22-DEC-17
Hannah Trierweiler	US7375 00	Intramural Official	Hire Temp Appointment	1949.85	22-JAN-18
Hannah Trierweiler	US8082 01	Student Math Tutor II	Hire Temp Appointment	1364.85	08-JAN-18
Kastuv Tuladhar	UG7739 01	Graduate Research Assistant	Hire Temp Appointment	5750.00	22-DEC-17
Kastuv Tuladhar	US7389 00	Intl Ofc Student Ambassador	Hire Temp Appointment	1917.35	02-JAN-18
Tristan Tupy	UW8012 02	Student Office Assistant	Hire Temp Appointment	1600.00	22-OCT-17
Derek Tuttle	UG8658 01	Housing GAA	Hire Temp Appointment	9049.32	12-FEB-18
Alyssa Tvedt	US8317 00	Dispatcher	Hire Temp Appointment	2469.81	22-JAN-18
Audra Van Ekeren	US8046 02	Writing Center Tutor	Hire Temp Appointment	1620.82	22-DEC-17
Audra Van Ekeren	UW8111 00	Research Assistant	Hire Temp Appointment	1400.00	22-JAN-18
Taylor Van Gerpen	US8127 00	Research Assistant	Hire Temp Appointment	2600.25	22-OCT-17
Parker Van Zee	UG8569 01	Graduate Research Assistante	Hire Temp Appointment	3763.00	22-DEC-17
Denise VanVeldhuizen	US7405 00	Tutor	Hire Temp Appointment	1646.54	07-FEB-18
Jill Vanersvelde	US7394 01	Water Safety Instructor	Hire Temp Appointment	2383.15	22-JAN-18
Mercy Vedala	UG7433 00	Graduate Research Assistant	Hire Temp Appointment	5750.00	22-DEC-17
Kimberly Velk	QS9360 00	PA Student Driver	Hire Temp Appointment	424.80	10-JAN-18
Amy Vertullo	US8199 00	Beacom Tutor	Hire Temp Appointment	866.50	22-DEC-17
Thomas Vierhout	US7508 00	Research Assistant	Hire Temp Appointment	13866.40	22-DEC-17
Tylon Vuong	UG8605 00	Graduate Teaching Assistant	Hire Temp Appointment	5702.39	08-JAN-18
Nikul Vyas	UG7899 00	CDC GAA	Hire Temp Appointment	4021.92	10-JAN-18
Nikul Vyas	US7389 01	Int'l Ofc Student Worker	Hire Temp Appointment	2300.82	01-DEC-17
Jared Waltz	US8199 00	Peer Advisor	Hire Temp Appointment	200.00	22-NOV-17
Haidong Wang	UG7549 00	Graduate Research Assistant	Hire Temp Appointment	5750.00	22-DEC-17
Sheng Wang	UG7563 00	Graduate Research Assistant	Hire Temp Appointment	3763.00	22-DEC-17
Blake Warner	US8461 00	Student Prevention Asst	Hire Temp Appointment	1533.88	22-JAN-18
Christy Warnock	US7385 01	Counselor/Softball Clinics	Hire Temp Appointment	2599.80	22-DEC-17
Cira Watson	UG8720 00	Scholarship Graduate Assistant	Hire Temp Appointment	6041.85	22-NOV-17
Patrick Waugh	QS9478 00	NAHSP Mentor	Hire Temp Appointment	500.00	22-DEC-17
Patrick Waugh	UG8600 02	Grad Instructor of Record	Continuing Education/Extension	3390.00	22-DEC-17
Abigail Wegehaupt	QS9540 03	Student Tutor	Hire Temp Appointment	1200.00	08-FEB-18

Megan Wegher	QS9450 03	Graduate Student Worker	Hire Temp Appointment	3120.00	22-DEC-17
Alexis Weisenbach	US8434 00	Central Housing Desk Worker	Hire Temp Appointment	1533.88	08-JAN-18
Tara Claire Whalen	UW7380 00	Work Study	Hire Temp Appointment	2000.00	07-NOV-17
Taylor White	US8317 00	Dispatcher	Hire Temp Appointment	2469.81	22-JAN-18
Hannah Wich	US8199 02	Beacom Tutor	Appointment	693.20	22-JAN-18
Derek Wiebers	US8362 02	Temp Grounds Assist	Hire Temp Appointment	4225.16	22-DEC-17
Gawain Williams	US7389 00	Intl Ofc Student Ambassador	Hire Temp Appointment	383.47	02-JAN-18
Steven Wilson	US8461 00	Safe Ride Monitor	Hire Temp Appointment	3033.10	22-OCT-17
Taylor Wilson	US7385 01	Counselor/VB Clinics	Hire Temp Appointment	2166.50	22-JAN-18
Emily Winckler	US7385 03	Counselor/Softball Clinics	Hire Temp Appointment	2599.80	22-DEC-17
Holly Wolf	US7394 00	Lifeguard	Hire Temp Appointment	2166.50	07-JAN-18
Anuja Yadav	UG7407 00	Graduate Teaching Assistant	Hire Temp Appointment	5750.00	22-DEC-17

Student Employment and NFE Non-Benefit Eligible (NFE2)  
Permanent Salary Adjustment(SP)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Savannah Aanderud	US8434	01	Brookman Desk Worker	Minimum Wage Increase	3373.24	3451.23	77.99	
Savannah Aanderud	US8434	01	Brookman Desk Worker	Sal Adj-Unusual Circumstance	3451.23	1542.55	-1908.68	
Michael Abbott	UW7412	00	Diversity Fall/Spring WS	Minimum Wage Increase	1000.00	1000.00	0.00	
Riley Ackerman	US8416	01	Admissions Student Ambassador	Minimum Wage Increase	674.18	689.77	15.59	
Alie Adams	UW8445	00	Reading Tutor	Minimum Wage Increase	1600.00	1600.00	0.00	
Deborah Agbeniyi	US8434	01	Resident Assistant	Minimum Wage Increase	3373.24	3451.23	77.99	
Nicholas Akins	US7983	01	Student Technical Assistant	Minimum Wage Increase	5397.34	5522.13	124.79	
Benjamin Anane-Asamoah	US8434	00	Resident Assistant	Minimum Wage Increase	3373.24	3451.23	77.99	
Jaida Anderson	US8506	00	Front Desk Assistant	Minimum Wage Increase	3791.38	3834.71	43.33	
Joshua Anderson	US8416	00	Admissions Student Ambassador	Minimum Wage Increase	674.18	689.77	15.59	
Joshua Anderson	US8479	01	SGA Vice President	Minimum Wage Increase	2768.00	2832.00	64.00	
Darko Antevski	US8434	01	Resident Assistant	Minimum Wage Increase	3373.24	3451.23	77.99	
Bogdan Anton	QS9540	00	Student Driver	Minimum Wage Increase	865.00	885.00	20.00	
Rachel Armstrong	US8443	00	Teacher Assistant	Minimum Wage Increase	3748.05	3834.71	86.66	
Madeline Aune	US8416	01	Admissions Student Ambassador	Minimum Wage Increase	674.18	689.77	15.59	
Chelsy Bailly	US8434	01	CV Mail Clerk	Minimum Wage Increase	2248.83	2300.82	51.99	
Haley Baker	US8416	01	Admissions Student Ambassador	Minimum Wage Increase	674.18	689.77	15.59	
Jack Baker	QS9477	00	BBS Student Lab Assistant	Minimum Wage Increase	2623.63	2684.29	60.66	
Camyrone Ballard	UW8300	00	Wellness Center Fall/Spring WS	Minimum Wage Increase	1600.00	1600.00	0.00	
Whitney Barnes	US8416	01	Admissions Student Worker/Call	Minimum Wage Increase	3373.24	3451.23	77.99	
Jessilyn Bean	UW7377	00	NSS Fall/Spring Work Study	Sal Adj-Unusual Circumstance	1600.00	1800.00	200.00	
Mekko Bear Killer	UW7377	00	NSS Fall/Spring Work Study	Sal Adj-Unusual Circumstance	1600.00	2250.00	650.00	
Aidan Beck	UW8427	04	MUC Fall/Spring Work Study	Minimum Wage Increase	1600.00	1600.00	0.00	
Ethan Beck	US8416	01	Admissions Student Ambassador	Minimum Wage Increase	599.27	613.13	13.86	
Sophia Beers	UW8445	01	Reading Tutor	Minimum Wage Increase	1600.00	1600.00	0.00	
Sophia Beers	UW8445	01	Reading Tutor	Sal Adj-Unusual Circumstance	1600.00	1850.00	250.00	
Eden Bekele	US8208	00	HS Sitter	Minimum Wage Increase	3748.05	3834.71	86.66	
Claire Bennett	US8443	00	Teacher Assistant	Minimum Wage Increase	4497.65	4601.65	104.00	
Kelsey Berger	US8425	00	MUC Information Desk Worker	Minimum Wage Increase	4497.65	4601.65	104.00	
Katherine Bergheim	UW8463	00	SCC Fall/Spring Work Study	Minimum Wage Increase	1600.00	1600.00	0.00	
Carmen Bermudez	US8434	00	Desk Worker-Central Office	Minimum Wage Increase	3373.24	3451.23	77.99	
Victoria Biach	QS9540	00	Student Driver	Minimum Wage Increase	865.00	885.00	20.00	
Gretchen Biersbach	US8046	01	Writing Center Tutor	Sal Adj-Unusual Circumstance	2855.07	1629.49	-1225.58	
Makena Bischoff	UW8300	00	Wellness Center Fall/Spring WS	Sal Adj-Unusual Circumstance	1600.00	3200.00	1600.00	
Makena Bischoff	UW8300	00	Wellness Center Fall/Spring WS	Minimum Wage Increase	3200.00	3200.00	0.00	
Elizabeth Bjorklund	UW8436	01	Housing Fall/Spring WS	Sal Adj-Unusual Circumstance	1600.00	2600.00	1000.00	
Josey Blare	US8416	01	Admissions Student Ambassador	Minimum Wage Increase	674.18	689.77	15.59	
Sydney Bodensteiner	US8416	01	Admissions Student Ambassador	Minimum Wage Increase	674.18	689.77	15.59	
Jessica Boerner	QS9540	01	Student Driver	Minimum Wage Increase	951.50	973.50	22.00	
Caitlin Bolte	QW9353	03	Occ Therapy Workstudy Student	Sal Adj-Unusual Circumstance	1600.00	2000.00	400.00	
Ashley Brage	UW8301	00	Student Lab Consultant	Minimum Wage Increase	1600.00	1600.00	0.00	
Rachel Brandner	US8506	00	Intramural Official	Minimum Wage Increase	3791.38	3834.71	43.33	
Kendra Broekhuizen	UW7403	00	Tutor	Sal Adj-Unusual Circumstance	1600.00	1800.00	200.00	
Alexis Brolsma	US8506	00	Intramural Official	Minimum Wage Increase	3791.38	3834.71	43.33	
Kaia Brose	UW7976	00	Library Fall/Spring Work Study	Sal Adj-Unusual Circumstance	1600.00	4600.00	3000.00	
Kaia Brose	UW7976	00	Library Fall/Spring Work Study	Minimum Wage Increase	4600.00	4600.00	0.00	
Johnathon Brower	US8488	00	Marketing Student Videographer	Minimum Wage Increase	4497.65	4601.65	104.00	
Laura Brown	US8434	03	R/O Desk Worker	Sal Adj-Unusual Circumstance	3451.23	1542.55	-1908.68	
Noah Brown	US8506	00	Front Desk Assistant	Minimum Wage Increase	3791.38	3834.71	43.33	
Jonni Buckman	UW7985	02	Student Technical Assistant	Minimum Wage Increase	1600.00	1600.00	0.00	

Levenae Buggs	UG7812 02	Graduate Research Assistant	Minimum Wage Increase	974.00	974.00	0.00
Eugene Buhian	UW8490 01	Marketing WS Graphics Intern	Minimum Wage Increase	1600.00	1600.00	0.00
Taylor Bunkers	UW7994 00	Student Office Assistant III	Minimum Wage Increase	1200.00	1200.06	0.06
Sydney Busch	US8416 00	Admissions Student Ambassador	Minimum Wage Increase	674.18	689.77	15.59
Emily Bye	US8208 00	Head Start Sitter	Minimum Wage Increase	3460.00	3540.00	80.00
Emily Bye	US8208 01	EHS Sitter	Minimum Wage Increase	3373.24	3451.23	77.99
Arleny Campillo	UW8517 01	Athletics Work Study/Football	Minimum Wage Increase	1600.00	1600.00	0.00
Eleanor Carle	UW7985 00	Student Technical Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Dylan Carlson	UW8300 00	Wellness Center Fall/Spring WS	Sal Adj-Unusual Circumstance	1600.00	3100.00	1500.00
Dylan Carlson	UW8300 00	Wellness Center Fall/Spring WS	Minimum Wage Increase	3100.00	3100.00	0.00
Erica Carrels	US8416 01	Admissions Student Ambassador	Minimum Wage Increase	674.18	689.77	15.59
Matthew Carroll	UW7379 00	SVRC Fall/Spring Work Study	Sal Adj-Unusual Circumstance	1600.00	5000.00	3400.00
Frajdrach Chequetti Da Rocha	US8425 00	MUC Information Desk Worker	Minimum Wage Increase	4497.65	4601.65	104.00
Scott Clabough	UW7399 00	Student WS Recycling Assistant	Sal Adj-Unusual Circumstance	1600.00	2900.00	1300.00
Hope Clarke	UW8499 00	HR Fall/Spring WS	Sal Adj-Unusual Circumstance	1600.00	2400.00	800.00
Katherine Coffeen-Spencer	US8416 00	Admissions Student Ambassador	Minimum Wage Increase	674.18	689.77	15.59
Katherine Coffeen-Spencer	US8443 02	Teacher Assistant	Minimum Wage Increase	3748.05	3834.71	86.66
Alyssa Collett	US7983 00	Student Technical Assistant	Minimum Wage Increase	5397.34	5522.13	124.79
Conor Collins	US8434 00	Resident Assistant	Minimum Wage Increase	3373.24	3451.23	77.99
Peggy Sue Collins	US8416 00	Admissions Student Ambassador	Minimum Wage Increase	3373.24	3451.23	77.99
Peggy Sue Collins	US8434 01	R/O Desk Worker	Minimum Wage Increase	3431.74	3451.23	19.49
Sean Condon	QS9540 01	Student Driver	Minimum Wage Increase	951.50	973.50	22.00
Rebecca Cordie	QW9479 00	BBS Work Study Student	Sal Adj-Unusual Circumstance	1600.00	2600.00	1000.00
Glynniel Costello	UW7403 01	Tutor	Sal Adj-Unusual Circumstance	1600.00	1800.00	200.00
Samuel Craig	US8434 00	Resident Assistant	Minimum Wage Increase	3373.24	3451.23	77.99
Michaella Crouch	US8434 02	Resident Assistant	Minimum Wage Increase	3431.74	3451.23	19.49
Lucas Crownover	US8434 02	B/M Desk Worker	Minimum Wage Increase	3431.74	3451.23	19.49
Lucas Crownover	US8434 03	Resident Assistant	Minimum Wage Increase	3431.74	3451.23	19.49
Richard Culver	US8443 02	Teacher Assistant	Minimum Wage Increase	3748.05	3834.71	86.66
Jordan Cushman	US8488 00	Student Video/photographer	Minimum Wage Increase	4498.00	4602.00	104.00
Justina Cvach	US8434 00	Resident Assistant	Minimum Wage Increase	3373.24	3451.23	77.99
Justina Cvach	US8434 01	CV Desk Worker	Minimum Wage Increase	2998.44	3067.76	69.32
Courtney Dahlberg	UW7985 01	Student Technical Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Micah Davenport	UW7985 00	Student Technical Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Taya De Vine	UW8057 00	Work Study	Minimum Wage Increase	1600.00	1600.00	0.00
Kaela DeJong	UW7994 03	Student Office Assistant	Sal Adj-Unusual Circumstance	800.00	1200.00	400.00
Shaina Dean	US8434 00	Resident Assistant	Minimum Wage Increase	3373.24	3451.23	77.99
Dillon Deffenbaugh	UW8300 01	Wellness Center Fall/Spring WS	Sal Adj-Unusual Circumstance	1600.00	2800.00	1200.00
Kayla Dejong	US8434 02	Resident Assistant	Minimum Wage Increase	3431.74	3451.23	19.49
Marcus Destin	US8425 00	MUC Info Desk Worker	Minimum Wage Increase	3373.24	3451.23	77.99
Rachel Deuhr	UW8445 03	Reading Tutor	Sal Adj-Unusual Circumstance	1600.00	1200.00	-400.00
Rachel Deuhr	UW8445 04	Reading Tutor	Sal Adj-Unusual Circumstance	1917.35	3000.00	1082.65
Marissa Diede	UW8436 00	Housing Fall/Spring WS	Minimum Wage Increase	2000.00	2000.00	0.00
Makayla Disburg	US8416 02	Admissions Student Worker	Minimum Wage Increase	3748.05	3834.71	86.66
Eric Doney	UW7377 00	NSS Fall/Spring Work Study	Sal Adj-Unusual Circumstance	1600.00	2300.00	700.00
Evelyn Dosoo	US8434 00	Resident Assistant	Minimum Wage Increase	3373.24	3451.23	77.99
Christopher Dupic	UW7985 00	Student Technical Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Briana Earl	UW7410 00	Fall/Spring Work Study	Minimum Wage Increase	1600.00	1636.90	36.90
Briana Earl	UW7410 00	Fall/Spring Work Study	Sal Adj-Unusual Circumstance	1636.90	3600.00	1963.10
Rebecca Earl	UW8418 01	Admissions Telecounselor	Minimum Wage Increase	1600.00	1600.00	0.00
Miranda Ebach	US8416 00	Admissions Student Ambassador	Minimum Wage Increase	674.18	689.77	15.59
Miranda Ebach	US8434 01	Resident Assistant	Minimum Wage Increase	3431.74	3451.23	19.49
Olivia Edoff	US8434 01	Resident Assistant	Minimum Wage Increase	3431.74	3451.23	19.49
Austin Eggers	QS9540 01	Student Driver	Minimum Wage Increase	951.50	973.50	22.00
Amanda Engbrecht	US8416 01	Admissions Student Worker	Minimum Wage Increase	3748.05	3834.71	86.66
Tyler Erck	US8434 01	Resident Assistant	Minimum Wage Increase	3431.74	3451.23	19.49
Demi Erickson	QW9479 00	BBS Workstudy Student Lab Asst	Minimum Wage Increase	1600.00	1600.00	0.00
Sydney Esselink	UW8300 00	Wellness Center Fall/Spring WS	Sal Adj-Unusual Circumstance	1600.00	3000.00	1400.00
Katerina Estrada	QS9477 00	BBS Student Lab Assistant	Minimum Wage Increase	3373.24	3451.23	77.99
Talita Fantauzzi	US8425 00	MUC Info Desk Worker	Minimum Wage Increase	3373.24	3451.23	77.99
Krisztian Fasi	UW7379 00	SVRC Fall/Spring Work Study	Sal Adj-Unusual Circumstance	4000.00	7000.00	3000.00
Krisztian Fasi	UW7379 00	SVRC Fall/Spring Work Study	Sal Adj-Unusual Circumstance	7000.00	9000.00	2000.00
Megan Feerick	US8434 02	Resident Assistant	Minimum Wage Increase	3431.74	3451.23	19.49
Bridget Fenger	UW8436 00	Housing Fall/Spring WS	Sal Adj-Unusual Circumstance	1600.00	2600.00	1000.00
Bridget Fenger	UW8436 00	Housing Fall/Spring WS	Sal Adj-Unusual Circumstance	2600.00	2450.00	-150.00
Marie Fennema	UW7421 00	Student Curatorial Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Madison Fick	UW8300 01	Wellness Center Fall/Spring WS	Sal Adj-Unusual Circumstance	1300.00	2700.00	1400.00
Marie Fischer	UW8436 00	Housing Fall/Spring WS	Sal Adj-Unusual Circumstance	1600.00	2600.00	1000.00

Marie Fischer	UW8436 00	Housing Fall/Spring WS	Minimum Wage Increase	2600.00	2600.00	0.00
Aaron Fleischer	UW8048 03	Writing Center Tutor	Sal Adj-Unusual Circumstance	1600.00	1600.00	0.00
Timothy Flynn	US8479 01	SGA Business Manager	Minimum Wage Increase	2076.00	2124.00	48.00
Jaycie Foster	UW7985 01	Student Technical Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Whitney Fowkes	US8488 00	Marketing Student Videographer	Minimum Wage Increase	4497.65	4601.65	104.00
Dylan Fox	UW7403 01	Tutor	Sal Adj-Unusual Circumstance	1300.00	1400.00	100.00
Peter Franz	QS9540 00	Student Driver	Minimum Wage Increase	865.00	885.00	20.00
Demi Fredericksen	UE8450 01	Teacher Assistant	Minimum Wage Increase	3748.05	3834.71	86.66
Demi Fredericksen	US8443 01	Teacher Assistant	Minimum Wage Increase	3748.05	3834.71	86.66
Abigail Freese	UW8264 00	Student Office Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Hailey Freidel	US8416 02	Admissions Student Ambassador	Minimum Wage Increase	674.18	689.77	15.59
Derek Friese	US8046 03	Writing Center Tutor	Sal Adj-Unusual Circumstance	3510.34	1993.53	-1516.81
Mariah Fuchs	US8416 00	Admissions Student Ambassador	Minimum Wage Increase	674.18	689.77	15.59
Braeden Garrett	US7983 01	Student Technical Assistant	Minimum Wage Increase	5397.34	5522.13	124.79
Peyton Garrow	US8506 00	Intramural Official	Minimum Wage Increase	3791.38	3834.71	43.33
Allyson Gartner	US8434 01	Resident Assistant	Minimum Wage Increase	3431.74	3451.23	19.49
David Gaston	US8434 00	OPS Crew	Minimum Wage Increase	3373.24	3451.23	77.99
Dasashe Gelaw	US8434 01	Resident Assistant	Minimum Wage Increase	3431.74	3451.23	19.49
Adam Gerard	US7983 01	Student Technical Assistant	Minimum Wage Increase	5397.34	5522.13	124.79
Seth Gerberding	US8416 00	Admissions Student Ambassador	Minimum Wage Increase	674.18	689.77	15.59
Jacie Gerig	US8299 00	Student Lab Consultant	Minimum Wage Increase	374.89	383.56	8.67
Ethan Gette	UW8490 00	Student Photo/Videographer	Minimum Wage Increase	1600.00	1600.00	0.00
Sydney Giese	US8443 01	Teacher Assistant	Minimum Wage Increase	1441.61	1474.94	33.33
Michaela Goldammer	US8416 01	Admissions Student Ambassador	Minimum Wage Increase	674.18	689.77	15.59
Delia Gonzales	UW7985 01	Student Technical Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Austin Gooden	UW8264 00	Student Office Assisstant	Minimum Wage Increase	1600.00	1600.00	0.00
Jackson Grassel	US8506 00	Intramural Official	Minimum Wage Increase	3791.38	3834.71	43.33
Amanda Gravholt	QS9477 00	BBS Student Lab Assistant	Minimum Wage Increase	2998.44	3067.76	69.32
Madison Green	US8416 00	Admissions Student Worker	Minimum Wage Increase	1124.41	1150.41	26.00
Natalie Gronlund	UW8048 01	Writing Center Receptionist	Minimum Wage Increase	1600.00	1600.00	0.00
Taylor Gubbrud	US8046 01	Writing Center Tutor	Sal Adj-Unusual Circumstance	2855.07	1629.49	-1225.58
Christopher Haas	US7983 01	Student Technical Assistant	Minimum Wage Increase	5397.34	5522.13	124.79
Jordan Haefs	US8506 00	Climbing Wall Assistant	Minimum Wage Increase	3791.38	3834.71	43.33
Racheal Haiar	US8434 00	McFadden Desk Worker	Minimum Wage Increase	3373.24	3451.23	77.99
Ali Haines	QS9540 01	Student Driver	Minimum Wage Increase	951.50	973.50	22.00
Brooke Hamilton	UW7985 01	Student Technical Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Jordan Hanson	US8479 01	SGA Office Manager	Minimum Wage Increase	2076.00	2124.00	48.00
Schae Hanson	QS9540 00	Student Driver	Minimum Wage Increase	865.00	885.00	20.00
Wesley Hanson	US8434 03	Brookman Desk Worker	Minimum Wage Increase	3431.74	3451.23	19.49
Wesley Hanson	US8434 03	Brookman Desk Worker	Sal Adj-Unusual Circumstance	3451.23	1568.55	-1882.68
Sydney Hardin	US8416 03	Admissions Student Ambassador	Minimum Wage Increase	599.27	613.13	13.86
Madison Harrington	US8443 00	Teacher Assistant	Minimum Wage Increase	2998.44	3067.76	69.32
Lauren Harrowa	UW7413 00	Ath Work Study/Ticket Office	Sal Adj-Unusual Circumstance	1600.00	2500.00	900.00
Tyler Havard	US7375 00	Intramural Official	Minimum Wage Increase	3412.24	3451.23	38.99
Dustin Heiden	QW9479 01	BBS Work Study Lab Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Dustin Heiden	QW9479 01	BBS Work Study Lab Assistant	Sal Adj-Unusual Circumstance	1600.00	2100.00	500.00
Justin Heinrichs	UW8436 00	Housing Fall/Spring WS	Sal Adj-Unusual Circumstance	1600.00	2600.00	1000.00
Justin Heinrichs	UW8436 00	Housing Fall/Spring WS	Minimum Wage Increase	2600.00	2600.00	0.00
Justin Heinrichs	UW8436 00	Housing Fall/Spring WS	Sal Adj-Unusual Circumstance	2600.00	2600.00	0.00
Jill Heller	UW7403 00	ACPC Workstudy	Sal Adj-Unusual Circumstance	1600.00	2700.00	1100.00
De Shonte' Helm	UW7994 00	Student Office Assistant III	Minimum Wage Increase	1600.00	1600.17	0.17
Marisa Helm	US8434 01	Resident Assistant	Minimum Wage Increase	3431.74	3451.23	19.49
Calli Hensley	US8425 01	MUC Information Desk Worker	Minimum Wage Increase	3373.24	3451.23	77.99
Cole Hensley	QS9540 00	Student Driver	Minimum Wage Increase	865.00	885.00	20.00
Courtney Heppler	UW8445 00	Reading Tutor	Minimum Wage Increase	1600.00	1600.00	0.00
Courtney Heppler	UW8445 00	Reading Tutor	Sal Adj-Unusual Circumstance	1600.00	2600.00	1000.00
Brett Heuer	UW8246 00	Student Office Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Brayden Hilton	UW7403 00	Tutor	Sal Adj-Unusual Circumstance	1600.00	2600.00	1000.00
Hadi Hindieh	US7409 00	Library Student Assistant	Minimum Wage Increase	2226.51	2277.99	51.48
Nicholas Hinkley	US8434 02	Resident Assistant	Minimum Wage Increase	3431.74	3451.23	19.49
Maxwell Hofer	UW8147 00	Work Study	Minimum Wage Increase	1600.00	1600.00	0.00
Hayley Hogan	US8434 00	CV Desk Worker	Minimum Wage Increase	3373.24	3451.23	77.99
Layne Hohn	QS9477 00	BBS Student Lab Assistant	Minimum Wage Increase	3373.24	3451.23	77.99
Andrew Holmes	QS9477 00	BBS Student Lab Assistant	Minimum Wage Increase	4497.65	4601.65	104.00
Krista Honomichl	US8434 00	Resident Assistant	Minimum Wage Increase	3373.24	3451.23	77.99
Thodah Hovor	US8434 00	Resident Assistant	Minimum Wage Increase	3373.24	3451.23	77.99
Lindsay Huff	US8416 00	Admissions Student Ambassador	Minimum Wage Increase	674.18	689.77	15.59
Kevin Huizenga	US7983 00	Student Technical Assistant	Minimum Wage Increase	5397.34	5522.13	124.79

Keith Hurly	US8416 01	Admissions Student Ambassador	Minimum Wage Increase	674.18	689.77	15.59
Gabriel Hutchinson	US8443 00	Teacher Assistant	Minimum Wage Increase	3748.05	3834.71	86.66
Samantha Hyronimus	UW8264 00	Student Office Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Claudia Ibarra	US8434 01	Resident Assistant	Minimum Wage Increase	3431.74	3451.23	19.49
Marcus Ireland	US8434 01	Resident Assistant	Minimum Wage Increase	3431.74	3451.23	19.49
Marcus Ireland	US8434 02	CV Desk Worker	Minimum Wage Increase	3050.43	3067.76	17.33
Bridger Irons	US8416 00	Admissions Student Ambassador	Minimum Wage Increase	674.18	689.77	15.59
Kacie Jacobsen	US8416 00	Admissions Student Ambassador	Minimum Wage Increase	674.18	689.77	15.59
Connor Jallo	US8416 01	Admissions Student Ambassador	Minimum Wage Increase	674.18	689.77	15.59
Amanda Jandt	UW8445 00	Reading Tutor	Minimum Wage Increase	1600.00	1600.00	0.00
Callie Jarman	US8443 01	Teacher Assistant	Minimum Wage Increase	3748.05	3834.71	86.66
Amy Jazwinski	US8434 02	R/O Mail Clerk	Minimum Wage Increase	3373.24	3451.23	77.99
Amy Jazwinski	US8434 03	Resident Assistant	Minimum Wage Increase	3373.24	3451.23	77.99
Jennifer Jensen	UW8445 00	Reading Tutor	Minimum Wage Increase	1600.00	1600.00	0.00
Jennifer Jensen	UW8445 00	Reading Tutor	Sal Adj-Unusual Circumstance	1600.00	1700.00	100.00
Lexis Jensen	US7410 00	Library Student Assistant	Minimum Wage Increase	4498.00	4602.00	104.00
Skyler Jermolenko	UW8300 00	Wellness Center Fall/Spring WS	Sal Adj-Unusual Circumstance	1600.00	2900.00	1300.00
Skyler Jermolenko	UW8300 00	Wellness Center Fall/Spring WS	Minimum Wage Increase	2900.00	2900.00	0.00
Leah Jeseritz	US8434 01	R/O Mail Clerk	Minimum Wage Increase	3431.74	3451.23	19.49
Leah Jeseritz	US8434 02	Resident Assistant	Minimum Wage Increase	3431.74	3451.23	19.49
Carli Johnson	US8434 00	B/M Desk Worker	Minimum Wage Increase	3373.24	3451.23	77.99
Hannah Johnson	US8416 00	Admissions Student Ambassador	Minimum Wage Increase	674.18	689.77	15.59
Hannah Johnson	US8416 00	Admissions Student Ambassador	Minimum Wage Increase	674.18	689.77	15.59
Payton Johnson	UW8301 00	Student Lab Consultant	Minimum Wage Increase	1300.00	1300.00	0.00
Jordan Jones	UW8300 03	Wellness Center Fall/Spring WS	Sal Adj-Unusual Circumstance	1600.00	3600.00	2000.00
Justin Jones	UW8300 00	Wellness Center Fall/Spring WS	Sal Adj-Unusual Circumstance	1600.00	3400.00	1800.00
Justin Jones	UW8300 00	Wellness Center Fall/Spring WS	Minimum Wage Increase	3400.00	3400.00	0.00
Kelvin Jones	UW7379 00	SVRC Fall/Spring Work Study	Sal Adj-Unusual Circumstance	1600.00	4000.00	2400.00
Nathan Jones	US8434 01	Resident Assistant	Minimum Wage Increase	3373.24	3451.23	77.99
Tess Jones	UW7985 01	Student Technical Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Tiesha Jones	US8434 02	Resident Assistant	Minimum Wage Increase	3431.74	3451.23	19.49
Lindsay Joyce	US8416 02	Admissions Student Worker	Minimum Wage Increase	766.94	766.94	0.00
Austin Junegers	US8434 01	Resident Assistant	Minimum Wage Increase	3373.24	3451.23	77.99
Hope Justesen	US8046 01	Writing Center Tutor	Sal Adj-Unusual Circumstance	2855.07	1629.49	-1225.58
Keri Kamphoff	US8425 00	MUC Information Desk Worker	Minimum Wage Increase	4497.65	4601.65	104.00
Afafa Karimallah	US7974 00	Library Student Assistant	Minimum Wage Increase	5997.05	6135.71	138.66
Josie Kasik	US7983 00	Student Technical Assistant	Minimum Wage Increase	5397.34	5522.13	124.79
Abby Kays	UW8300 00	Wellness Center Fall/Spring WS	Minimum Wage Increase	1600.00	1600.00	0.00
Emma Kays	UW8300 01	Wellness Center Fall/Spring WS	Sal Adj-Unusual Circumstance	1600.00	3200.00	1600.00
Nathaniel Keane	US7983 01	Student Technical Assistant	Minimum Wage Increase	5397.34	5522.13	124.79
Jasmine Kearney	QS9477 01	BBS Student Lab Assistant	Minimum Wage Increase	4497.65	4601.65	104.00
Jasmine Kearney	US8434 01	Resident Assistant	Minimum Wage Increase	3373.24	3451.23	77.99
Morgan Kellen	UW8300 01	Wellness Center Fall/Spring WS	Sal Adj-Unusual Circumstance	1600.00	3000.00	1400.00
Cecilia Kelly	US8416 00	Admissions Student Ambassador	Minimum Wage Increase	674.18	689.77	15.59
Gloria Kelly	US7983 00	Student Technical Assistant	Minimum Wage Increase	5397.34	5522.13	124.79
Taylor Kenney	US8425 00	MUC Information Desk Worker	Minimum Wage Increase	4497.65	4601.65	104.00
Trenity Kenobbie	UW8300 03	Wellness Center Fall/Spring WS	Sal Adj-Unusual Circumstance	1600.00	5100.00	3500.00
Britny Kerr	US8434 00	B/N Desk Worker	Minimum Wage Increase	3373.24	3451.23	77.99
Drew Keuck	QS9477 01	BBS AP Student Lab Assistant	Minimum Wage Increase	3373.24	3451.23	77.99
Dallas Kiehn	UW8300 00	Wellness Center Fall/Spring WS	Sal Adj-Unusual Circumstance	1600.00	3200.00	1600.00
Dallas Kiehn	UW8300 00	Wellness Center Fall/Spring WS	Minimum Wage Increase	3200.00	3200.00	0.00
David Kieliszewski	UW7985 00	Student Technical Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Shayla Kiertzner	UW8481 00	Student Service Fall/Spring WS	Sal Adj-Unusual Circumstance	1600.00	3600.00	2000.00
Shayla Kiertzner	UW8481 00	Student Service Fall/Spring WS	Minimum Wage Increase	3600.00	3600.00	0.00
Evan King	US8425 00	MUC Info Desk Worker	Minimum Wage Increase	3373.24	3451.23	77.99
Shea Kister	US8425 01	MUC Information Desk Worker	Minimum Wage Increase	4497.65	4601.65	104.00
Emily Klein	US8416 03	Admissions Student Worker	Minimum Wage Increase	10795.20	11044.80	249.60
Allie Knofczynski	US8046 03	Writing Center Tutor	Sal Adj-Unusual Circumstance	2823.87	1612.16	-1211.71
Dacey Kocer	US8443 00	Teacher Assistant	Minimum Wage Increase	2623.63	2684.29	60.66
Rachel Kokales	US8416 00	Admissions Student Ambassador	Minimum Wage Increase	674.18	689.77	15.59
Brittany Kolbeck	UW7994 02	Student Office Assistant III	Sal Adj-Unusual Circumstance	1600.00	2400.00	800.00
Kohta Komatsubara	US7974 00	Library Student Assistant	Minimum Wage Increase	5997.05	6135.71	138.66
Travis Kooima	QS9540 00	Student Driver	Minimum Wage Increase	865.00	885.00	20.00
Mariah Kosidowski	US8443 01	Teacher Assistant	Minimum Wage Increase	3748.05	3834.71	86.66
Bethany Kozak	US8046 01	Writing Center Tutor	Sal Adj-Unusual Circumstance	2855.07	1629.49	-1225.58
Lauren Kratz	US8434 01	Resident Assistant	Minimum Wage Increase	3431.74	3451.23	19.49
Lauren Kratz	US8434 02	CV Mail Clerk	Minimum Wage Increase	3050.43	3067.76	17.33
Marina Kremer	US8443 01	Teacher Assistant	Minimum Wage Increase	3748.05	3834.71	86.66

Melissa Kroll	US7407 00	Student Library Assistant	Minimum Wage Increase	5997.05	6135.71	138.66
Laura Krom	US8416 00	Admissions Student Ambassador	Minimum Wage Increase	674.18	689.77	15.59
Kylie Krueger	QW9479 00	BBS Work Study Lab Assistant	Minimum Wage Increase	1600.00	1600.17	0.17
Taylor Krusselbrink	US8416 02	Admissions Student Ambassador	Minimum Wage Increase	674.18	689.77	15.59
Alyeska Krull	US7983 01	Student Technical Assistant	Minimum Wage Increase	5397.34	5522.13	124.79
Elizabeth Kubal	US8416 02	Admissions Student Ambassador	Minimum Wage Increase	674.18	689.77	15.59
Jeremy Kudrna	QS9540 01	Student Driver	Minimum Wage Increase	951.50	973.50	22.00
Shawn Kuhnle	US7375 00	Intramural Official	Minimum Wage Increase	3033.10	3067.76	34.66
Kathryn Kunkel	US8416 01	Admissions Student Ambassador	Minimum Wage Increase	4497.65	4601.65	104.00
Akasha Kurapati	US8434 02	Central Office Desk Worker	Minimum Wage Increase	3431.74	3451.23	19.49
Akasha Kurapati	US8434 03	B/M Desk Worker	Minimum Wage Increase	3431.74	3451.23	19.49
Clay LaPlante	UW8300 00	Wellness Center Fall/Spring WS	Sal Adj-Unusual Circumstance	1600.00	2500.00	900.00
Clay LaPlante	UW8300 00	Wellness Center Fall/Spring WS	Minimum Wage Increase	2500.00	2500.00	0.00
Hailey Lammers	US8443 00	Teacher Assistant	Minimum Wage Increase	3748.05	3834.71	86.66
Megan Langley	UW7408 02	Fall/Spring Library Workstudy	Minimum Wage Increase	1600.00	1600.00	0.00
Courtney Lavallie	US8010 01	Gallery Student Assistant	Minimum Wage Increase	3373.24	3451.23	77.99
Minh Tam Thi Le	US8434 00	B/M Desk Worker	Minimum Wage Increase	3373.24	3451.23	77.99
Chunghwan Lee	US8299 00	Student Lab Consultant	Minimum Wage Increase	741.03	767.03	26.00
Chunghwan Lee	US8425 01	MUC Information Desk Worker	Minimum Wage Increase	4497.65	4601.65	104.00
Derek Lee	QS9540 01	Student Driver	Minimum Wage Increase	951.50	973.50	22.00
Kevin Lee	US8434 00	Resident Assistant	Minimum Wage Increase	3373.24	3451.23	77.99
Payton Lee	UW8300 00	Wellness Center Fall/Spring WS	Sal Adj-Unusual Circumstance	1600.00	5100.00	3500.00
Talia Lego	US8416 01	Admissions Student Ambassador	Minimum Wage Increase	524.36	536.49	12.13
Aaron Licht	US8416 00	Admissions Student Ambassador	Minimum Wage Increase	674.18	689.77	15.59
Erayna Lister	US8463 00	SCC Fall/Spring Work Study	Minimum Wage Increase	1600.00	1600.00	0.00
Anna Loberg	US8434 00	B/M Mail Clerk	Minimum Wage Increase	3373.24	3451.23	77.99
Katelyn Loutsch	QS9540 00	Student Driver	Minimum Wage Increase	865.00	885.00	20.00
Levi Ludens	US8434 03	Resident Assistant	Minimum Wage Increase	3431.74	3451.23	19.49
Kriston Lynn	UW7958 02	Sponsored Programs Work Study	Sal Adj-Unusual Circumstance	1600.00	3200.00	1600.00
Lucas Mace	US8434 00	Operations Crew	Minimum Wage Increase	3373.24	3451.23	77.99
Joseph Madison	UG7393 01	Graduate Research Assistant	Sal Adj-Unusual Circumstance	17000.00	20000.00	3000.00
Mason Madsen	UW8264 00	Student Office Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Joseph Mammo	US8434 01	Resident Assistant	Minimum Wage Increase	3431.74	3451.23	19.49
Kyra Martens	UW8445 01	Reading Tutor	Minimum Wage Increase	1600.00	1636.81	36.81
Kyra Martens	UW8445 01	Reading Tutor	Sal Adj-Unusual Circumstance	1636.81	2600.00	963.19
Kyra Martens	UW8445 01	Reading Tutor	Sal Adj-Unusual Circumstance	2600.00	3350.00	750.00
Devin Martin	US8416 00	Admissions Student Ambassador	Minimum Wage Increase	599.27	613.13	13.86
Siannah Martius	US8434 00	Resident Assistant	Minimum Wage Increase	3373.24	3451.23	77.99
Merlye Mason	UW8445 00	Reading Tutor	Minimum Wage Increase	1600.00	1637.07	37.07
Morgan Matzen	UW8147 00	Work Study	Minimum Wage Increase	1600.00	1600.00	0.00
Morgan McAllister	UW8445 00	Reading Tutor	Minimum Wage Increase	1600.00	1600.00	0.00
Morgan McAllister	UW8445 00	Reading Tutor	Sal Adj-Unusual Circumstance	1600.00	2400.00	800.00
Madison McCleerey	US8416 01	Admissions Student Ambassador	Minimum Wage Increase	674.18	689.77	15.59
Teagan McNary	US8479 01	SGA President	Minimum Wage Increase	3321.60	3398.40	76.80
Stephanie Mead	US8434 00	R/O Desk Worker	Minimum Wage Increase	3373.24	3451.23	77.99
Katherine Meirose	US7983 00	Student Technical Assistant	Minimum Wage Increase	5397.34	5522.13	124.79
Aryn Menard	UW7377 00	NSS Fall/Spring Work Study	Sal Adj-Unusual Circumstance	1600.00	2025.00	425.00
Kianna Menon	US8434 01	McFadden Desk Worker	Minimum Wage Increase	3373.24	3451.23	77.99
Kianna Menon	US8434 01	McFadden Desk Worker	Sal Adj-Unusual Circumstance	3451.23	1542.55	-1908.68
Kathryn Mertens	UW8264 00	Student Office Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Nicholas Mettler	UW7994 00	Student Office Assistant III	Sal Adj-Unusual Circumstance	1600.00	3150.00	1550.00
Gabrielle Metzger	US8046 03	Writing Center Tutor	Sal Adj-Unusual Circumstance	2823.87	1612.16	-1211.71
Erica Miller	UW7403 01	Tutor	Sal Adj-Unusual Circumstance	1600.00	2000.00	400.00
Madison Miller	US8434 00	Resident Assistant	Minimum Wage Increase	3373.24	3451.23	77.99
Rush Milne	US8416 02	Admissions Student Worker	Minimum Wage Increase	6747.00	6903.00	156.00
Rush Milne	US8416 02	Admissions Student Worker	Sal Adj-Unusual Circumstance	6903.00	8250.44	1347.44
Gianna Miranda	US8443 00	Teacher Assistant	Minimum Wage Increase	3373.24	3451.23	77.99
Dusan Mirkovic	US8416 01	Admissions Student Ambassador	Minimum Wage Increase	674.18	689.77	15.59
Afiwa Missoh	UW8436 00	Housing Fall/Spring WS	Sal Adj-Unusual Circumstance	3000.00	4000.00	1000.00
Afiwa Missoh	UW8436 00	Housing Fall/Spring WS	Minimum Wage Increase	4000.00	4000.00	0.00
Madeline Mockler	US8443 02	Teacher Assistant	Minimum Wage Increase	3748.05	3834.71	86.66
Madeline Mockler	US8443 03	Teacher Assistant	Minimum Wage Increase	2998.44	3067.76	69.32
Madeline Molseed	US8479 01	SGA External Comm Mgr	Minimum Wage Increase	2076.00	2124.00	48.00
Hailey Moodie	UW8300 00	Wellness Center Fall/Spring WS	Minimum Wage Increase	1600.00	1600.00	0.00
Ericka Muchow	UW8300 01	Wellness Center Fall/Spring WS	Sal Adj-Unusual Circumstance	1600.00	3200.00	1600.00
Brianna Mudder	UW8300 00	Wellness Center Fall/Spring WS	Sal Adj-Unusual Circumstance	1600.00	3400.00	1800.00
Brianna Mudder	UW8300 00	Wellness Center Fall/Spring WS	Minimum Wage Increase	3400.00	3400.00	0.00
Taylor Muller	UW7369 00	Wellness Center Fall/Spring WS	Sal Adj-Unusual Circumstance	1600.00	4100.00	2500.00

Chance Mullinix	UW8057 00	Work Study	Minimum Wage Increase	1600.00	1600.00	0.00
Amanda Mullins	US8506 00	Climbing Wall Assistant	Minimum Wage Increase	4549.65	4601.65	52.00
Kaisee Murphy	UW7985 00	Student Technical Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Michelle Muttach	US8443 01	Teacher Assistant	Minimum Wage Increase	8649.65	8849.65	200.00
Cori Nath	UW8418 01	Admissions Telecounselor	Minimum Wage Increase	1600.00	1600.00	0.00
Jennifer Nelson	US8416 00	Admissions Student Ambassador	Minimum Wage Increase	674.18	689.77	15.59
Jennifer Nelson	US8434 00	Resident Assistant	Minimum Wage Increase	3373.24	3451.23	77.99
Haley Nettinga	US8434 01	R/O Desk Worker	Minimum Wage Increase	3373.24	3451.23	77.99
Haley Nettinga	US8434 01	R/O Desk Worker	Sal Adj-Unusual Circumstance	3451.23	1542.55	-1908.68
Alexandra Newcomb-Weiland	US7983 01	Student Technical Assistant	Minimum Wage Increase	5397.34	5522.13	124.79
Rachel Newville	US8434 01	Resident Assistant	Minimum Wage Increase	3431.74	3451.23	19.49
Mollie Nickerson	US8443 01	Teacher Assistant	Minimum Wage Increase	3748.05	3834.71	86.66
Samantha Norlin	US8416 00	Recycling Program Worker	Minimum Wage Increase	3748.05	3834.71	86.66
Zoe O'Brien	US8434 01	Resident Assistant	Minimum Wage Increase	3431.74	3451.23	19.49
Chizoba Obiozor	US8443 00	Teacher Assistant	Minimum Wage Increase	8649.65	8849.65	200.00
Shane Olney	US8046 00	Writing Center Tutor	Sal Adj-Unusual Circumstance	2901.88	1655.49	-1246.39
Alivia Olson	UW7985 00	Student Technical Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Kanon Olson	US8434 02	Resident Assistant	Minimum Wage Increase	3431.74	3451.23	19.49
Maranda Olson	UW7976 02	Library Fall/Spring Work Study	Minimum Wage Increase	1600.00	1608.93	8.93
Maranda Olson	UW7976 02	Library Fall/Spring Work Study	Sal Adj-Unusual Circumstance	1608.93	3600.00	1991.07
Maranda Olson	UW7976 02	Library Fall/Spring Work Study	Change Salary Rate/Pay Grade	3600.00	3600.00	0.00
Michaela Olson	US8443 01	Teacher Assistant	Minimum Wage Increase	3748.05	3834.71	86.66
Selena Olvera	UW7377 00	NSS Fall/Spring Work Study	Sal Adj-Unusual Circumstance	1600.00	2600.00	1000.00
Kathryn Opitz	US8416 00	Admissions Student Ambassador	Minimum Wage Increase	674.18	689.77	15.59
Kathryn Opitz	US8425 00	MUC Info Desk Worker	Minimum Wage Increase	3373.24	3451.23	77.99
Carson Ortmeier	UW8300 00	Wellness Center Fall/Spring WS	Sal Adj-Unusual Circumstance	1300.00	3300.00	2000.00
Carson Ortmeier	UW8300 00	Wellness Center Fall/Spring WS	Minimum Wage Increase	3300.00	3300.00	0.00
Isaac Otterman	UW7985 00	Student Technical Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Marissa Painter	UW8517 00	Athletics Work Study/Football	Minimum Wage Increase	1600.00	1600.00	0.00
Connor Paul	US8434 00	OPS Crew	Minimum Wage Increase	3373.24	3451.23	77.99
Kalie Peters	UW8517 00	Work Study/Athletic-Football	Minimum Wage Increase	1600.00	1600.00	0.00
Kassie Peters	UW8517 00	Work Study/Athletics-Football	Minimum Wage Increase	1600.00	1600.00	0.00
Megan Peters	UW8436 00	Housing Fall/Spring WS	Minimum Wage Increase	3000.00	3000.00	0.00
Megan Peters	UW8436 00	Housing Fall/Spring WS	Sal Adj-Unusual Circumstance	3000.00	3000.00	0.00
Samantha Petersen	UW8436 00	Housing Fall/Spring WS	Minimum Wage Increase	2900.00	2900.00	0.00
Jeickson Pichardo Castillo	US8434 01	Resident Assistant	Minimum Wage Increase	3373.24	3451.23	77.99
Melanie Picklesimer	US8443 00	Teacher Assistant	Minimum Wage Increase	8649.65	8849.65	200.00
Christian Pollema	US8416 01	Admissions Student Ambassador	Minimum Wage Increase	524.36	536.49	12.13
Brittany Pomeranke	US8443 00	Teacher Assistant	Minimum Wage Increase	3748.05	3834.71	86.66
Hannah Poppens	US8416 01	Admissions Student Ambassador	Minimum Wage Increase	674.18	689.77	15.59
Jenae Porter	US8416 00	Admissions Student Ambassador	Minimum Wage Increase	674.18	689.77	15.59
Ashley Potter	UW8300 00	Wellness Center Fall/Spring WS	Sal Adj-Unusual Circumstance	1600.00	2900.00	1300.00
Ashley Potter	UW8300 00	Wellness Center Fall/Spring WS	Minimum Wage Increase	2900.00	2900.00	0.00
Preston Pratt	US8416 02	Admissions Student Ambassador	Minimum Wage Increase	674.18	689.77	15.59
Wesley Privett	US8506 00	Intramural Official	Minimum Wage Increase	3791.38	3834.71	43.33
Bailey Quanbeck	US8046 02	Writing Center Tutor	Sal Adj-Unusual Circumstance	2901.88	1655.49	-1246.39
Claire Raders	US8434 06	Resident Assistant	Minimum Wage Increase	3431.74	3451.23	19.49
Filip Radev	QW9479 03	BBS Work Study Lab Assistant	Sal Adj-Unusual Circumstance	1600.00	3200.00	1600.00
Makayla Raley	US8434 00	B/N Desk Worker	Minimum Wage Increase	3373.24	3451.23	77.99
Halle Randall	US8416 00	Admissions Student Ambassador	Minimum Wage Increase	674.18	689.77	15.59
Abby Rank	US7407 01	Student Library Assistant	Minimum Wage Increase	3748.05	3834.71	86.66
Abby Rank	US8434 00	B/M Desk Worker	Minimum Wage Increase	3373.24	3451.23	77.99
Marissa Reis	UW7403 02	Career Svcs Workstudy	Sal Adj-Unusual Circumstance	1600.00	2800.00	1200.00
Kaci Reiser	UW8246 00	Student Office Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Cameron Renkly	US8010 01	Student Gallery Assistant	Minimum Wage Increase	3373.24	3451.23	77.99
Marcus Rens	US8506 00	Intramural Official	Minimum Wage Increase	3791.38	3834.71	43.33
Sierra Reuter	US8443 01	Teacher Assistant	Minimum Wage Increase	3748.05	3834.71	86.66
Christen Riedel	US8506 00	Intramural Official	Minimum Wage Increase	3791.38	3834.71	43.33
Emma Roach	US8416 00	Admissions Student Ambassador	Minimum Wage Increase	674.18	689.77	15.59
Alexandrea Roberts	US8299 00	Student Lab Consultant	Minimum Wage Increase	3373.24	3451.23	77.99
Carli Robinson	US8443 00	Student Volunteer Coordinator	Minimum Wage Increase	3373.24	3451.23	77.99
Mason Rogers	US8416 01	Admissions Student Ambassador	Minimum Wage Increase	674.18	689.77	15.59
Mason Rogers	US8434 00	Resident Assistant	Minimum Wage Increase	3373.24	3451.23	77.99
Desiree Rohrbach	US8434 01	Resident Assistant	Minimum Wage Increase	3431.74	3451.23	19.49
Kelsey Rokahr	UW8445 01	Reading Tutor	Minimum Wage Increase	1600.00	1600.00	0.00
Kelsey Rokahr	UW8445 01	Reading Tutor	Minimum Wage Increase	1600.00	2700.00	1100.00
Logan Rolle	UW8048 00	Writing Center Tutor	Sal Adj-Unusual Circumstance	1600.00	1600.00	0.00
Kelsey Rollins	UW8445 00	Reading Tutor	Minimum Wage Increase	1600.00	1600.00	0.00



Kelsey Rollins	UW8445 00	Reading Tutor	Sal Adj-Unusual Circumstance	1600.00	1800.00	200.00
Katie Rosenstengel	UW8300 00	Wellness Center Fall/Spring WS	Sal Adj-Unusual Circumstance	1600.00	2200.00	600.00
Ellen Roufs	UW7403 01	Tutor	Sal Adj-Unusual Circumstance	1600.00	2600.00	1000.00
M. Raisul Rubel	QW9479 00	BBS Work Study Lab Assistant	Minimum Wage Increase	3000.00	3000.00	0.00
Audrianna Ruble	QW9479 00	BBS Work Study Student	Minimum Wage Increase	2700.00	2700.00	0.00
Samuel Sanderson	UW8436 00	Housing Fall/Spring WS	Minimum Wage Increase	1600.00	1600.00	0.00
Briana Sargent	US8443 00	Teacher Assistant	Minimum Wage Increase	3748.05	3834.71	86.66
Kiah Schaeffer	US7983 01	Student Technical Assistant	Minimum Wage Increase	5397.34	5522.13	124.79
Haley Schild	UW8300 00	Wellness Center Fall/Spring WS	Sal Adj-Unusual Circumstance	1600.00	2550.00	950.00
Haley Schild	UW8300 00	Wellness Center Fall/Spring WS	Minimum Wage Increase	2550.00	2550.00	0.00
Kristie Schmidt	UW7949 00	Honors Work Study	Sal Adj-Unusual Circumstance	1600.00	3200.00	1600.00
Jessica Schmitz	US8416 00	Admissions Student Ambassador	Minimum Wage Increase	674.18	689.77	15.59
Krayton Schnepf	US8416 00	Admissions Student Ambassador	Minimum Wage Increase	674.18	689.77	15.59
Quinn Schroeder	US8443 01	Teacher Assistant	Minimum Wage Increase	3748.05	3834.71	86.66
Stephanie Schroeder	US8443 01	Teacher Assistant	Minimum Wage Increase	3373.24	3451.23	77.99
Sammantha Schryvers	UW7994 00	Student Office Assistant III	Minimum Wage Increase	1600.00	1600.17	0.17
Katelyn Schultz	UW8300 00	Wellness Center Fall/Spring WS	Minimum Wage Increase	2500.00	2500.00	0.00
Rebecca Schuster	US7983 03	Student Technical Assistant	Minimum Wage Increase	5397.34	5522.13	124.79
Alexis Sejnoha	US8416 00	Admissions Telecounselor	Minimum Wage Increase	3373.24	3451.23	77.99
Rachael Severson	UW8300 01	Wellness Center Fall/Spring WS	Sal Adj-Unusual Circumstance	1600.00	4000.00	2400.00
Jackson Shriver	US8416 03	Admissions Student Ambassador	Minimum Wage Increase	674.18	689.77	15.59
John Slunecka	QS9540 00	Student Driver	Minimum Wage Increase	778.50	796.50	18.00
Brianna Smith	US8434 00	R/O Desk Worker	Minimum Wage Increase	3373.24	3451.23	77.99
Jordan Smith	US7974 00	Library Student Assistant	Minimum Wage Increase	5997.05	6135.71	138.66
Jordan Smith	US7974 00	Library Student Assistant	Sal Adj-Unusual Circumstance	6135.71	3466.50	-2669.21
Rachel Smith	UW7985 00	Student Technical Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Julia Sorfonden	US8416 00	Admissions Student Ambassador	Minimum Wage Increase	674.18	689.77	15.59
Lauren Soulek	UW8147 00	Work Study	Minimum Wage Increase	1600.00	1600.00	0.00
Parker Spitzer	US7974 00	Library Student Assistant	Minimum Wage Increase	4797.64	4908.56	110.92
Lauren Stacks	US7983 01	Student Technical Assistant	Minimum Wage Increase	5397.34	5522.13	124.79
Scott Stallmann	UW8048 00	Fall/Spring WS	Sal Adj-Unusual Circumstance	1564.00	1564.00	0.00
Maddie Stanek	US8443 01	Teacher Assistant	Minimum Wage Increase	3745.45	3832.05	86.60
Peyton Stearns	US8506 00	Intramural Official	Minimum Wage Increase	3791.38	3834.71	43.33
Nicole Steele	US7407 00	Student Library Assistant	Minimum Wage Increase	3748.05	3834.71	86.66
Michaela Sterrett	UW8300 02	Wellness Center Fall/Spring WS	Sal Adj-Unusual Circumstance	1600.00	3200.00	1600.00
Lukas Stoebner	UW7994 00	Student Office Assistant	Minimum Wage Increase	1600.00	1600.17	0.17
Christina Streff	US7974 00	Library Student Assistant	Minimum Wage Increase	4197.93	4294.99	97.06
Rachel Struve	US8425 01	MUC Information Desk Worker	Minimum Wage Increase	4497.65	4601.65	104.00
Lane Suing	UW8418 02	Admissions Student Ambassador	Minimum Wage Increase	1600.00	1600.00	0.00
Zbynek Surovec	US8488 01	Student Video/photographer	Permanent Additional Duties	4159.68	3899.70	-259.98
Sydney Sutzen	UW8300 00	Wellness Center Fall/Spring WS	Sal Adj-Unusual Circumstance	1600.00	2800.00	1200.00
Sydney Sutzen	UW8300 00	Wellness Center Fall/Spring WS	Minimum Wage Increase	2800.00	2800.00	0.00
Felicia Swallow	UW8463 00	SCC Fall/Spring Work Study	Minimum Wage Increase	1600.00	1600.00	0.00
Layne Swanson	UW8300 00	Wellness Center Fall/Spring WS	Minimum Wage Increase	1600.00	1600.00	0.00
Megan Swets	US8046 01	Writing Center Tutor	Sal Adj-Unusual Circumstance	2855.07	1629.49	-1225.58
Kali Teasley	US8434 02	Resident Assistant	Minimum Wage Increase	3431.74	3451.23	19.49
Kali Teasley	US8434 03	CV Desk Worker	Minimum Wage Increase	3050.43	3067.76	17.33
Taylor Telford	UW8300 01	Wellness Center Fall/Spring WS	Sal Adj-Unusual Circumstance	1600.00	2800.00	1200.00
Nathaniel Terveen	US8434 00	Resident Assistant	Minimum Wage Increase	3373.24	3451.23	77.99
Nathaniel Terveen	US8434 01	CV Desk Worker	Minimum Wage Increase	2998.44	3067.76	69.32
Mikayla Thomas	US8416 00	Admissions Student Ambassador	Minimum Wage Increase	4497.65	4601.65	104.00
Brittany Thompson	UW8463 00	SCC Fall/Spring WS	Minimum Wage Increase	1600.00	1600.00	0.00
Mason Thompson	UW8463 00	SCC Fall/Spring WS	Minimum Wage Increase	1600.00	1600.00	0.00
Alexondrea Thong Vanh	US7983 00	Student Technical Assistant	Minimum Wage Increase	5397.34	5522.13	124.79
Hanna Townsley	UW8264 00	Student Office Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Genevieve Towner	UW7403 00	ACPC Workstudy	Sal Adj-Unusual Circumstance	1600.00	3000.00	1400.00
Tien Tran	US8299 00	Student Lab Consultant	Minimum Wage Increase	7410.29	7670.30	260.01
Amy Trivedi	US7974 00	Library Student Assistant	Minimum Wage Increase	5997.05	6135.71	138.66
Roma Trivedi	US8434 00	Resident Assistant	Minimum Wage Increase	3373.24	3451.23	77.99
Brittany Two Elk	UW7377 00	NSS Fall/Spring Work Study	Sal Adj-Unusual Circumstance	1600.00	2100.00	500.00
Haley Unzen	UW8264 01	Student Office Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Joseph Vanduzer	US7983 00	Student Technical Assistant	Minimum Wage Increase	5397.34	5522.13	124.79
Chelsea Vang	UW8301 01	Student Lab Consultant	Sal Adj-Unusual Circumstance	1600.00	3200.00	1600.00
Chelsea Vang	UW8301 01	Student Lab Consultant	Minimum Wage Increase	3200.00	3200.00	0.00
Chelsea Vang	UW8301 01	Student Lab Consultant	Sal Adj-Unusual Circumstance	3200.00	5500.00	2300.00
Madeline Vang	UW8301 01	Student Lab Consultant	Sal Adj-Unusual Circumstance	1600.00	3200.00	1600.00
Madeline Vang	UW8301 01	Student Lab Consultant	Minimum Wage Increase	3200.00	3200.00	0.00
Madeline Vang	UW8301 01	Student Lab Consultant	Sal Adj-Unusual Circumstance	3200.00	5500.00	2300.00

Austin Vetter	US7983 02	Student Technical Assistant	Minimum Wage Increase	5397.34	5522.13	124.79
Matthew Vidal	US7983 00	Student Technical Assistant	Minimum Wage Increase	4797.64	4908.56	110.92
Alyssa Voege	UW8264 00	Student Office Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Elizabeth Vosburg	UW7994 00	Student Office Assistant III	Minimum Wage Increase	1600.00	1600.17	0.17
Kiera Vroegop	US8425 01	MUC Information Desk Worker	Minimum Wage Increase	4497.65	4601.65	104.00
Nikul Vyas	US7389 01	Int'l Ofc Student Worker	Minimum Wage Increase	2300.82	2300.82	0.00
Blake Warner	UW8463 02	SCC Fall/Spring WS	Minimum Wage Increase	1600.00	1600.00	0.00
Hailee Watson	US8434 00	B/M Desk Worker	Minimum Wage Increase	3373.24	3451.23	77.99
Kelsey Watterson	US8443 01	Teacher Assistant	Minimum Wage Increase	3748.05	3834.71	86.66
Michael Webb	UG8774 00	Graduate Research Assistant	Sal Adj-Unusual Circumstance	974.00	5666.64	4692.64
Katie Weber	UW8300 00	Wellness Center Fall/Spring WS	Sal Adj-Unusual Circumstance	1600.00	2450.00	850.00
Katie Weber	UW8300 00	Wellness Center Fall/Spring WS	Minimum Wage Increase	2450.00	2450.00	0.00
Robert Weber	US8434 00	Resident Assistant	Minimum Wage Increase	3373.24	3451.23	77.99
Amy Weichler	US8443 01	Teacher Assistant	Minimum Wage Increase	3748.05	3834.71	86.66
Dakota Weisbecker	US8416 01	Admissions Student Ambassador	Minimum Wage Increase	674.18	689.77	15.59
Laura Weiss	US8418 01	Admissions Student Worker	Sal Adj-Unusual Circumstance	1600.00	2600.00	1000.00
Laura Weiss	UW8418 01	Admissions Student Worker	Minimum Wage Increase	2600.00	2600.00	0.00
Robert Weissinger	US8434 00	Resident Assistant	Minimum Wage Increase	3373.24	3451.23	77.99
Austin Welker	US8461 01	Student Prevention Asst	Minimum Wage Increase	6656.18	6810.08	153.90
Caleb Wenz	QS9540 00	Student Driver	Minimum Wage Increase	865.00	885.00	20.00
Kallan Westergaard	US8046 01	Writing Center Tutor	Sal Adj-Unusual Circumstance	3432.33	1950.19	-1482.14
Wednesday Westerhold	UW8463 00	SCC Fall/Spring WS	Minimum Wage Increase	1600.00	1600.00	0.00
Jackson Whitaker	US7983 00	Student Technical Assistant	Minimum Wage Increase	5397.34	5522.13	124.79
Amber Wickstrom	US8416 00	Recycling Program Worker	Minimum Wage Increase	2998.44	3067.76	69.32
Kassie Willard	US8443 01	Teacher Assistant	Minimum Wage Increase	3748.05	3834.71	86.66
Ella Williams	US7983 00	Student Technical Assistant	Minimum Wage Increase	5397.34	5522.13	124.79
Gawain Williams	US8425 00	MUC Information Desk Worker	Minimum Wage Increase	4497.65	4601.65	104.00
Gawain Williams	US8506 01	Intramural Official	Minimum Wage Increase	4549.65	4601.65	52.00
Patrick Wilson	QW9479 00	BBS Work Study Lab Assistant	Sal Adj-Unusual Circumstance	1600.00	2600.00	1000.00
Miranda Winterringer	UW8264 00	Student Office Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Whitney Wolf	US7983 00	Student Technical Assistant	Minimum Wage Increase	5397.34	5522.13	124.79
Remington Wood	US8506 00	Climbing Wall Assistant	Minimum Wage Increase	3791.38	3834.71	43.33
Tatum Wren	US8434 00	Resident Assistant	Minimum Wage Increase	3373.24	3451.23	77.99
Tatum Wren	US8443 02	Teacher Assistant	Minimum Wage Increase	3748.05	3834.71	86.66
Chase Wright	US8434 00	Resident Assistant	Minimum Wage Increase	3373.24	3451.23	77.99
Andrew Yevugah	US8434 01	Resident Assistant	Minimum Wage Increase	3431.74	3451.23	19.49
Stanton Zaczek	US8434 01	Resident Assistant	Minimum Wage Increase	3431.74	3451.23	19.49
Jacob Zea	US8506 00	Climbing Wall Assistant	Minimum Wage Increase	4549.65	4601.65	52.00
Bailey Zimmerman	US8434 02	Resident Assistant	Minimum Wage Increase	3373.24	3451.23	77.99
Carson Zubke	UW8300 00	Wellness Center Fall/Spring WS	Sal Adj-Unusual Circumstance	1600.00	3200.00	1600.00
Carson Zubke	UW8300 00	Wellness Center Fall/Spring WS	Minimum Wage Increase	3200.00	3200.00	0.00

Student Employment and NFE Non-Benefit Eligible (NFE2)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Diing Agany	US7508 00		Research Asst	TV012	05-FEB-18
Manuel Alarcon Cuellar	US8082 00		Student Math Tutor II	TV012	21-DEC-17
Rusul Ali	UW8012 00		Student Office Assistant	TV012	21-DEC-17
Hayden Anderson	UW8120 01		Work Study	TV012	05-DEC-17
Joshua Anderson	US7427 00		Resident Assistant-ACA	TV012	21-JAN-18
Joshua Anderson	US8434 03		Resident Assistant	TV012	21-JAN-18
Darko Antevski	US8344 00		Ticket Writer	TV012	21-FEB-18
Ellie Arndt	UG8608 01		Grad Instructor of Record	TV013	21-DEC-17
Courtney Arney	UW8057 03		WS Office Assistant	TV012	21-DEC-17
Grace Auchstetter	UW8165 01		Library Work Study	TV012	13-DEC-17
Chelsy Bailly	UW8436 00		Housing Fall/Spring WS	TV012	21-NOV-17
Katelyn Bakke	UW7403 00		ACPC Desk Assistant	TV012	21-DEC-17
Anudeep Ballu	UG7548 02		Native Student Service GAA	TV012	21-DEC-17
Paige Baltz	UW8003 02		Art Assistant	TV012	13-DEC-17
Rachel Barclay	US8199 01		Beacom Tutor	TV012	21-DEC-17
Natalie Basta	UW7403 00		Tutor	TV012	21-FEB-18
Matthew Bell	QS9540 00		Student Tutor	TV013	21-JAN-18
Kelsey Biltoft	US7385 05		Ath Game Day/VB Libero Tracker	TV012	10-NOV-17
Kelsey Biltoft	US8127 00		Research Assistant	TV012	21-JAN-18
Raven Blahnik	US8344 01		Ticket Writer	TV012	21-FEB-18

Michael Blankespoor	QS9540 00	Student Tutor	TV013	21-JAN-18
Mariah Bloom	UW7976 00	Library Fall/Spring Work Study	TV012	21-NOV-17
Christine Blunck	US7992 00	Music Assistant	TV012	21-DEC-17
Sarah Bock	QS9540 00	Student Tutor	TV013	21-JAN-18
Jessica Boerner	QS9540 02	Student Tutor	TV013	21-JAN-18
Grace Boone	US8506 00	Front Desk Assistant	TV012	21-JAN-18
Alison Boysen	UW8147 00	Work Study	TV012	13-DEC-17
Sara Bradley	UG8656 02	GTA	TV012	21-DEC-17
Deanna Bradshaw	US8046 01	Writing Center Tutor	TV012	21-DEC-17
Ashley Brage	UW8301 00	Student Lab Consultant	TV012	21-JAN-18
Aimee Breederland	UG8775 00	Grad Teaching Assistant IOR	TV012	21-DEC-17
Cathrine Brendstuen	UG8817 01	Graduate Teaching Assistant	TV012	21-DEC-17
Calvin Brink	US7405 00	Tutor	TV012	21-DEC-17
Calvin Brink	US8309 00	Note Taker	TV012	21-FEB-18
Lindsey Brown	UG7485 01	GAA-Athletics/Compliance	TV012	08-DEC-17
Kristyne Bruggeman	UG8605 00	Graduate Research Assistant	TV012	21-DEC-17
Kristyne Bruggeman	UG8605 01	Grad Instructor of Record	TV013	21-DEC-17
Megan Bruns	QG9190 00	BBS Grad Asst - Research	TV012	21-DEC-17
Cayla Buckman	US8199 00	Tutor	TV012	21-DEC-17
Jonni Buckman	UW7985 02	Student Technical Assistant	TV012	21-JAN-18
Mary Bullerdick	US8199 01	Peer Advisor	TV012	21-DEC-17
Sean Callahan	US8082 04	Student Math Tutor II	TV012	21-DEC-17
Kirk Campbell	UW7379 00	SVRC Fall Work Study	TV012	21-DEC-17
Matthew Carroll	UW7379 00	SVRC Fall/Spring Work Study	TV012	21-DEC-17
Cley Charlson	US8082 02	Student Math Tutor II	TV012	21-DEC-17
Frajdrach Chequetti Da Rocha	US8082 05	Student Math Tutor II	TV012	21-DEC-17
Frajdrach Chequetti Da Rocha	US8199 01	Tutor	TV012	21-DEC-17
Minji Cho	UG7753 01	Office of Diversity GAA	TV012	21-DEC-17
Ashleigh Chov	US8100 02	Chemistry Student Assistant	TV012	21-DEC-17
Adam Cloos	QS9540 00	Student Tutor	TV013	21-JAN-18
Jared Cook	UG7909 00	Graduate Admin Assistant	TV012	21-DEC-17
Rebecca Cooper	QS9540 00	Student Tutor	TV013	21-JAN-18
Laura Cruse	UG7695 01	Graduate Teaching Assistant	TV012	21-DEC-17
Drew Davis	UG8756 00	Grad Research Assistant - IOR	TV012	21-DEC-17
Kaela DeJong	UW7994 03	Student Office Assistant	TV012	13-DEC-17
Dillon Deffenbaugh	UW8300 01	Wellness Center Fall/Spring WS	TV012	21-FEB-18
Brandon Derby	US8082 00	Student Math Tutor II	TV012	21-DEC-17
Kierra Determan	US8082 00	Student Math Tutor II	TV012	21-DEC-17
Rachel Deuhr	UW8445 03	Reading Tutor	TV012	13-DEC-17
Praetoria Diaz	US7939 00	Tutor	TV012	21-DEC-17
Madeline Dolny	US7385 01	Volleyball Clinic Assistant	TV012	21-FEB-18
David Doss	US8082 04	Student Math Tutor II	TV012	21-DEC-17
Robert Doss	UG8769 01	Grad Assist IOR	TV013	21-DEC-17
Catherine Dougherty	US8479 01	Student Life Student Asst	TV012	21-DEC-17
Taylor Duncan	UG8645 00	Housing GAA	TV012	21-DEC-17
Michael Dzordzormenyoh	UG8550 00	Graduate Teaching Assistant	TV012	21-DEC-17
Tyler Erck	US7426 00	Resident Assistant-ACA	TV012	21-JAN-18
Tyler Erck	US8434 01	Resident Assistant	TV012	21-JAN-18
Matthew Fallander	UW7985 00	Student Technical Assistant	TV012	03-NOV-17
Lauren Fanta	QS9540 00	Student Tutor	TV013	21-JAN-18
Jillian Farkas	UG7651 02	Graduate Research Assistant	TV012	21-DEC-17
Solomon Fast Horse	UW8454 00	Upward Bound Fall/Spring WS	TV012	21-DEC-17
Aaron Fleischer	QS9477 04	BBS Student Lab Assistant	TV012	07-JAN-18
Jaedon Foreman	US8199 00	Peer Advisor	TV012	21-DEC-17
Elisabeth Fricker	UG8824 00	Graduate Teaching Assistant	TV012	21-DEC-17
Chesney Garnos	US7974 00	Library Student Assistant	TV012	21-DEC-17
Braeden Garrett	US7983 01	Student Technical Assistant	TV012	21-JAN-18
Naomi Giesen	US8082 00	Student Math Tutor II	TV012	21-DEC-17
Samuel Giessinger	US8082 00	Student Math Tutor II	TV012	21-DEC-17
James Gilbert	QS9540 00	Student Tutor	TV013	21-JAN-18
Benjamin Gillogly	US8199 00	Tutor	TV012	21-DEC-17
Ashley Gomez	US8309 00	Note Taker	TV012	21-FEB-18
Nicholas Goodhope	QS9540 00	Student Tutor	TV013	31-JAN-18
Jordan Gooding	UG8720 00	Scholarship-Admsns GradAdAsst	TV012	01-NOV-17
Jordan Gooding	UG8720 01	Scholarship Graduate Assistant	TV012	20-DEC-17
Natalie Gronlund	US8199 00	Peer Advisor	TV012	21-DEC-17
Joshua Hanscom	QS9540 00	Student Tutor	TV013	21-JAN-18
Jerrel Harris	UW8517 02	Ath WS/Facilities & Events	TV012	13-DEC-17

Andrea Hartman	US8434 03	B/N Desk Worker	TV012	21-JAN-18
Nathan Hauck	UG8565 00	Graduate Research Assistant	TV012	21-DEC-17
Alex Heard	QS9540 00	Student Tutor	TV013	21-JAN-18
Lindsey Hecker	UW8300 01	Wellness Center Fall/Spring WS	TV012	21-JAN-18
Kathryn Hefta	UG7910 02	Graduate Admin Assistant	TV012	21-DEC-17
Riley Heltzel	US8344 00	Special Events	TV012	21-FEB-18
Jacqueline Hendry	UG8582 02	Graduate Admin Assistant	TV012	21-DEC-17
Quinci Herll	US8082 00	Student Math Tutor II	TV012	21-DEC-17
John Hillard	MS9921 00	AML UG Hourly	TV012	21-DEC-17
John Hillard	US8100 00	Chemistry Student Assistant	TV012	31-DEC-17
Joshua Hillard	US8100 00	Chemistry Student Assistant	TV012	31-DEC-17
Hadi Hindieh	US7409 00	Library Student Assistant	TV012	21-FEB-18
Nicholas Hinkey	US7425 00	Resident Assistant-ACA	TV012	21-JAN-18
Nicholas Hinkey	US8434 02	Resident Assistant	TV012	21-JAN-18
Mackenzie Hiserote	UG8863 00	Graduate Teaching Assistant	TV012	21-DEC-17
Chelsy Hoffman	UW7421 01	Student Curatorial Assistant	TV012	21-FEB-18
McKenzie Holton	US8488 00	Marketing Writing Intern	TV012	21-DEC-17
Krista Honomichl	US8073 00	Student Labor	TV012	21-NOV-17
Brooke Hubert	US8506 00	Intramural Official	TV012	21-DEC-17
Makiah Hunt	US7385 00	Sports Info Assistant	TV012	21-DEC-17
Khurram Iqbal	US7385 00	Ath Events Ticket Taker/Usher	TV012	21-JAN-18
MD Rabiul Islam	US8362 00	Temp Grounds Keeper	TV012	21-DEC-17
Mominul Islam	UG8719 01	Graduate Admin Assistant	TV012	13-DEC-17
Nathan Jacobson	QS9540 00	Student Tutor	TV013	31-JAN-18
Connor Jallo	US8199 00	Beacom Tutor	TV012	21-DEC-17
Amy Jazwinski	US7424 00	Resident Assistant-ACA	TV012	21-JAN-18
Amy Jazwinski	US8434 03	Resident Assistant	TV012	21-JAN-18
Ethan Jennings	US8028 01	Student Labor	TV012	05-DEC-17
Ethan Jennings	US8028 02	Student Labor	TV012	21-FEB-18
Rachel Jensen	US8028 00	Undergraduate Research	TV012	05-DEC-17
Hannah Johnson	US8199 00	Peer Advisor	TV012	21-DEC-17
Hannah Johnson	US8199 00	Peer Advisor	TV012	21-FEB-18
Hope Johnson	US8253 00	Online HRT Assistant	TV012	21-DEC-17
Kailyn Johnson	US7425 00	Resident Assistant-ACA	TV012	21-NOV-17
Kailyn Johnson	US8434 02	Resident Assistant	TV012	21-NOV-17
Payton Johnson	UW8301 00	Student Lab Consultant	TV012	21-FEB-18
Marlee Jones	US8082 00	Student Math Tutor II	TV012	21-DEC-17
Tiesha Jones	US7428 00	Resident Assistant-ACA	TV012	21-JAN-18
Tiesha Jones	US8434 02	Resident Assistant	TV012	21-JAN-18
Lindsay Joyce	US8416 02	Admissions Student Worker	TV012	21-JAN-18
Kathleen Juffer	US8199 01	Peer Advisor	TV012	21-JAN-18
Hope Justesen	US8046 01	Writing Center Tutor	TV012	21-FEB-18
Christopher Kaiser	UG8821 00	Graduate Teaching Assistant	TV012	21-JAN-18
Tomas Kamenik	US8199 00	Peer Advisor	TV012	21-DEC-17
Sierra Kamin	US8344 01	Special Events	TV012	21-FEB-18
Sakshi Kanagala	US7402 00	Temp Part time Lab	TV012	01-DEC-17
Breanne Kareha	UG7438 00	Graduate Administrative Assist	TV012	16-DEC-17
Chandra Karki	US7389 01	Int'l Ofc Student Worker	TV012	21-DEC-17
Chandra Karki	US7402 00	EH&S Admin Assistant	TV013	21-DEC-17
Enosh Kattinapudi	US7397 00	AWOL Learning Partner	TV012	22-JAN-18
Mika Kawakami	US7405 00	Tutor	TV012	21-JAN-18
Mika Kawakami	US8309 00	Note Taker	TV012	21-FEB-18
Jasmine Kearney	US7424 01	Resident Assistant-ACA	TV012	21-JAN-18
Jasmine Kearney	US8434 01	Resident Assistant	TV012	21-JAN-18
Garrett Keegan	UG8715 00	WC Intramural GAA	TV012	21-DEC-17
Joseph Keppen	US8100 03	Chemistry Student Assistant	TV012	21-DEC-17
Britny Kerr	US8434 00	B/N Desk Worker	TV012	21-FEB-18
Seth Kersten	UW8111 00	Bike Share Coordinator	TV012	21-FEB-18
David Kieliszewski	UW7985 00	Student Technical Assistant	TV012	21-JAN-18
Hannah Kieliszewski	UW8517 00	Ath Work Study Tkt Taker/Usher	TV012	21-FEB-18
Shinyoung Kim	US8199 00	Beacom Tutor	TV012	21-DEC-17
Mya Klemme Zoeller	US8309 00	Note Taker	TV012	21-FEB-18
Kasey Knutson	US8506 01	Intramural Official	TV012	21-DEC-17
Andrew Koch	UG8761 00	Grad Teaching Assistant - IOR	TV012	21-DEC-17
Samantha Kratovil	SS7798 00	student hrly Lab Assist	TV012	21-DEC-17
Kathryn Kroeger	QS9540 00	Student Tutor	TV013	31-JAN-18
Maci Kuhl	QW9461 00	Dental Hygiene Workstudy	TV012	21-DEC-17
Akasha Kurapati	US8434 02	Central Office Desk Worker	TV012	21-JAN-18

Akasha Kurapati	US8434 03	B/M Desk Worker	TV012	21-JAN-18
Clay LaPlante	UW8300 00	Wellness Center Fall/Spring WS	TV012	21-JAN-18
Javier Lara-Ruiz	UW8003 00	Art Assistant	TV012	13-DEC-17
Payton Larsen	US8199 00	Peer Adviosr	TV012	21-DEC-17
Victoria Lefthand	US8172 00	Student Worker	TV013	21-JAN-18
Kallie Leonard	US8109 05	Lab Assistant	TV012	21-DEC-17
Rhye Leonard	UW8048 02	Writing Center Tutor	TV012	13-DEC-17
Jianchen Li	UG7388 00	Graduate Research Assistant	TV012	21-JAN-18
Ashley Liang	US8082 00	Student Math Tutor II	TV012	21-DEC-17
Sophia Lima	US8199 00	Peer Advisor	TV012	21-DEC-17
John Litrenta	UG8699 02	GAA - Athletics/Football	TV012	21-DEC-17
Taylor Lockwood	UG7564 01	Grad Admin Assistant	TV012	21-DEC-17
Edrick Louidor	UW7379 00	SVRC Fall/Spring Work Study	TV012	21-DEC-17
Jackson Lounsbury	UE7380 03	Temp Office Assistant	TV013	21-DEC-17
Amanda Ludwig	US8172 00	Student Worker	TV012	21-JAN-18
Jacob Luiken	US7385 02	Track Camp Athletic Trainer	TV012	21-JAN-18
Ashley Lynch	UG8841 02	Graduate Admin Assistant	TV012	21-DEC-17
Jonathon Maag	UE7261 00	SD HS FB Champ. Chain Gang	TV013	11-NOV-17
Anna Madsen	US8073 00	Student Ambassador	TV012	21-DEC-17
Mason Madsen	UW8264 00	Student Office Assistant	TV012	21-FEB-18
Mahendra Mahato	US8362 00	Temp Grounds Keeper	TV012	21-DEC-17
Joseph Mammo	UG7389 00	Graduate Research Assistant	TV012	21-JAN-18
Joseph Mammo	US7401 01	Undergraduate Research	TV012	21-DEC-17
Joseph Mammo	US7429 00	Resident Assistant-ACA	TV012	21-JAN-18
Joseph Mammo	US8434 01	Resident Assistant	TV012	21-JAN-18
Olivia Mann	US8073 15	Student Labor	TV012	21-DEC-17
Stephanie McBeth	UG8637 00	Graduate Admin Assistant	TV012	21-DEC-17
Hannah McClelland	US8309 00	Note Taker	TV012	21-FEB-18
Sasha McDowell	US8046 01	English Ambassador	TV012	21-DEC-17
Sasha McDowell	US8046 02	English Ambassador	TV012	21-FEB-18
Allison McEldowney	QS9540 02	Student Tutor	TV012	31-JAN-18
Theodora McMahon	US8199 01	Peer Advisor	TV012	21-DEC-17
Heather Mead	QS9459 00	Dental Assistant	TV013	21-NOV-17
Hannah Medeck	QS9540 00	Student Tutor	TV013	21-JAN-18
Eric Mehlhaff	QS9540 00	Student Tutor	TV013	21-JAN-18
Matthew Mettler	UG8834 02	Graduate Research Assistant	TV012	21-DEC-17
Morgan Meyer	UG8558 00	Graduate Research Assistant	TV012	21-DEC-17
Matthew Mickley	UG7410 00	Graduate Research Assistant	TV012	21-DEC-17
Deborah Mika	UG7461 00	MUC GAA	TV012	07-JAN-18
Phillip Millar	US8199 01	Beacom Tutor	TV012	21-DEC-17
Matthew Miller	US8046 01	English Ambassador	TV012	21-NOV-17
Tayler Modlin	US8309 00	Note Taker	TV012	21-FEB-18
Jordan Mooney	UG7467 02	WC Fitness GA	TV012	21-DEC-17
Jordan Mooney	US7384 01	Fitness Specialist	TV012	21-DEC-17
Joshua Moore	US8199 00	Beacom Tutor	TV012	21-DEC-17
Rachelle Moore	US7745 02	Tech Fellow	TV012	21-DEC-17
Tyler Moore	US8434 01	Resident Assistant	TV012	21-NOV-17
Caleb Munce	US8073 01	Student Labor	TV012	21-DEC-17
Hayley Naasz	QS9540 00	Student Tutor	TV013	21-JAN-18
Isaac Naasz	UW8517 00	Work Study/Ath Dome Equip Rm	TV012	21-FEB-18
Kang Namkoong	US8362 01	Temp Grounds Assist	TV012	21-DEC-17
Jill Nelsen	US8199 00	Peer Advisor	TV012	21-DEC-17
Kelsey Nelson	US8515 00	Athletics Ticket Office Worker	TV012	21-NOV-17
Chandler Nielsen	QS9540 00	Student Tutor	TV013	21-JAN-18
Brendan Norris	US8199 00	Beacom Tutor	TV012	21-DEC-17
Natalie Nulle	US7394 04	Lifeguard	TV012	21-DEC-17
Zoey O'Brien	US7407 02	Student Library Assistant	TV012	21-DEC-17
Erin O'Connor	US8073 00	Student Labor	TV012	21-DEC-17
Erin O'Connor	US8073 00	Student Labor	TV012	21-JAN-18
Maryley Ohnstad	UW8300 00	Wellness Center Fall/Spring WS	TV012	21-DEC-17
David Olson	UG7757 00	Graduate Research Assistant	TV012	21-JAN-18
Megan Olson	UW8300 02	Wellness Center Fall/Spring WS	TV012	05-DEC-17
Kathryn Opitz	US8199 00	Peer Advisor	TV012	21-DEC-17
Brett Page	UG8572 00	Graduate Research Assistant	TV012	21-DEC-17
Zachary Parrella	UG8703 00	GAA-Athletics/Football	TV012	21-FEB-18
Laura Patrick	US7385 00	Track Camp Assistant	TV012	21-JAN-18
Kami Pearson	QS9477 03	BBS Student Lab Assistant	TV012	07-JAN-18
Kassie Peters	UW8517 00	Work Study/Athletics-Football	TV012	21-JAN-18

Samantha Petersen	UW8436 00	Housing Fall/Spring WS	TV012	21-JAN-18
April Peterson	US8434 05	Desk Worker	TV012	21-JAN-18
April Peterson	US8434 06	B/M Desk Worker	TV012	21-JAN-18
Tanner Phelps	UW8003 00	Art Assistant	TV012	13-DEC-17
Quinn Pieper	UG8571 00	Grad Research Assistant	TV012	21-DEC-17
Elizabeth Pirrung	US8118 00	Research Assistant	TV012	21-DEC-17
Devajyothi Potnuru	UG7406 01	Graduate Research Assistant	TV012	21-DEC-17
Claire Raders	US7425 00	Resident Assistant-ACA	TV012	21-JAN-18
Claire Raders	US8434 06	Resident Assistant	TV012	21-JAN-18
Alexis Redowl	US8100 00	Chemistry Student Assistant	TV012	21-DEC-17
Devin Reiners	UW8147 01	Work Study	TV012	13-DEC-17
Samantha Riley	UW8003 01	Art Assistant	TV012	13-DEC-17
Alexis Ritzman	US8082 02	Student Math Tutor II	TV012	21-DEC-17
Alexandrea Roberts	US8434 00	B/N Desk Worker	TV012	06-JAN-18
Paula Rombough	QE8726 00	Temp Dental Hygienist	TV013	21-JAN-18
Ramon Rosario Restituyo	UE8079 00	Adjunct Instructor	TV013	21-FEB-18
Ramon Rosario Restituyo	UG7504 00	Graduate Research Assistant	TV012	21-DEC-17
Audrianna Ruble	QW9479 00	BBS Work Study Student	TV012	21-JAN-18
Thomas Rush	UW7379 00	SVRC Fall/Spring Work Study	TV012	21-DEC-17
Monte Rysavy	UW8165 00	Work Study	TV012	21-FEB-18
Vanessa Salgado Perez	UG7901 00	Int'l Ofc Grad Admin Assistant	TV012	21-DEC-17
Nathan Saunders	UG7757 00	Graduate Research Assistant	TV012	21-DEC-17
Kiah Schaeffer	US7983 02	Student Art Model	TV012	21-FEB-18
Samantha Schartz	UW7379 00	SVRC Fall Work Study	TV012	13-DEC-17
Logan Schiebout	US8199 00	Peer Advisor	TV012	21-DEC-17
Alexander Schmer	UW7994 02	Student Office Assistant III	TV012	21-JAN-18
Paris Schroeder	UW7403 01	Tutor	TV012	21-FEB-18
Alexis Sejnoha	US8309 00	Note Taker	TV012	21-FEB-18
Basheerunnisa Shaik	US8344 00	Ticket Writer	TV012	21-FEB-18
Carmelita Shouldis	QW9479 02	BBS Work Study Lab Assistant	TV012	21-NOV-17
Monika Shrestha	US7385 00	Ath Events Parking Attendant	TV012	31-JAN-18
Monika Shrestha	US7385 01	Ath Events Ticket Taker/Usher	TV012	31-JAN-18
Monika Shrestha	US7389 00	Int'l Ofc Student Worker	TV012	31-JAN-18
Alexandria Sievert	UG8850 00	Graduate Admin Assistant	TV012	21-FEB-18
Emily Sinclair	US7939 00	Tutor	TV012	21-DEC-17
Rachel Smith	US8001 00	Art Model	TV012	21-DEC-17
Eva Soluk	US8109 09	Research Assistant	TV012	21-DEC-17
Joshua Sorbe	US8073 00	Student Ambassador	TV012	21-DEC-17
Joshua Sorbe	US8199 00	Peer Advisor	TV012	21-DEC-17
Marguerite Squyer	US8109 03	Lab Assistant	TV012	21-DEC-17
Clarissa Staton	UG8768 01	Grad Teaching Assistant - IOR	TV012	21-DEC-17
Garett Steers	QS9540 00	Student Tutor	TV013	31-JAN-18
Tanner Steineke	UW7379 00	SVRC Fall/Spring Work Study	TV012	13-DEC-17
Erin Sternhagen	QS9540 00	Student Tutor	TV013	21-JAN-18
Sawyer Stevens	US7939 00	Tutor	TV012	21-FEB-18
Jena Stewart	US7974 00	Library Student Assistant	TV012	21-DEC-17
Trina Stewart	US7380 00	Student Library Assistant	TV012	21-DEC-17
Autumn Stollenburg	US8344 00	Special Events	TV012	21-FEB-18
Lane Suing	UW8418 02	Admissions Student Ambassador	TV012	21-FEB-18
Zbynek Surovec	US7425 00	Resident Assistant-ACA	TV012	14-DEC-17
Zbynek Surovec	US8434 00	Resident Assistant	TV012	14-DEC-17
Layne Swanson	UW8300 00	Wellness Center Fall/Spring WS	TV012	21-JAN-18
Elie Tabet	UG7557 02	Graduate Research Assistant	TV012	21-DEC-17
Adrianna Taft	US7405 01	Office Assistant	TV012	21-DEC-17
Kali Teasley	US8434 03	CV Desk Worker	TV012	21-JAN-18
Nathaniel Terveen	US7427 00	Resident Assistant-ACA	TV012	21-JAN-18
Nathaniel Terveen	US8434 00	Resident Assistant	TV012	21-JAN-18
Nathaniel Terveen	US8434 01	CV Desk Worker	TV012	21-JAN-18
Julie Teslow	US8199 00	Beacom Tutor	TV012	21-DEC-17
Robel Tewelde	UW8517 01	Ath WS/Game Day Production	TV012	30-DEC-17
Austin Thompson	US8344 01	Ticket Writer	TV012	21-FEB-18
Austin Thompson	US8344 04	Special Events	TV012	21-FEB-18
Mason Thompson	UW8463 00	SCC Fall/Spring WS	TV012	21-FEB-18
Kassidy Tighe	US8280 00	Cont Ed Student Assistant	TV012	07-JAN-18
Andrea Tostado	UW7985 02	Student Technical Assistant	TV012	21-DEC-17
Hannah Trierweiler	US8082 00	Student Math Tutor II	TV012	21-DEC-17
Amy Trivedi	US7974 00	Library Student Assistant	TV012	21-JAN-18
Amy Trivedi	US8309 00	Note Taker	TV012	21-FEB-18

Lynae Tucker	US8172 00	Student Assistant	TV012	21-DEC-17
Kastuv Tuladhar	UG7739 00	Graduate Research Assistant	TV012	21-DEC-17
Jensen Twite	SS8543 01	student hrly Sales Clerk	TV012	19-JAN-18
Audra Van Ekeren	US8046 02	Writing Center Tutor	TV012	21-FEB-18
Taylor Van Wyhe	UW8012 01	Gallery Assistant	TV012	13-DEC-17
Parker Van Zee	UG8569 00	Graduate Research Assistant	TV012	21-DEC-17
Thomas Vierhout	US7508 00	Research Assistant	TV012	21-DEC-17
Brennan Vote	UW8201 01	Work Study	TV013	13-DEC-17
Nikul Vyas	QS9378 00	Clinical Ed Student Assistant	TV012	21-JAN-18
Nikul Vyas	US8434 00	OPS Crew	TV012	21-NOV-17
Jared Waltz	US8199 00	Peer Advisor	TV012	21-DEC-17
Xuan Wang	UG7648 00	Graudate Research Assistant	TV012	21-DEC-17
Erica Wankum	UW7421 04	Student Curatorial Assistant	TV012	13-DEC-17
Karli Ward	UG7411 00	Graduate Research Assistant	TV012	21-DEC-17
Blake Warner	UW8463 02	SCC Fall/Spring WS	TV012	21-JAN-18
Patrick Waugh	UG8600 01	Grad Instructor of Record	TV013	21-DEC-17
Michael Webb	UG8774 01	Graduate Research Assistant	TV012	21-NOV-17
Megan Wegher	QG8915 01	Graduate Research Assistant	TV012	21-DEC-17
Tara Claire Whalen	UW7380 00	Work Study	TV012	21-DEC-17
Alexis Wiebe	US8309 00	Note Taker	TV012	21-FEB-18
Derek Wiebers	US8362 02	Temp Grounds Assist	TV012	21-DEC-17
Kassie Willard	US8443 01	Teacher Assistant	TV012	21-FEB-18
Gawain Williams	US7389 00	Intl Ofc Student Ambassador	TV012	10-JAN-18
Rachel Willson	UG8835 00	Graudate Research Assistant	TV012	21-DEC-17
Nathan Wooden Knife	US7939 02	Tutor	TV012	21-NOV-17
Griffin York	US7402 00	Compliance Student Worker	TV012	21-JAN-18
Stanton Zaczek	US7428 00	Resident Assistant-ACA	TV012	21-JAN-18
Stanton Zaczek	US8434 01	Resident Assistant	TV012	21-JAN-18

Faculty Benefit Eligible (FAC1)  
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Stephen Bambas	QE8939	13	Instructor	Overload for Teaching	4142.48	22-JAN-18
Richard Braunstein	UE9195	47	Professor	Supplemental Appointment	250.00	22-NOV-17
Richard Braunstein	UE9195	48	Professor	Continuing Education/Extension	7640.28	22-JAN-18
Barbara Brockvelt	QE9830	36	Professor	Hire Temp Appointment	200.00	22-NOV-17
Barbara Brockvelt	QE9830	37	Professor	Continuing Education/Extension	5572.64	22-JAN-18
Ann Brunick	QE9861	20	Professor	Hire Temp Appointment	1500.00	22-OCT-17
Shana Cerny	QE9768	08	Assistant Professor	Hire Temp Appointment	200.00	22-DEC-17
Shana Cerny	QE9768	08	Assistant Professor	Hire Temp Appointment	200.00	22-JAN-18
Melissa Christianson	UE8012	03	Instructor	Continuing Education/Extension	3000.00	22-DEC-17
Dale Clark	UE9136	01	Lecturer	Continuing Education/Extension	4146.00	22-JAN-18
Tyler Custis	UE9184	06	Executive Education Presentor	Hire Temp Appointment	1950.00	22-OCT-17
Tyler Custis	UE9184	07	Ath Field Event Official	Supplemental Appointment	125.00	22-JAN-18
Thomas Davies	UE9065	33	Professor	Hire Temp Appointment	10579.00	22-JAN-18
David DeJong	UE8958	09	Assistant Professor	Overload for Teaching	1000.00	22-JAN-18
Matthew Fairholm	UE9523	24	Professor	Hire Temp Appointment	7207.52	22-JAN-18
Jacqueline Faulhaber	UE6830	13	Instructor Lecturer	Continuing Education/Extension	400.00	22-JAN-18
Edwin Filotas	UE7381	02	CTL CDF	Supplemental Appointment	250.00	22-DEC-17
Jose Flores	UE9946	00	Interim Chair Computer Science	Department Chair/Dean Duties	39789.61	22-JAN-18
Susan Gray	UE9175	36	NMM Live Performance	Hire Temp Appointment	100.00	22-JAN-18
Bartlomiej Hanus	UE9012	01	Assistant Professor	Hire Temp Appointment	8800.00	22-JAN-18
Julia Hellwege	UE7381	04	CTL CDF	Supplemental Appointment	250.00	22-DEC-17
Angela Helmer	UE9967	00	Chair, Modern Languages	Department Chair/Dean Duties	27041.92	22-JAN-18
Jonelle Hook	QE8743	00	Instructor	Appointment	63000.00	02-JAN-18
Joshua Houy	UE6801	15	Lecturer	Continuing Education/Extension	6000.00	22-JAN-18
Amy Hunsley-McTighe	QE9746	08	Instructor	Continuing Education/Extension	1400.00	22-JAN-18
Meghann Jarchow	UE7004	00	Chair, Sustainability & Enviro	Department Chair/Dean Duties	28615.26	22-JAN-18
Meghann Jarchow	UE8301	14	Art History Guest Lecture	Hire Temp Appointment	100.00	22-JAN-18
Julie Johnson	QE9737	02	Associate Professor	Hire Temp Appointment	6148.52	22-JAN-18
Kris Knisely-Southerland	UE8944	02	Assistant Professor	Hire Temp Appointment	4417.00	22-JAN-18
Shannon Kortan	UE7281	18	Instructor	Continuing Education/Extension	2400.00	22-JAN-18
Leon Korte	UE9163	32	Associate Professor	Hire Temp Appointment	10228.32	22-JAN-18
Laura Kruger	UE7543	02	Fitness Instructor	Supplemental Appointment	261.00	22-DEC-17
Kathryn LaPlante	QE9767	14	Instructor	Continuing Education/Extension	2000.00	22-DEC-17
Paul Lombardi	UE9088	23	Assistant Professor	Continuing Education/Extension	8096.00	22-JAN-18

Whitney Lucas Molitor	QE8680	02	Assistant Professor	Continuing Education/Extension	4800.00	22-JAN-18
Mark Madsen	UE7077	16	Instructor	Continuing Education/Extension	3390.00	22-JAN-18
Thomas Martin	UE7771	10	Executive Education Presenter	Hire Temp Appointment	3900.00	22-OCT-17
Thomas Martin	UE7771	11	Instructor Oper. Mgmt	Supplemental Appointment	5078.12	22-JAN-18
Thomas Martin	UE7771	12	Instructor	Continuing Education/Extension	3000.00	22-JAN-18
Thomas Martin	UE7771	13	Instructor	Continuing Education/Extension	600.00	22-JAN-18
Kristen Maxon	UE7593	42	Instructor	Continuing Education/Extension	7910.00	22-JAN-18
Jessica McHugh	QE9801	01	Assistant Professor	Hire Temp Appointment	200.00	22-JAN-18
David Moskowitz	UE9158	42	Professor	Continuing Education/Extension	13690.48	22-JAN-18
Daniel Mourlam	UE7381	06	CTL CDF	Supplemental Appointment	250.00	22-DEC-17
Allison Naber	UE7381	01	CTL CDF	Supplemental Appointment	1000.00	22-DEC-17
Lynita Newswander	UE9183	13	Assistant Professor	Continuing Education/Extension	4146.00	22-JAN-18
Erin Nielsen Ogdahl	QE8903	43	Instructor	Continuing Education/Extension	5708.76	22-JAN-18
Wade Nilson	QE9777	01	Associate Professor	Hire Temp Appointment	7731.28	22-JAN-18
Debra Norris	QE9776	11	Lecturer	Supplemental Appointment	4730.10	22-OCT-17
Evelyn Norton	UE7462	02	Adjunct Instructor	Continuing Education/Extension	1130.00	22-JAN-18
Nirmal Parajuli	QE8652	00	Research Assistant Professor	Appointment	53000.00	19-DEC-17
Emily Paulson	UE7036	00	Instructor in Marketing	Hire Temp Appointment	70000.00	22-DEC-17
Jason Porter	UE7444	12	Executive Education	Hire Temp Appointment	8950.00	22-NOV-17
Jason Porter	UE7444	13	Associate Professor	Hire Temp Appointment	11707.40	22-JAN-18
David Posthumus	UE7381	01	CTL CDF	Supplemental Appointment	250.00	22-DEC-17
Katherine Rasmussen	UE9560	26	Instructor	Continuing Education/Extension	4713.28	22-JAN-18
Carissa Regnerus	QE9734	26	Instructor	Hire Temp Appointment	1500.00	22-OCT-17
David Sanderson	UE9182	03	Associate Professor	Continuing Education/Extension	3680.00	22-JAN-18
Ana Sariol	UE7381	01	CTL CDF	Supplemental Appointment	250.00	22-DEC-17
Ana Sariol	UE9020	06	Assistant Professor	Overload for Teaching	9200.00	22-JAN-18
Ana Sariol	UE9020	07	Assistant Professor	Continuing Education/Extension	1400.00	22-JAN-18
Timothy Schorn	FE9974	19	OLLI Instructor	Overload for Teaching	330.00	22-OCT-17
Leah Seurer	UE9431	01	Assistant Professor	Hire Temp Appointment	1575.00	22-OCT-17
Raluca Simons	UE9186	26	Associate Professor	Continuing Education/Extension	3000.00	22-DEC-17
Gemma Skillman	UE6813	19	Lecturer	Continuing Education/Extension	10896.00	22-JAN-18
John Smith	QE9816	27	Dentist	Hire Temp Appointment	1850.00	22-OCT-17
Stephanie Spars	UE6818	17	Lecturer	Continuing Education/Extension	750.00	22-JAN-18
Holly Straub	UE9131	26	Fitness Instructor	Supplemental Appointment	279.36	22-DEC-17
Han-Zhi Tao	UE7381	02	CTL CDF	Supplemental Appointment	250.00	22-DEC-17
Thomas Tiahr	UE9156	09	POET Professorship	Hire Temp Appointment	4999.98	22-DEC-17
Jamie Turgeon-Drake	UE7381	01	CTL CDF	Supplemental Appointment	250.00	22-DEC-17
Jill Tyler	UE9550	47	Associate Professor	Hire Temp Appointment	1575.00	22-OCT-17
Luis Viquez Cordoba	UE9014	06	NMM Live Performance	Hire Temp Appointment	200.00	22-OCT-17
Darin Wadley	UE9412	28	NMM Live Performance	Hire Temp Appointment	100.00	22-OCT-17
Darin Wadley	UE9412	29	Fitness Instructor	Supplemental Appointment	552.00	22-DEC-17
Bridget Welch	UE7381	03	CTL CDF	Supplemental Appointment	250.00	22-DEC-17
Rand Wergin	UE9441	25	Assistant Professor	Hire Temp Appointment	1200.00	22-DEC-17
Henry Wiedrich	UE9178	12	Instructor	Continuing Education/Extension	800.00	22-JAN-18
Katie Williams	QE9039	22	Lecturer	Continuing Education/Extension	3000.00	22-NOV-17
Katie Williams	QE9039	23	Assistant Professor	Continuing Education/Extension	3000.00	22-JAN-18
Katie Williams	UE7381	01	CTL CDF	Supplemental Appointment	250.00	22-DEC-17

Faculty Benefit Eligible (FAC1)  
Permanent Salary Adjustment(SP)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Manas Das	QE8740	00	Associate Professor	Permanent Additional Duties	97253.58	107000.00	9746.42	
Jose Flores	UE9061	00	Professor	Permanent Change in FTE	83013.46	73895.00	-9118.46	
Angela Helmer	UE9483	00	Associate Professor	Permanent Change in FTE	61822.06	44649.28	-17172.78	
Jacob Kerby	UE8945	29	Lambda Chi Award Recipient	Salary Enhance/Special Award	1500.00			
Molly Molencamp	QE9845	00	Assistant Professor	Title Change	31625.32	31625.32	0.00	
Erik Mutterer	QE9846	00	Assistant Professor	Title Change	68697.86	68697.86	0.00	
Carissa Regnerus	QE9734	00	Assistant Professor	Title Change	66262.70	66262.70	0.00	
Marcella Remund	UE9559	00	Instructor	Permanent Change in FTE	45000.97	22500.48	-22500.49	
Joel Sander	UE7378	00	Asst Professor/Phys Grad Coord	Permanent Additional Duties	77676.59	86307.32	8630.73	
Katie Williams	QE9039	00	Assistant Professor	Title Change	48982.94	48982.94	0.00	



Name	POSN	SUFF	Job Desc	Faculty Benefit Eligible (FAC1)	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
				Temporary Salary Adjustments(ST)					
Alix Suckstorf	UE7061	01	Overload		Temporary Additional Duties	1500.00		3000.00	4500.00

Name	POSN	SUFF	Job Desc	Faculty Benefit Eligible (FAC1)	Change Reason Desc	Ann. Sal.	Effective Date
				Leave of Absence(LA)			
Hugh Britten	UE9194	00	Professor		Sabbatical Leave	84639.52	08-JAN-18
Ying Deng	UE7534	00	Associate Professor		Sabbatical Leave	83672.14	08-JAN-18
Patrick Garry	UE9520	01	Professor		Sabbatical Leave	130225.32	08-JAN-18
Seth Olson	UE9433	00	Associate Professor		Sabbatical Leave	67520.78	08-JAN-18

Name	POSN	SUFF	Job Desc	Faculty Benefit Eligible (FAC1)	Change Reason Desc	Eff. Date
				Terminated		
Christopher Jenks	UE9137	00	Associate Professor		TV001	29-DEC-17
Jo Ann Kim	QE9757	00	Assistant Professor		TV001	18-DEC-17
Nicole Ackman	UE7459	10	Instructor		TV013	21-DEC-17
Richard Braunstein	UE9195	47	Professor		TV013	21-DEC-17
Barbara Brockevelt	QE9830	35	Professor		TV013	21-DEC-17
Barbara Brockevelt	QE9830	36	Professor		TV013	21-DEC-17
Ann Brunick	QE9861	20	Professor		TV013	21-NOV-17
Shana Cerny	QE9768	06	Assistant Professor		TV013	21-DEC-17
Shana Cerny	QE9768	08	Assistant Professor		TV013	21-JAN-18
Shana Cerny	QE9768	08	Assistant Professor		TV013	21-FEB-18
Melissa Christianson	UE8012	03	Instructor		TV013	21-JAN-18
Tyler Custis	UE9184	06	Executive Education Presenter		TV013	21-NOV-17
Tyler Custis	UE9184	07	Ath Field Event Official		TV013	21-FEB-18
Manas Das	QE8740	00	Associate Professor		TV009	30-JAN-18
David DeJong	UE8958	09	Assistant Professor		TV013	21-FEB-18
Cathy Ezrailson	UE9419	00	Associate Professor		TR001	21-DEC-17
Matthew Fairholm	UE9523	23	Professor		TV013	21-DEC-17
Jacqueline Faulhaber	UE6830	13	Instructor Lecturer		TV013	21-FEB-18
Edwin Pilotas	UE7381	02	CTL CDF		TV013	21-JAN-18
Istvan Gombocz	UE9056	08	Interim Chair-Modern Languages		TV013	21-DEC-17
Istvan Gombocz	UE9056	09	Professor		TV013	21-DEC-17
Susan Gray	UE9175	36	NMM Live Performance		TV013	21-FEB-18
Julia Hellwege	UE7381	04	CTL CDF		TV013	21-JAN-18
Jonelle Hook	QE8773	00	Temp Instructor		TV013	21-DEC-17
Joshua Houy	UE6801	15	Lecturer		TV013	21-FEB-18
Amy Hunsley-McTighe	QE9746	08	Instructor		TV013	21-FEB-18
Meghann Jarchow	UE8301	14	Art History Guest Lecture		TV013	21-FEB-18
Jacob Kerby	UE8945	29	Lambda Chi Award Recipient		TV013	21-DEC-17
Shannon Kortan	UE7281	18	Instructor		TV013	21-FEB-18
Leon Korte	UE9163	31	Associate Professor		TV013	21-DEC-17
Laura Kruger	UE7543	02	Fitness Instructor		TV013	21-JAN-18
Kathryn LaPlante	QE9767	14	Instructor		TV013	21-JAN-18
Paul Lombardi	UE9088	22	Assistant Professor		TV013	21-DEC-17
Thomas Martin	UE7771	10	Executive Education Presenter		TV013	21-NOV-17
Thomas Martin	UE7771	12	Instructor		TV013	21-FEB-18
Thomas Martin	UE7771	13	Instructor		TV013	21-FEB-18
Jessica McHugh	QE9801	01	Assistant Professor		TV013	21-FEB-18
Cassandra McKeown	UE8907	20	Associate Professor		TV013	21-DEC-17
David Moskowitz	UE9158	41	Professor		TV013	21-DEC-17
Daniel Mourlam	UE7381	06	CTL CDF		TV013	21-JAN-18
Erik Mutterer	QE9846	07	Professor		TV013	21-DEC-17
Allison Naber	UE7381	01	CTL CDF		TV013	21-JAN-18
Debra Norris	QE9776	11	Lecturer		TV013	21-NOV-17
Evelyn Norton	UE7462	01	Instructor		TV013	21-DEC-17
Emily Paulson	UE7055	00	Adjunct Instructor		TV013	21-DEC-17
Jason Porter	UE7444	11	Associate Professor		TV013	21-DEC-17

Jason Porter	UE7444	12	Executive Education	TV013	21-DEC-17
David Posthumus	UE7381	01	CTL CDF	TV013	21-JAN-18
Katherine Rasmussen	UE9560	25	Instructor	TV013	21-DEC-17
Carissa Regnerus	QE9734	26	Instructor	TV013	21-NOV-17
David Sanderson	UE9182	01	Associate Professor	TV013	21-DEC-17
Ana Sariol	UE7381	01	CTL CDF	TV013	21-JAN-18
Ana Sariol	UE9020	07	Assistant Professor	TV013	21-FEB-18
Timothy Schorn	FE9974	19	OLLI Instructor	TV013	21-NOV-17
Timothy Schorn	UE9139	17	Associate Professor	TV013	21-DEC-17
Leah Seurer	UE9431	01	Assistant Professor	TV013	21-NOV-17
Raluca Simons	UE9186	26	Associate Professor	TV013	21-JAN-18
Gemma Skillman	UE6813	17	Lecturer	TV013	21-DEC-17
John Smith	QE9816	27	Dentist	TV013	21-NOV-17
Stephanie Spars	UE6818	17	Lecturer	TV013	21-FEB-18
Kelsey Stevens	QE8660	00	Instructor	TV009	16-FEB-18
Holly Straub	UE9131	26	Fitness Instructor	TV013	21-JAN-18
Alix Suckstorf	UE7061	01	Overload	TV013	21-JAN-18
Han-Zhi Tao	UE7381	02	CTL CDF	TV013	21-JAN-18
Jamie Turgeon-Drake	UE7381	01	CTL CDF	TV013	21-JAN-18
Jill Tyler	UE9550	47	Associate Professor	TV013	21-NOV-17
Luis Viquez Cordoba	UE9014	06	NMM Live Performance	TV013	21-NOV-17
Darin Wadley	UE9412	28	NMM Live Performance	TV013	21-NOV-17
Darin Wadley	UE9412	29	Fitness Instructor	TV013	21-JAN-18
Bridget Welch	UE7381	03	CTL CDF	TV013	21-JAN-18
Henry Wiedrich	UE9178	12	Instructor	TV013	21-FEB-18
Katie Williams	QE9039	22	Lecturer	TV013	21-DEC-17
Katie Williams	UE7381	01	CTL CDF	TV013	21-JAN-18

Faculty Non-Benefit Eligible (FAC2)  
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Frederick Aderhold	UE7053	03	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-18
Saira Akhlaq	QE8664	01	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-18
Ariadne Albright	UE7054	00	Adjunct Instructor	Continuing Education/Extension	2000.00	22-JAN-18
Melissa Allen	QE8664	04	Adjunct Instructor	Continuing Education/Extension	8292.00	22-JAN-18
Douglas Anderson	UE7056	00	Adjunct Instructor	Continuing Education/Extension	3390.00	22-JAN-18
Susan Anderson	UE8205	01	Adjunct	Hire Temp Appointment	8400.00	22-JAN-18
William Armstrong	UE7056	01	Adjunct Instructor	Continuing Education/Extension	1350.00	22-JAN-18
Meredyth Arnott	QE8664	00	Adjunct Instructor	Continuing Education/Extension	4500.00	22-JAN-18
Mark Baas	UE7053	01	Adjunct Instructor	Continuing Education/Extension	2600.00	22-JAN-18
Rebecca Bailey	UE7989	02	Theatre Adjunct	Hire Temp Appointment	8292.00	22-DEC-17
Kendra Baily	UE8142	03	Adjunct Instructor	Hire Temp Appointment	2764.00	22-JAN-18
Ashley Baker	UE7053	05	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-18
Lisa Bannwarth	UE8259	00	Adjunct Instructor	Hire Temp Appointment	3390.00	22-JAN-18
Kimberly Bartling	UE7054	03	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-18
Bradley Beauvais	QE8664	04	Adjunct Instructor	Continuing Education/Extension	8292.00	22-JAN-18
Michael Berhow	UE7056	03	Adjunct Instructor	Continuing Education/Extension	12438.00	22-JAN-18
Gregory Bertsch	UE7055	02	Adjunct Instructor	Continuing Education/Extension	4000.00	22-JAN-18
Ilsa Bjordal	QE9393	00	BSN Clinical Faculty - Verm	Hire Temp Appointment	821.50	22-JAN-18
Heather Bleecker	UE7053	00	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-18
Lacey Bodensteiner	UE7053	01	Adjunct Instructor	Continuing Education/Extension	3900.00	22-JAN-18
Carly Borr	QE9393	01	BSN Clinical Faculty - SF	Hire Temp Appointment	2480.00	22-JAN-18
Alison Boughn	UE8007	04	Adjunct Instructor	Hire Temp Appointment	2500.00	22-DEC-17
Brian Brandt	QE9393	00	BSN Clinical Faculty - Verm	Hire Temp Appointment	1240.00	22-JAN-18
Sarah Brown	QE9393	06	BSN Clinical Faculty - SF	Hire Temp Appointment	821.50	22-JAN-18
Michael Burgeson	UE8079	01	Adjunct Instructor	Hire Temp Appointment	3390.00	22-JAN-18
Judith Burnfield	QE9384	08	Adjunct Professor	Hire Temp Appointment	1700.00	22-OCT-17
Andrew Burroughs	UE7053	00	Adjunct Instructor	Continuing Education/Extension	3390.00	22-JAN-18
Andrew Burroughs	UE8269	00	CPE Office Assistant	Hire Temp Appointment	308.29	22-DEC-17
Barbara Buss	QE9393	02	BSN Clinical Faculty - Verm	Hire Temp Appointment	4644.00	22-DEC-17
Terryl Cadwell	UE7056	03	Adjunct Instructor	Continuing Education/Extension	8292.00	22-JAN-18
Jill Cahill	QE9393	06	BSN Clinical Faculty - Verm	Hire Temp Appointment	1116.00	22-DEC-17
Timothy Case	UE7989	02	Theatre Adjunct	Hire Temp Appointment	8292.00	22-DEC-17
Laney Clark	QE9393	01	BSN Clinical Faculty - RC	Hire Temp Appointment	1998.00	22-JAN-18
Shannon Cole	UE8052	03	Adjunct Instructor	Hire Temp Appointment	6780.00	22-JAN-18
Benjamin Connors	UE8133	00	Adjunct Instructor	Hire Temp Appointment	5544.00	22-JAN-18

William Cooper	UE7056 05	Adjunct Instructor	Continuing Education/Extension	3390.00	22-JAN-18
Lucien Costley	QE8664 03	Adjunct Instructor	Continuing Education/Extension	10092.00	22-JAN-18
Terry Crandall	UE8259 00	Adjunct Instructor	Hire Temp Appointment	6780.00	22-JAN-18
Iris Craver	QE8664 03	Adjunct Instructor	Continuing Education/Extension	4346.00	22-JAN-18
Marshall Damgaard	UE7056 01	Adjunct Instructor	Continuing Education/Extension	3390.00	22-JAN-18
Marshall Damgaard	UE8079 13	Adjunct Instructor	Hire Temp Appointment	3150.00	22-JAN-18
Charles Dibley	UE8268 00	Student Teacher Supervisor	Hire Temp Appointment	250.00	22-NOV-17
Melissa Dittberner	QE8664 06	Adjunct Instructor	Continuing Education/Extension	6780.00	22-JAN-18
Melissa Dittberner	UE7381 03	CTL CDF	Supplemental Appointment	250.00	22-DEC-17
Melissa Dittberner	UE7475 06	Adjunct Instructor	Continuing Education/Extension	1000.00	22-OCT-17
Melissa Dittberner	UE7475 07	Adjunct Instructor	Continuing Education/Extension	1000.00	22-NOV-17
Amanda Dullerud	QE9393 03	BSN Clinical Faculty - Verm	Hire Temp Appointment	1658.50	22-JAN-18
Tracie Erdmann	UE8259 00	Adjunct Instructor	Hire Temp Appointment	3390.00	22-JAN-18
David Erickson	UE7056 04	Adjunct Instructor	Continuing Education/Extension	3390.00	22-JAN-18
Beth Etler-Thornton	UE7475 03	Adjunct Instructor	Continuing Education/Extension	3390.00	22-JAN-18
Amy Etter	QE9393 06	BSN Clinical Faculty - Verm	Hire Temp Appointment	3780.00	22-JAN-18
Jared Feiner	QE9393 00	BSN Clinical Faculty - Verm	Hire Temp Appointment	821.50	22-DEC-17
Jeff Fisher	UE7054 05	Adjunct Instructor	Continuing Education/Extension	4390.00	22-JAN-18
Scott Fleming	SE6117 00	Instructor	Hire Temp Appointment	9260.00	22-JAN-18
Sarah Fowler	UE8007 01	Art Adjunct	Hire Temp Appointment	3390.00	22-DEC-17
Mary Ann Francis	UE7056 05	Adjunct Instructor	Continuing Education/Extension	20591.80	22-JAN-18
Rupam Gakhar	QE8664 00	Adjunct Instructor	Continuing Education/Extension	4500.00	22-JAN-18
Armando Galicia-Silva	UE7056 00	Adjunct Instructor	Hire Temp Appointment	9040.00	22-DEC-17
Armando Galicia-Silva	UE7056 00	Adjunct Instructor	Continuing Education/Extension	4520.00	22-JAN-18
Armando Galicia-Silva	UE8061 00	Adjunct Instructor	Hire Temp Appointment	4520.00	22-JAN-18
Rachel Gangle	QE8664 03	Adjunct Instructor	Continuing Education/Extension	8292.00	22-JAN-18
Paige Gau	QE9393 00	BSN Clinical Faculty SF	Hire Temp Appointment	558.00	22-DEC-17
Nancy Glassgow	QE9393 03	BSN Clinical Faculty - RC	Hire Temp Appointment	821.50	22-DEC-17
Shelly Grinde	UE8142 06	Adjunct Instructor	Hire Temp Appointment	420.00	22-DEC-17
Shelly Grinde	UE8142 07	Adjunct Instructor	Hire Temp Appointment	3390.00	22-JAN-18
Reagan Hammer	QE9393 01	BSN Clinical Faculty - Verm	Hire Temp Appointment	1922.00	22-DEC-17
Maren Hansen	UE7056 01	Adjunct Instructor	Continuing Education/Extension	4118.36	22-JAN-18
Sara Hanson	QE9393 05	BSN Clinical Faculty - SF	Hire Temp Appointment	558.00	22-JAN-18
Timothy Heaton	UE7056 00	Adjunct Instructor	Continuing Education/Extension	5000.00	22-JAN-18
Jeffrey Henry	QE8663 02	Adjunct Instructor	Continuing Education/Extension	8292.00	22-JAN-18
Michael Hilson	UE7998 32	Adjunct Instructor	Hire Temp Appointment	900.00	22-DEC-17
Michael Hilson	UE7998 33	Music Lessons Adjunct	Hire Temp Appointment	6300.00	22-JAN-18
Nicole Holmberg	QE9393 02	BSN Clinical Faculty - SF	Hire Temp Appointment	5436.00	22-DEC-17
Nicole Holmberg	QE9393 03	BSN Clinical Faculty - SF	Hire Temp Appointment	4672.80	22-JAN-18
Joshua Hughes	QE8663 03	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-18
Lynne Hunter	QE8664 03	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-18
Ann Huss Mollman	QE8664 03	Adjunct Instructor	Continuing Education/Extension	12438.00	22-JAN-18
Megan Ibach	QE9393 04	BSN Clinical Faculty - SF	Hire Temp Appointment	5440.50	22-DEC-17
Kyle Irvin	SE6144 06	Temporary Lecturer	Hire Temp Appointment	4630.00	22-JAN-18
Linda Jackson	QE9393 07	BSN Clinical Faculty - Verm	Hire Temp Appointment	4743.00	22-DEC-17
Marilyn Jensen	UE7475 07	Adjunct Instructor	Continuing Education/Extension	1130.00	22-JAN-18
Carli Johnson	QE9393 01	BSN Clinical Faculty - SF	Hire Temp Appointment	3301.50	22-JAN-18
Nicole Johnson	UE7056 00	Adjunct Instructor	Continuing Education/Extension	3390.00	22-JAN-18
Robert Joyce	FE9974 01	OLLI Instructor	Overload for Teaching	105.00	22-OCT-17
Robert Joyce	FE9974 02	OLLI Instructor	Overload for Teaching	105.00	22-JAN-18
Robert Joyce	UE7054 03	Adjunct Instructor	Continuing Education/Extension	3390.00	22-JAN-18
Rodger Kelly	UE7417 02	NMM Deputy Director	Hire Temp Appointment	7500.00	22-DEC-17
Beverly Kennedy	QE9054 00	Temp Instructor	Hire Temp Appointment	4934.40	22-JAN-18
Michael Killian	QE8664 01	Adjunct Instructor	Continuing Education/Extension	7196.00	22-JAN-18
Michael Killian	QE8685 00	Adjunct Instructor	Hire Temp Appointment	2948.00	22-OCT-17
Michael Killian	UE7475 00	Adjunct Instructor	Continuing Education/Extension	1000.00	22-NOV-17
Wayne Kindle	UE7053 00	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-18
David Knoff	UE8178 00	Adjunct Faculty	Hire Temp Appointment	3200.00	22-DEC-17
Matthew Knutson	QE9465 13	Temp Dentist	Hire Temp Appointment	150.00	22-OCT-17
Lori Kober	UE8142 04	Adjunct Instructor	Hire Temp Appointment	2772.00	22-JAN-18
Stephanie Kocher	UE7998 37	Symphonic Band Accompanist	Hire Temp Appointment	30.00	22-DEC-17
Stephanie Kocher	UE7998 38	Music Lessons Adjunct	Hire Temp Appointment	3375.00	22-JAN-18
Audrey Larsen	UE7056 03	Adjunct Instructor	Continuing Education/Extension	3390.00	22-JAN-18
Amy Laursen	UE7054 00	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-18
Amy Laursen	UE7998 01	USD Symphonic Band	Hire Temp Appointment	450.00	22-NOV-17
Amy Laursen	UE7998 02	Adjunct Instructor	Hire Temp Appointment	2764.00	22-DEC-17
Travis Lee	UE8205 00	Adjunct	Hire Temp Appointment	4200.00	22-JAN-18
Meghan Leifheit	QE9393 00	BSN Clinical Faculty - Verm	Hire Temp Appointment	2681.50	22-JAN-18

Kristi Leisinger	QE8664	05	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-18
David Levine	UE7475	01	Adjunct Instructor	Continuing Education/Extension	6780.00	22-JAN-18
Mark Lindell	UE7475	03	Adjunct Instructor	Continuing Education/Extension	10170.00	22-JAN-18
Malene Little	UE7056	03	Adjunct Instructor	Continuing Education/Extension	2150.00	22-JAN-18
Malene Little	UE7381	01	CTL CDF	Supplemental Appointment	250.00	22-DEC-17
Cristina Matos	UE7053	00	Adjunct Instructor	Continuing Education/Extension	3390.00	22-JAN-18
Michelle Mayes	QE9393	06	BSN Clinical Faculty - Verm	Hire Temp Appointment	2759.00	22-JAN-18
Robert McCauley	QE9393	00	BSN Clinical Faculty - Verm	Hire Temp Appointment	821.50	22-JAN-18
Nathalie Meyer	UE7475	13	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-18
Lisa Millen	UE7056	06	Adjunct Instructor	Continuing Education/Extension	18888.00	22-JAN-18
Stephen Miller	UE8097	14	Adjunct Instructor	Hire Temp Appointment	6780.00	22-JAN-18
Sarah Molina	UE7056	03	Adjunct Instructor	Continuing Education/Extension	3390.00	22-JAN-18
Daniel Mollet	UE7056	01	Adjunct Instructor	Continuing Education/Extension	10170.00	22-JAN-18
Sandra Mollman	UE7054	11	Adjunct Instructor	Continuing Education/Extension	3390.00	22-OCT-17
Sandra Mollman	UE7054	12	Adjunct Instructor	Continuing Education/Extension	22560.00	22-JAN-18
Sandra Mollman	UE7989	19	Art History Guest Lecture	Hire Temp Appointment	100.00	22-JAN-18
Brian Molyneaux	UE7056	01	Adjunct Instructor	Continuing Education/Extension	6696.00	22-JAN-18
Martha Muellenberg	UE8259	00	Adjunct Lecturer	Hire Temp Appointment	8292.00	22-JAN-18
Joelle Mulder	QE9393	04	BSN Clinical Faculty - Verm	Hire Temp Appointment	728.50	22-OCT-17
Richard Muller	UE7055	05	Adjunct Instructor	Continuing Education/Extension	6800.00	22-JAN-18
Rachel Nelson	UE7056	00	Adjunct Instructor	Continuing Education/Extension	3390.00	22-JAN-18
Robert Nelson	QE9054	07	Clinic Labor	Hire Temp Appointment	600.00	22-DEC-17
Robert Nelson	QE9466	00	DH Labor	Hire Temp Appointment	1000.00	22-JAN-18
Crystal Nesheim-Johnson	UE7056	00	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-18
Kristi Oskar-Groen	UE8250	00	Adjunct Instructor	Hire Temp Appointment	4146.00	22-JAN-18
Cynthia Ostrom	UE7056	03	Adjunct Instructor	Continuing Education/Extension	3390.00	22-JAN-18
Xavier Pastrano	UE7475	04	Adjunct Instructor	Continuing Education/Extension	6780.00	22-JAN-18
Kim Patrick	UE8178	02	Adjunct Faculty	Hire Temp Appointment	3200.00	22-DEC-17
Beth Peterson	QE9393	04	BSN Clinical Faculty - SF	Hire Temp Appointment	2480.00	22-JAN-18
Jessica Peterson	UE7056	00	Adjunct Instructor	Continuing Education/Extension	3390.00	22-JAN-18
Joleen Pietrzak	UE7056	08	Adjunct Instructor	Continuing Education/Extension	10170.00	22-JAN-18
Kristopher Pitcher	UE8115	00	Adjunct Instructor	Hire Temp Appointment	4520.00	22-JAN-18
Michael Powers	UE7056	01	Adjunct Instructor	Continuing Education/Extension	8046.00	22-JAN-18
Robyn Rentschler	QE9393	01	BSN Clinical Faculty - Verm	Hire Temp Appointment	1798.00	22-JAN-18
Alexander Roberts	UE8079	00	Adjunct Instructor	Hire Temp Appointment	8292.00	22-JAN-18
Paige Rock	QE9393	01	BSN Clinical Faculty - Verm	Hire Temp Appointment	1395.00	22-JAN-18
Mary Rogers	QE8664	06	Adjunct Instructor	Continuing Education/Extension	12438.00	22-JAN-18
Richard Rognstad	UE7998	04	Double Bass Lessons	Hire Temp Appointment	450.00	22-JAN-18
Ann Rowenhorst	QE9393	06	BSN Clinical Faculty - SF	Hire Temp Appointment	1658.00	22-JAN-18
Matthew Rumsey	UE8142	05	Adjunct Instructor	Hire Temp Appointment	2764.00	22-JAN-18
Dawn Sawtell	QE9393	04	BSN Clinical Faculty - Verm	Hire Temp Appointment	1658.50	22-JAN-18
Stacy Schepel	QE8664	03	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-18
Melissa Schlichting	UE8178	01	Adjunct Faculty	Hire Temp Appointment	5400.00	22-DEC-17
Bo Schoenwald	UE7056	03	Adjunct Instructor	Continuing Education/Extension	6780.00	22-JAN-18
Molly Scott	UE7998	03	Adjunct Lessons Oboe	Hire Temp Appointment	787.50	22-JAN-18
John Seabolt	QE8664	03	Adjunct Instructor	Continuing Education/Extension	1000.00	22-JAN-18
John Seabolt	QE8773	01	Adjunct Instructor	Hire Temp Appointment	2991.89	22-JAN-18
Aimee Shea	UE7053	10	Adjunct Instructor	Continuing Education/Extension	3390.00	22-OCT-17
Aimee Shea	UE7053	11	Adjunct Instructor	Continuing Education/Extension	6780.00	22-JAN-18
Heather Siebert	UE7056	05	Adjunct Instructor	Continuing Education/Extension	6780.00	22-JAN-18
Tanner Sifferath	UE7056	02	Adjunct Instructor	Continuing Education/Extension	4890.00	22-JAN-18
Erin Silver	QE9393	02	BSN Clinical Faculty - SF	Hire Temp Appointment	589.00	22-DEC-17
Elizabeth Simons	FE9974	23	OLLI Instructor	Hire Temp Appointment	0.00	22-OCT-17
Mark Skaff	UE7056	03	Adjunct Instructor	Continuing Education/Extension	3390.00	22-JAN-18
Michael Slabaugh	UE7056	05	Adjunct Instructor	Continuing Education/Extension	16473.44	22-JAN-18
Christin Slemp	QE9393	02	BSN Clinical Faculty - Verm	Hire Temp Appointment	3208.50	22-JAN-18
Rexann Smith	QE8773	00	Temp Instructor	Hire Temp Appointment	15888.89	02-JAN-18
Michael Snell	UE7055	03	Adjunct Instructor	Continuing Education/Extension	4500.00	22-JAN-18
Dawn Spurlin	QE9393	09	BSN Clinical Faculty - SF	Hire Temp Appointment	5518.00	22-DEC-17
Erin Stabnow	UE7053	00	Adjunct Instructor	Hire Temp Appointment	4146.00	22-JAN-18
Erin Stabnow	UE7053	01	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-18
Erin Stephens	QE9393	04	BSN Clinical Faculty - Verm	Hire Temp Appointment	821.50	22-DEC-17
William Stoops	UE8178	03	Adjunct Faculty	Hire Temp Appointment	5500.00	22-DEC-17
Daniela Syed	UE7053	03	Adjunct Instructor	Continuing Education/Extension	12438.00	22-JAN-18
Loretta Thomas	UE7998	30	USD Symphonic Band	Hire Temp Appointment	450.00	22-NOV-17
Loretta Thomas	UE7998	31	Adjunct Lessons Bassoon	Hire Temp Appointment	450.00	22-JAN-18
Tyra Thomas-Moore	UE7056	02	Adjunct Instructor	Continuing Education/Extension	6780.00	22-JAN-18
Tyler Tigges	UE8178	04	Adjunct Faculty	Hire Temp Appointment	3200.00	22-DEC-17

Tyler Tigges	UE8178 05	ADR Advisor	Hire Temp Appointment	1250.00	22-DEC-17
Marilyn Trefz	UE8178 03	Adjunct Professor	Hire Temp Appointment	4800.00	22-DEC-17
Kenneth Tusha	QE9054 01	Temp Dentist	Hire Temp Appointment	450.00	22-NOV-17
Kenneth Tusha	QE9054 01	Temp Dentist	Hire Temp Appointment	750.00	22-DEC-17
Kenneth Tusha	QE9054 01	Temp Dentist	Hire Temp Appointment	1500.00	22-JAN-18
Richard Van Lente	UE7056 07	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-18
Stephanie Vonderahe	UE8007 02	Artist Talk	Hire Temp Appointment	1000.00	22-JAN-18
Anna Vorhes Sandberg	UE7054 03	Adjunct Instructor	Continuing Education/Extension	3390.00	22-JAN-18
Margaret Walker	QE8664 03	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-18
Robert Welch	SE6900 00	Temporary Lecturer	Hire Temp Appointment	4630.00	22-JAN-18
Robert Welch	UE7831 01	Adjunct Faculty	Hire Temp Appointment	4146.00	22-JAN-18
Katie Westra	UE7056 03	Adjunct Instructor	Continuing Education/Extension	10170.00	22-JAN-18
Amanda Wetz	QE8664 00	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-18
Aubrey Windish	UE7475 01	Adjunct Instructor	Continuing Education/Extension	6780.00	22-JAN-18
Steven Wise	UE7056 03	Adjunct Instructor	Continuing Education/Extension	5100.00	22-JAN-18
Eskedar Yimer	QE9393 01	BSN Clinical Faculty - Verm	Hire Temp Appointment	558.00	22-JAN-18
Debra Young	QE8664 01	Adjunct Instructor	Continuing Education/Extension	3000.00	22-JAN-18
Barbara Yutzenka	UE8124 00	Adjunct Professor	Hire Temp Appointment	4146.00	22-JAN-18
Adam Zellmer	UE7053 05	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-18
Tasha Wendel	QE8732 01	Adjunct Instructor	Continuing Education/Extension	1000.00	22-OCT-17

Faculty Non-Benefit Eligible (FAC2)  
Permanent Salary Adjustment(SP)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Tasha Wendel	QE8732	00	Instructor	Permanent Change in FTE	62200.00	62200.00	0.00	

Faculty Non-Benefit Eligible (FAC2)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Lisa Bannwarth	QE9929	00	Clinical Evaluation Specialist	TV001	27-OCT-17
Sarah Achterhoff	QE9393	00	BSN Clinical Faculty - SF	TV013	21-DEC-17
Frederick Aderhold	UE7053	02	Adjunct Instructor	TV013	21-DEC-17
Saira Akhlaq	QE8664	00	Adjunct Instructor	TV013	21-DEC-17
Shari Alarie	QE9393	03	BSN Clinical Faculty - SF	TV013	21-DEC-17
Ariadne Albright	UE8007	01	Art Adjunct	TV013	21-DEC-17
Melissa Allen	QE8664	03	Adjunct Instructor	TV013	21-DEC-17
Susan Anderson	UE8205	00	Adjunct	TV013	21-DEC-17
William Armstrong	UE7056	00	Adjunct Instructor	TV013	21-DEC-17
Rebecca Bailey	UE7989	01	Theatre Adjunct	TV013	21-DEC-17
Kendra Bailly	UE8142	02	Adjunct Instructor	TV013	21-DEC-17
Ashley Baker	UE7053	04	Adjunct Instructor	TV013	21-DEC-17
Suneel Bandrupalli	UE7056	01	Adjunct Instructor	TV013	21-DEC-17
Suneel Bandrupalli	UE7475	00	Adjunct Instructor	TV013	21-DEC-17
Kimberly Bartling	UE7054	02	Adjunct Instructor	TV013	21-DEC-17
Bradley Beauvais	QE8664	03	Adjunct Instructor	TV013	21-DEC-17
Michael Berhow	UE7056	02	Adjunct Instructor	TV013	21-DEC-17
Bridgett Block	QE9393	04	BSN Clinical Faculty - SF	TV013	21-DEC-17
Carly Borr	QE9393	00	BSN Clinical Faculty - SF	TV013	21-DEC-17
Katie Brockberg	QE9393	04	BSN Clinical Faculty - SF	TV013	21-NOV-17
Sarah Brown	QE9393	06	BSN Clinical Faculty - SF	TV013	21-FEB-18
Judith Burnfield	QE9384	08	Adjunct Professor	TV013	21-NOV-17
Andrew Burroughs	UE8269	00	CPE Office Assistant	TV013	21-JAN-18
Barbara Buss	QE9393	01	BSN Clinical Faculty - Verm	TV013	21-DEC-17
Terryl Cadwell	UE7056	02	Adjunct Instructor	TV013	21-DEC-17
Jill Cahill	QE9393	05	BSN Clinical Faculty - Verm	TV013	21-NOV-17
Jill Cahill	QE9393	06	BSN Clinical Faculty - Verm	TV012	21-JAN-18
Timothy Case	UE7989	01	Theatre Adjunct	TV013	21-DEC-17
Lesley Clack	UE7055	00	Adjunct Instructor	TV013	21-DEC-17
Laney Clark	QE9393	00	BSN Clinical Faculty - RC	TV013	21-DEC-17
Shannon Cole	UE8052	02	Adjunct Instructor	TV013	21-DEC-17
Benjamin Connors	UG8729	00	Grad Teaching Assistant IOR	TV012	21-DEC-17
William Cooper	UE7056	04	Adjunct Instructor	TV013	21-DEC-17
Lucien Costley	QE8664	02	Adjunct Instructor	TV013	21-DEC-17

Terry Crandall	UE8259 00	Adjunct Instructor	TV013	21-DEC-17
Marshall Damgaard	UE8079 12	Adjunct Instructor	TV012	21-DEC-17
Zachary Damon	UE7053 00	Adjunct Instructor	TV013	21-DEC-17
Charles Dibley	UE8268 00	Student Teacher Supervisor	TV013	21-DEC-17
Melissa Dittberner	QE8664 05	Adjunct Instructor	TV013	21-DEC-17
Melissa Dittberner	UE7381 03	CTL CDF	TV013	21-JAN-18
Melissa Dittberner	UE7475 06	Adjunct Instructor	TV013	21-NOV-17
Melissa Dittberner	UE7475 07	Adjunct Instructor	TV013	21-DEC-17
Carol Dreke	QE9393 03	BSN Clinical Faculty - SF	TV013	21-NOV-17
Amanda Dullerud	QE9393 02	BSN Clinical Faculty - SF	TV013	21-NOV-17
Tracie Erdmann	UE8259 00	Adjunct Instructor	TV013	21-DEC-17
Beth Etler-Thornton	UE7475 02	Adjunct Instructors	TV013	21-DEC-17
Jared Feiner	QE9393 00	BSN Clinical Faculty - Verm	TV013	21-FEB-18
Barry Feinstein	UE8178 01	Faculty Adjunct	TV013	21-DEC-17
Jonathan Feiock	QE8664 01	Adjunct Instructor	TV013	21-DEC-17
Jeff Fisher	UE7054 04	Adjunct Instructor	TV013	21-DEC-17
Scott Fleming	UE7056 00	Adjunct Instructors	TV013	21-DEC-17
Scott Fleming	UE7056 01	Adjunct Instructor	TV013	21-DEC-17
Sarah Fowler	UE8007 00	Art Adjunct	TV013	21-DEC-17
Mary Ann Francis	UE7056 04	Adjunct Instructor	TV013	21-DEC-17
Armando Galicia-Silva	UE7056 00	Adjunct Instructor	TV013	21-DEC-17
Armando Galicia-Silva	UE7056 00	Adjunct Instructor	TV013	21-JAN-18
Rachel Gangle	QE8664 02	Adjunct Instructor	TV013	21-DEC-17
Paige Gau	QE9393 00	BSN Clinical Faculty SF	TV013	21-FEB-18
Nancy Glasgow	QE9393 03	BSN Clinical Faculty - RC	TV013	21-FEB-18
Shelly Grinde	UE8142 06	Adjunct Instructor	TV013	21-JAN-18
Reagan Hammer	QE9393 00	BSN Clinical Faculty - Verm	TV013	21-NOV-17
Maren Hansen	UE7056 00	Adjunct Instructor	TV013	21-DEC-17
Sara Hanson	QE9393 04	BS Clinical Faculty - SF	TV013	21-NOV-17
Sara Hanson	QE9393 05	BSN Clinical Faculty - SF	TV013	21-FEB-18
Kevin Heineman	UE8079 08	Adjunct Instructor	TV013	21-DEC-17
Michael Hilson	UE7998 30	Guitar Class Adjunct	TV013	21-DEC-17
Michael Hilson	UE7998 31	Music Lesson Adjunct	TV013	21-DEC-17
Nicole Holmberg	QE9393 02	BSN Clinical Faculty - SF	TV013	21-JAN-18
Joshua Hughes	QE8663 02	Adjunct Instructor	TV013	21-DEC-17
Lynne Hunter	QE8664 02	Adjunct Instructor	TV013	21-DEC-17
Ann Huss Mollman	QE8664 02	Adjunct Instructor	TV013	21-DEC-17
Megan Ibach	QE9393 03	BSN Clinical Faculty - SF	TV013	21-DEC-17
Kyle Irvin	UE8178 01	Faculty Adjunct	TV013	21-DEC-17
Linda Jackson	QE9393 06	BSN Clinical Faculty - Verm	TV013	21-DEC-17
Sachin Jain	UE7053 02	Adjunct Instructor	TV013	21-DEC-17
Marilyn Jensen	UE7475 06	Adjunct Instructor	TV013	21-DEC-17
Carli Johnson	QE9393 00	BSN Clinical Faculty - SF	TV013	21-DEC-17
Robert Joyce	FE9974 01	OLLI Instructor	TV013	21-NOV-17
Robert Joyce	FE9974 02	OLLI Instructor	TV013	21-FEB-18
Robert Joyce	UE7054 02	Adjunct Instructor	TV013	21-DEC-17
Christopher Karr	UE8205 00	Adjunct	TV013	21-DEC-17
Jennifer Kassing	UE7053 03	Adjunct Instructor	TV013	21-DEC-17
Rodger Kelly	UE7417 01	NMM Assistant Director	TV013	21-DEC-17
Michael Killian	QE8664 00	Adjunct Instructor	TV013	21-DEC-17
Michael Killian	UE7475 00	Adjunct Instructor	TV013	21-DEC-17
Matthew Knutson	QE9465 13	Temp Dentist	TV013	21-NOV-17
Stephanie Kocher	UE7998 36	Music Lessons Adjunct	TV013	21-DEC-17
Stephanie Kocher	UE7998 37	Symphonic Band Accompanist	TV013	21-JAN-18
Audrey Larsen	UE7056 02	Adjunct Instructor	TV013	21-DEC-17
Audrey Larsen	UE8052 14	Adjunct Instructor	TV013	21-DEC-17
Michelle Laughlin	UE7055 04	Adjunct Instructor	TV013	21-DEC-17
Amy Laursen	UE7998 00	Adjunct Instructor	TV013	21-DEC-17
Amy Laursen	UE7998 01	USD Symphonic Band	TV013	21-DEC-17
Teresa Leiferman	UE7056 00	Adjunct Instructor	TV013	21-DEC-17
Kristi Leisinger	QE8664 04	Adjunct Instructor	TV013	21-DEC-17
David Levine	UE8052 02	Adjunct Instructor	TV013	21-DEC-17
Mark Lindell	UE7475 02	Adjunct Instructor	TV013	21-DEC-17
Malene Little	UE7056 01	Adjunct Instructor	TV013	21-DEC-17
Malene Little	UE7381 01	CTL CDF	TV013	21-JAN-18
Cody Lukkes	UE7053 02	Adjunct Instructor	TV013	21-DEC-17
Michelle Mayes	QE9393 05	BSN Clinical Faculty - Verm	TV013	21-DEC-17
Samuel McGee	QE9393 01	BSN Clinical Faculty - Verm	TV013	21-DEC-17

Nathalie Meyer	UE7475	12	Adjunct Instructor	TV013	21-DEC-17
Lisa Millen	UE7056	05	Adjunct Instructor	TV013	21-DEC-17
Stephen Miller	UE8097	13	Adjunct Instructor	TV012	21-DEC-17
Daniel Mollet	UE7056	00	Adjunct Instructor	TV013	21-DEC-17
Sandra Mollman	UE7054	10	Adjunct Instructor	TV013	21-DEC-17
Sandra Mollman	UE7054	11	Adjunct Instructor	TV013	21-DEC-17
Sandra Mollman	UE7989	19	Art History Guest Lecture	TV013	21-FEB-18
Martha Muellenberg	UE8259	00	Adjunct Lecturer	TV013	21-DEC-17
Joelle Mulder	QE9393	04	BSN Clinical Faculty - Verm	TV013	21-DEC-17
Richard Muller	UE7055	04	Adjunct Instructor	TV013	21-DEC-17
Robert Nelson	QE9054	07	Clinic Labor	TV013	21-JAN-18
Julie Ohl	UE7055	03	Adjunct Instructor	TV013	21-DEC-17
Roy Osborn	QE8664	00	Adjunct Instructor	TV013	21-DEC-17
Kristi Oskar-Groen	UE8250	00	Adjunct Instructor	TV013	21-DEC-17
Cynthia Ostrom	UE7056	02	Adjunct Instructor	TV013	21-DEC-17
Xavier Pastrano	UE7475	03	Adjunct Instructor	TV013	21-DEC-17
Beth Peterson	QE9393	03	BSN Clinical Faculty - SF	TV013	21-DEC-17
Jessica Peterson	UE8133	00	Adjunct Instructor	TV013	21-DEC-17
Joleen Pietrzak	UE7056	06	Adjunct Instructor	TV013	21-DEC-17
Kristopher Pitcher	UG8760	00	Grad Teaching Assistant - IOR	TV012	21-DEC-17
John Prescott	UE8079	02	Adjunct Instructor	TV013	21-DEC-17
Erin Rasmussen	UE7056	02	Adjunct Instructor	TV013	21-DEC-17
Robyn Rentschler	QE9393	00	BSN Clinical Faculty - Verm	TV013	21-DEC-17
Mary Ring	UE7053	01	Adjunct Instructor	TV013	21-DEC-17
Paige Rock	QE9393	01	BSN Clinical Faculty - Verm	TV013	21-FEB-18
Mary Rogers	QE8664	05	Adjunct Instructor	TV013	21-DEC-17
Richard Rognstad	UE7998	03	Music Lessons Adjunct	TV013	21-DEC-17
Ann Rowenhorst	QE9393	06	BSN Clinical Faculty - SF	TV013	21-FEB-18
Matthew Rumsey	UE8142	04	Adjunct Instructor	TV013	21-DEC-17
Mallory Rykhus	QE9393	01	BSN Clinical Faculty - Verm	TV013	21-NOV-17
Mark Salter	UE8178	04	Faculty Adjunct	TV013	21-DEC-17
Dawn Sawtell	QE9393	03	BSN Clinical Faculty - Verm	TV013	21-DEC-17
Stacy Schepel	QE8664	02	Adjunct Instructor	TV013	21-DEC-17
Megan Schmitz	QE9393	01	BSN Clinical Faculty - Pierre	TV013	21-DEC-17
Bo Schoenwald	UE7056	02	Adjunct Instructor	TV013	21-DEC-17
Jessica Schroer	QE9393	00	BSN Clinical Faculty - Verm	TV013	21-NOV-17
Molly Scott	UE7998	02	Music Lessons Adjunct	TV013	21-DEC-17
John Seabolt	QE8664	02	Adjunct Instructor	TV013	21-DEC-17
Aimee Shea	UE7053	09	Adjunct Instructor	TV013	21-DEC-17
Aimee Shea	UE7053	10	Adjunct Instructor	TV013	21-DEC-17
Heather Siebert	UE7056	04	Adjunct Instructor	TV013	21-DEC-17
Tanner Sifferath	UE7056	00	Adjunct Instructor	TV013	21-DEC-17
Erin Silver	QE9393	02	BSN Clinical Faculty - SF	TV013	21-FEB-18
Elizabeth Simons	FE9974	23	OLLI Instructor	TV013	21-NOV-17
Mark Skaff	UE7056	02	Adjunct Instructor	TV013	21-DEC-17
Michael Slabaugh	UE7056	04	Adjunct Instructor	TV013	21-DEC-17
Michael Slabaugh	UE7056	04	Adjunct Instructors	TV013	21-DEC-17
Christin Slempe	QE9393	01	BSN Clinical Faculty - Verm	TV013	21-DEC-17
Tony Slieman	UE7010	00	Adjunct Faculty	TV013	21-DEC-17
James Smith	UE8178	01	Faculty Adjunct	TV013	21-DEC-17
Traci Smith	UE8178	01	Faculty Adjunct	TV013	21-DEC-17
Michael Snell	UE7055	02	Adjunct Instructor	TV013	21-DEC-17
Dawn Spurlin	QE9393	08	BSN Clinical Faculty - Verm	TV013	21-NOV-17
Erin Stabnow	UE7053	00	Adjunct Instructor	TV013	21-DEC-17
Erin Stephens	QE9393	04	BSN Clinical Faculty - Verm	TV013	21-FEB-18
Daniela Syed	UE7053	02	Adjunct Instructor	TV013	21-DEC-17
Loretta Thomas	UE7998	29	Music Lessons Adjunct	TV013	21-DEC-17
Loretta Thomas	UE7998	30	USD Symphonic Band	TV013	21-DEC-17
Janelle Thornton	UE7056	00	Adjunct Instructor	TV013	21-DEC-17
Tyler Tigges	UE8178	03	Faculty Adjunct	TV013	21-DEC-17
Kenneth Tusha	QE9054	01	Temp Dentist	TV013	21-DEC-17
Kenneth Tusha	QE9054	01	Temp Dentist	TV013	21-JAN-18
Kenneth Tusha	QE9054	01	Temp Dentist	TV013	21-FEB-18
Richard Van Lente	UE7056	06	Adjunct Instructor	TV013	21-DEC-17
Stephanie Vonderahe	UE8007	01	Art Adjunct	TV013	21-DEC-17
Stephanie Vonderahe	UE8007	02	Artist Talk	TV013	21-FEB-18
Anna Vorhes Sandberg	DE9850	00	Adjunct Instructor	TV013	21-DEC-17
Anna Vorhes Sandberg	UE7054	02	Adjunct Instructor	TV013	21-DEC-17

Margaret Walker	QE8664 02	Adjunct Instructor	TV013	21-DEC-17
Robert Welch	UE7056 00	Adjunct Instructor	TV013	21-DEC-17
Robert Welch	UE8097 00	Adjunct Instructor	TV013	21-DEC-17
Katie Westra	UE7056 02	Adjunct Insturctor	TV013	21-DEC-17
Arley Williams	UE7056 01	Adjunct Instructor	TV013	21-DEC-17
Aubrey Windish	UE7475 00	Adjunct Instructor	TV013	21-DEC-17
Steven Wise	UE7056 02	Adjunct Instructor	TV013	21-DEC-17
Sandra Wollan	QE9393 04	BSN Clinical Faculty - Verm	TV013	21-DEC-17
Aaron Woodard	UE7056 01	Adjunct Instructor	TV013	21-DEC-17
Eskedar Yimer	QE9393 01	BSN Clinical Faculty - Verm	TV013	21-FEB-18
Darin Young	UE7056 00	Adjunct Instructor	TV013	21-DEC-17
Debra Young	QE8664 00	Adjunct Instructor	TV013	21-DEC-17
Adam Zellmer	UE7053 04	Adjunct Instructor	TV013	21-DEC-17
Heather Zweifel	UE7056 03	Adjunct Instructor	TV013	21-DEC-17
Tasha Wendel	QE8732 01	Adjunct Instructor	TV013	21-NOV-17

#### ECLS 45 Volunteers

Banner ID	Name	Department	Institution
A00223101	Dudley Janis	Biology	USD
A00223113	Kimberly Magnuson	Biology	USD
A00225290	Shrijana DC	Chemistry	USD
A00222713	Elizabeth Sykes	Chemistry	USD
A00225681	Tessa Tecklenburg	Chemistry	USD
A00193334	John Bianchi	Child Care Services	USD
A00213717	Samantha Curry	Child Care Services	USD
A00192481	Ashley Fritz	Child Care Services	USD
A00199747	Sarah Halstead	Child Care Services	USD
A00223322	Annaliese Howe	Child Care Services	USD
A00210415	McKenzie Lenihan	Child Care Services	USD
A00222260	Madisen Prasek	Child Care Services	USD
A00218062	Elizabeth Prescott	Child Care Services	USD
A00222259	Gabriel Razcondurazo	Child Care Services	USD
A00222125	Megan Razcondurazo	Child Care Services	USD
A00213488	Nicole Roth	Child Care Services	USD
A00188121	Chloe Litzen	Communication Studies	USD
A00091474	Jessie Rasmussen	Curriculum & Instruction	USD
A00203841	Taryn Hansen	Dean of the Med - Basic Biomed Sc	USD
A00189190	Eric Habbe	Dean of the Med School - Yankton	USD
A00123348	Tianna Vogt	Dean of the Med School - Yankton	USD
A00222408	Kathryn Barrett	Family Medicine	USD
A00222693	Amy Bedient	Family Medicine	USD
A00213579	Grace Boddicker	Family Medicine	USD
A00213580	Courtney Chrystal	Family Medicine	USD
A00222794	Kwaku sapon Darkwa	Family Medicine	USD
A00222115	Daniel Delaney	Family Medicine	USD
A00222116	Jacob Evans	Family Medicine	USD
A00222431	Heidi Feistner	Family Medicine	USD
A00073999	Tyler Gillen	Family Medicine	USD
A00225542	Hollan Harper	Family Medicine	USD
A00076357	Donella Herman	Family Medicine	USD
A00115510	Kirstin Hockhausen	Family Medicine	USD
A00148604	Taylor Kapsch	Family Medicine	USD
A00200800	Noah Keime	Family Medicine	USD
A00121080	Trevor Kindle	Family Medicine	USD
A00019826	Valerie Larson	Family Medicine	USD
A00149749	Colleen Oman	Family Medicine	USD
A00213582	Mackenzie Peterson	Family Medicine	USD
A00225546	Andrea Pham	Family Medicine	USD
A00216152	Michael Roberts	Family Medicine	USD
A00224986	Brian Skow	Family Medicine	USD
A00224869	Sarah Smith	Family Medicine	USD
A00200807	Kelsi Snyder	Family Medicine	USD
A00225547	Alfred Swanson	Family Medicine	USD
A00222113	Michael daSilva	Family Medicine	USD
A00223039	David Lind	Intercolleg Athletics	USD



A00002313	Melanie Mahowald	Intercolleg Athletics	USD
A00224983	Luke McNitt	Intercolleg Athletics	USD
A00192039	Samuel Nicholson	Intercolleg Athletics	USD
A00202855	Caylyn Wagner	Intercolleg Athletics	USD
A00225579	Brody Werner	Intercolleg Athletics	USD
A00222112	Mohammad Ahmed	Internal Medicine	USD
A00225514	Jonathan Buchanan	Internal Medicine	USD
A00225517	Praveen Cherukuri	Internal Medicine	USD
A00222114	Michael Dawson	Internal Medicine	USD
A00225526	Joe Devasahayam	Internal Medicine	USD
A00225540	Radowan Elnair	Internal Medicine	USD
A00225541	Marcus Frohm	Internal Medicine	USD
A00221594	Elizabeth Haller	Internal Medicine	USD
A00222117	Alisha Hemraj	Internal Medicine	USD
A00225672	Munis Mattu	Internal Medicine	USD
A00222118	Jolene Mitchell	Internal Medicine	USD
A00195098	Samuel Nyamu	Internal Medicine	USD
A00222119	Prince Sethi	Internal Medicine	USD
A00222697	Murat Sincan	Internal Medicine	USD
A00222121	Douglas Yim	Internal Medicine	USD
A00225548	Jing Zhao	Internal Medicine	USD
A00198505	Jake Leohr	Kinesiology & Sport Science	USD
A00225544	Catherine Mamah	Neurosciences	USD
A00225545	Shelley Nielson	Obstetrics-Gynecology	USD
A00225291	Jesse Barondeau	Pediatrics	USD
A00222792	Agatino Battaglia	Pediatrics	USD
A00225515	Daniel Callaway	Pediatrics	USD
A00225519	Arielle Deutsch	Pediatrics	USD
A00124900	Laura Jarding	Pediatrics	USD
A00005627	Brooke Jones	Pediatrics	USD
A00222695	Daniel Mark	Pediatrics	USD
A00222385	Eric Towe	Pediatrics	USD
A00162338	Whitney Dam	Physical Therapy	USD
A00225871	Eric Fletcher	Physical Therapy	USD
A00226072	Sara Gartland	Physical Therapy	USD
A00054264	Ryan Hansen	Physical Therapy	USD
A00225868	Brett Hudson	Physical Therapy	USD
A00225869	Eldon Johnson	Physical Therapy	USD
A00226071	Luke Johnson	Physical Therapy	USD
A00216215	Austin Krier	Physical Therapy	USD
A00226089	Wes Mentele	Physical Therapy	USD
A00226067	Ivan Peterson	Physical Therapy	USD
A00047947	Brittany Ronning	Physical Therapy	USD
A00202416	Zachary Schneider	Physical Therapy	USD
A00226086	Tim Stai	Physical Therapy	USD
A00216626	Creighton Thompson	Physical Therapy	USD
A00003798	Erin Vogel	Physical Therapy	USD
A00222303	Aaron Althaus	Physician Assistant	USD
A00195306	Tonya Auck	Physician Assistant	USD
A00195305	David Balt	Physician Assistant	USD
A00195304	Cheryle Brandt	Physician Assistant	USD
A00136375	Brenda Davenport	Physician Assistant	USD
A00000953	Michele Delzer	Physician Assistant	USD
A00144491	Charles Harper	Physician Assistant	USD
A00057048	Kathrine Jibben	Physician Assistant	USD
A00144489	Andrew Kopperud	Physician Assistant	USD
A00195312	Michael Krause	Physician Assistant	USD
A00176844	Kristen Legner	Physician Assistant	USD
A00195311	Alissa Moen	Physician Assistant	USD
A00195070	Becky Ness	Physician Assistant	USD
A00224330	Charles Pelton	Physician Assistant	USD
A00222454	Dustin Smoot	Physician Assistant	USD
A00189829	Chris Snavelly	Physician Assistant	USD
A00042956	Andrew Vanosdol	Physician Assistant	USD
A00089891	Chao Zhang	Physics	USD
A00222186	Kelly Lauck	Psychiatry	USD
A00216182	Chloe Olson	Psychiatry	USD
A00005586	K-Lynn Paul	Psychiatry	USD

A00222698	Dominick Trombetta	Psychiatry	USD
A00222520	Zachary Gubler	School of Law	USD
A00222045	Steven Jensen	School of Law	USD
A00225292	Matthew Blake	Surgery	USD
A00225516	Margaret Carmody	Surgery	USD
A00225518	Gregory Danielson	Surgery	USD
A00225543	Christopher Huot	Surgery	USD
A00221936	Patrick Kenney	Surgery	USD
A00063219	Emily Murphy	Surgery	USD
A00222120	Robert Van Demark	Surgery	USD

PZRNJOB

South Dakota Board of Regents  
BOR Routine  
Date Range : 22-OCT-17 thru 21-FEB-18  
For :SDSBVI

03/07/2018 09:07:48

Ver: 072011.28a

Career Service Benefit Eligible (CSA1) Permanent Salary Adjustment(SP)							
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff. New Adj.
Kirk Bender	VE9950	00	House Parent	Sal Adj to 5% Range at 6 mo	17518.46	18392.05	873.59
Danielle Vincent	VE9956	00	House Parent	Sal Adj to 5% Range at 6 mo	17518.46	18392.05	873.59

Career Service Non-Benefit Eligible (CSA2) Appointments(AA)					
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal. Effective Date
Dawn Brush	VE9940	00	Houseparent-Labor	Hire Temp Appointment	3975.42 22-DEC-17
Laurel Foster	VE9940	00	Houseparent-Labor	Hire Temp Appointment	3975.42 22-DEC-17
Tamara Guthmiller	VE9940	00	Houseparent-Labor	Hire Temp Appointment	3975.42 01-DEC-17

Career Service Non-Benefit Eligible (CSA2) Terminated				
Name	POSN	SUFF	Job Desc	Change Reason Desc Eff. Date
Carlee Sanders	VE9940	00	Houseparent-Labor	TV013 21-FEB-18

Faculty Benefit Eligible (FAC1) Temporary Salary Adjustments(ST)						
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base Diff. New Adj.
Tevan Fischbach 4738.80	NE9669	01	Adj Inst SPED 436/536	Shared Employee Agreement	2154.00	2584.80

Faculty Benefit Eligible (FAC1) Terminated				
Name	POSN	SUFF	Job Desc	Change Reason Desc Eff. Date
Tevan Fischbach	NE9669	00	NSU Adj Inst SPED 434/534	TV013 21-DEC-17

ECLS 45 Volunteers  
Banner ID Name Department Institution  
There are no volunteers for the dates entered  
PZRNJOB South Dakota Board of Regents  
BOR Routine 03/07/2018 09:06:20  
Date Range : 22-OCT-17 thru 21-FEB-18  
For :SDSD

Ver: 072011.28a

ECLS 45 Volunteers  
Banner ID Name Department Institution  
There are no volunteers for the dates entered

PZRNJOB

South Dakota Board of Regents

BOR Routine

03/07/2018 09:09:24

Date Range : 22-OCT-17 thru 21-FEB-18

For :BOR

Ver: 072011.28a

Non-Faculty Benefit Eligible (NFE1) (NFE1)  
Permanent Salary Adjustment(SP)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Justin Nagel	RE9933	00	Financial Analyst	Sal Adj-Unusual Circumstance	63777.60	64798.04	1020.44	
Jeryl Stein	RE9997	01	Executive Admin Assistant	Sal Adj to 5% Range at 6 mo	33279.36	34943.33	1663.97	

Non-Faculty Benefit Eligible (NFE1) (NFE1)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Chelsey Cox	RE9986	00	Program and Fiscal Analyst	TV002	11-FEB-18
Nancy Barnes	BE9258	00	Accountant	SA018	30-NOV-17

Student Employment and NFE Non-Benefit Eligible (NFE2)  
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
David Williams	RE9913	00	Financial Project Analyst	Hire Temp Appointment	21000.00	22-OCT-17

Student Employment and NFE Non-Benefit Eligible (NFE2)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Janice Minder	UE7056	00	Adjunct Instructor	TV013	21-DEC-17
Ellen Walker	RE9916	00	Temp Program/Fiscal Analyst	TV013	05-FEB-18
David Williams	RE9913	00	Financial Project Analyst	TV013	21-JAN-18

ECLS 45 Volunteers

Banner ID Name

Department

Institution

There are no volunteers for the dates entered

BLACK HILLS STATE UNIVERSITY								
Name	Job Desc.	Eff. date	Job Change Reason	Rate	Salary	Prev. Rate	Prev. Salary	% Increase
Ann Evridge	Teacher Aide	22-Jan-18	Temporary Additional Duties	\$17.00	\$35,359.32	\$13.39	\$27,850.66	27%
Faith Kaiser	Facility Worker	22-Dec-17	Temporary Additional Duties	\$12.50	\$25,999.50	\$11.51	\$23,940.34	8.6%
Raena Martinez	Senior Secretary	22-Jan-18	Reclassification	\$14.50	\$30,159.42	\$12.55	\$26,103.50	16%

DAKOTA STATE UNIVERSITY								
Name	Job Desc.	Eff. date	Job Change Reason	Rate	Salary	Prev. Rate	Prev. Salary	% Increase
Sierra Heppler	Program Assistant I	22-Jan-18	Temporary Additional Duties	\$16.93	\$35,213.72	\$15.75	\$32,759.37	7.5%
Kati Larsen	Academic Advisor	22-Oct-17	Change Salary Rate/Pay Grade	\$19.47	\$40,500.00	\$17.30	\$35,983.31	12.5%
Suraj Mahat	Web Developer	22-Nov-17	Sal Adj-Unusual Circumstance	\$21.40	\$44,511.14	\$18.88	\$39,269.64	13.3%
Nancy Presuhn	Program Assistant I	22-Dec-17	Reclassification	\$17.30	\$35,983.31	\$16.18	\$33,645.74	6.9%
Tyler Steele	Multimedia Specialist	22-Nov-17	Sal Adj-Unusual Circumstance	\$21.88	\$45,509.52	\$19.88	\$41,349.86	10.1%
Jordan Stewart	Lead Support Desk	22-Nov-17	Sal Adj-Unusual Circumstance	\$21.40	\$44,511.14	\$19.87	\$41,338.17	7.7%
Shannon Vostad	Program Assistant I	22-Jan-18	Reclassification	\$17.30	\$35,983.31	\$16.18	\$33,645.75	6.9%

SD SCHOOL OF MINES & TECHNOLOGY								
Name	Job Desc.	Eff. date	Job Change Reason	Rate	Salary	Prev. Rate	Prev. Salary	% Increase
Ricky Bartlett	Sergeant(Sr Security Offcer)	22-Jan-18	Reclassification	\$15.29	\$31,802.59	\$13.90	\$28,911.44	10.0%
Jade Herman	Special Projects Coordinator	22-Jan-18	Change in Appointment Type	\$24.04	\$50,000.00	\$20.89	\$43,441.46	15.1%

SOUTH DAKOTA STATE UNIVERISTY								
Name	Job Desc.	Eff. date	Job Change Reason	Rate	Salary	Prev. Rate	Prev. Salary	% Increase
Holly Beutler	Financial & Data Specialist	22-Dec-17	Reclassification	\$30.77	\$64,000.00	\$26.92	\$56,000.00	14.3%
Derek Brake	Assistant Professor	22-Jan-18	Sal Adj-Unusual Circumstance	\$53.41	\$83,320.00	\$48.56	\$75,746.00	10.0%
Tasha Crane	Agricultural Foreman	23-Dec-17	Temporary Additional Duties	\$20.10	\$41,807.20	\$15.10	\$31,407.40	33.1%
Anthony Filholm	Physical Plant Manager I	22-Dec-17	Reclassification	\$22.64	\$47,090.29	\$20.58	\$42,805.58	10.0%
David Francis	Researcher	22-Nov-17	Change Salary Rate/Pay Grade	\$51.86	\$10,784.81	\$43.22	\$8,988.03	20.0%
Beverly French	Program Assistant I	22-Dec-17	Sal Adj-Unusual Circumstance	\$17.00	\$35,359.32	\$16.00	\$33,279.36	6.3%
Carol Humburg	Clinic Nurse Manager	22-Dec-17	Reclassification	\$25.19	\$41,914.14	\$23.03	\$38,320.08	9.4%
Robert Jensen	Building Maintenance Specialis	29-Jan-18	Sal Adj-Unusual Circumstance	\$22.00	\$45,759.12	\$20.00	\$41,599.20	10.0%
Stephanie Jensen	Program Assistant I	22-Dec-17	Sal Adj-Unusual Circumstance	\$17.00	\$35,359.32	\$15.75	\$32,759.37	7.9%
Michelle Kukuk	Program Assistant II	22-Nov-17	Sal Adj-Unusual Circumstance	\$27.82	\$57,864.49	\$19.17	\$39,872.83	45.1%
Megan Peterson	Extension Associate	22-Jan-18	Reclassification	\$17.54	\$36,482.50	\$13.25	\$27,559.47	32.4%
Jessica Rients	Manager-Parking & Transportation	22-Nov-17	Change in Appointment Type	\$21.64	\$45,000.00	\$14.22	\$29,577.03	52.2%
Zachary Rykhus	Sr. Mechanical Engineer	22-Jan-18	Reclassification	\$33.65	\$70,000.00	\$28.85	\$60,000.00	16.6%

UNIVERSITY OF SOUTH DAKOTA								
Name	Job Desc.	Eff. date	Job Change Reason	Rate	Salary	Prev. Rate	Prev. Salary	% Increase
Mark Dahlhoff	Pilot	22-Oct-17	Sal Adj-Unusual Circumstance	\$44.47	\$92,500.00	\$30.73	\$63,923.69	44.7%
Manas Das	Associate Professor	22-Oct-17	Permanent Additional Duties	\$51.44	\$107,000.00	\$46.76	\$97,253.58	10.0%
Maria Paez	Researcher Associate II	22-Oct-17	Change in Appointment Type	\$15.50	\$32,250.00	\$12.28	\$25,546.52	26.2%
Joel Sander	Asst Professor/Phys Grad Coord	22-Nov-17	Permanent Additional Duties	\$49.79	\$86,307.32	\$49.79	\$77,676.59	11.1%
Laura McNaughton	Chief of Staff	22-Nov-17	Permanent Additional Duties	\$28.25	\$80,000.00	\$38.46	\$58,759.40	36.1%

**SOUTH DAKOTA BOARD OF REGENTS**

**Board Work**

**REVISED  
AGENDA ITEM: 1 – E  
DATE: March 27-29, 2018**

\*\*\*\*\*

**SUBJECT**

**Rolling Calendar**

**CONTROLLING STATUTE, RULE, OR POLICY**

[Board of Regents' By-Laws, Section 5.0](#)

**BACKGROUND / DISCUSSION**

The Board of Regents schedules its Board meetings using a rolling calendar. At each regularly scheduled business meeting, the Board approves the dates and location of the meeting that will take place the following year. This allows the Board to have a year's worth of regularly scheduled meetings on the calendar at all times.

**IMPACT AND RECOMMENDATIONS**

This will establish the April 2019 Board of Regents' meeting dates and location as April 2-4, 2019 at Black Hills State University in Spearfish. (This is a week later than the typical first regularly scheduled Board meeting of the calendar year due to the changed 2019 legislative calendar, which includes Veto Day as Friday, March 29.)

**ATTACHMENTS**

Attachment I – Proposed calendar of 2019 dates and locations

Attachment II – Important dates to avoid

Attachment III – 2019 calendar

Attachment IV – Dates and locations for BOR meetings over the previous 10 years

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**DRAFT MOTION 20180327\_1-E:**

I move to approve April 2-4 as the dates and BHSU in Spearfish as the location for the April 2019 Board of Regents' meeting.

## 2019 Calendar

<b>BOR ITEMS DUE (from campus)</b>	<b>BOR MAILOUT</b>	<b>BOR MEETINGS</b>	<b>BOR MEETING LOCATION</b>	<b>BOR APPROVAL DATE</b>	<b>COPS TOPICS DUE (from COPS)</b>	<b>COPS MAILOUT</b>	<b>COPS MEETING</b>
March 8	March 26	April 2-4, 2019 (Tues-Thurs)	BHSU, Spearfish		April 11	April 16	April 23
April 19	May 7	May 14-16, 2019 (Tues-Thurs)	SDSU, Brookings		May 23	May 28	June 4
May 31	June 18	June 25-27, 2019 (Tues-Thurs)	DSU, Madison		July 3	July 9	July 16
July 12	July 30	August 6-8, 2019 (Tues-Thurs)	Pierre		August 15	August 20	August 27
Sept. 6	Sept. 24	Oct. 1-3, 2019 (Tues-Thurs)	SD Mines, Rapid City		Oct. 10	Oct. 15	Oct. 22
Nov. 7	Nov. 26	Dec. 3-5, 2019 (Tues-Thurs)	USD, Vermillion		Dec.12	Dec.13	Dec.17



## DATES TO KEEP IN MIND 2019

**January 1, Tuesday**

January 8, Tuesday

**January 21, Monday****February 18, Monday**

March 4-8, Mon-Fri

March 13, Wednesday

March 17, Sunday

**March 29, Friday**

April 19, Friday

**April 21, Sunday**

April 14-16, Sun-Tues

April 29-May 3, Mon-Fri

May 4, Saturday

May 20-21, Mon-Tues

**May 27, Monday**

June 23-26, Sun-Wed

**July 4, Thursday**

July 15-19, Mon-Friday

August 5-11, Mon-Sun

August 5-9, Mon-Thurs

**September 2, Monday**

September 26-28, Thurs-Sat

**October 14, Monday**

October 19, Saturday

October 26-27, Sat-Sun

**November 11, Monday****November 28, Thursday**

December 12-18, Thurs-Wed

December 14, Saturday

December 21, Saturday

**December 25, Wednesday****New Year Holiday Observed**

Session Begins

**Martin Luther King Jr. Day****President's Day**

Spring Break

Last day of main run of session

St. Patrick's Day

**Veto Day**

Good Friday

**Easter**

National Conference on Trusteeship (AGB) (Orlando, FL)

Finals Week at Campuses

Commencements

WICHE (TBD)

**Memorial Day**

NACUA Annual Conference (Denver, CO)

**Independence Day**

SHEEO Annual Meeting (Little Rock, AR)

Sturgis Rally

SHEEO Higher Education Policy Conference  
(Boston, MA)**Labor Day**

Buffalo Roundup

**Native American Day**

First day of Pheasant Hunting Season

Governor's Hunt

**Veterans Day****Thanksgiving**

Finals Week at Campuses

Commencement at SDSM&amp;T

Commencement at DSU, BHSU, NSU

**Christmas**

# HOLIDAYS IN 2019

# 2019

## NEW YEAR'S DAY

Tuesday, January 1

## M.L. KING JR. DAY

Monday, January 21

## PRESIDENT'S DAY

Monday, February 18

## ASH WEDNESDAY

Wednesday, March 6

## ST. PATRICK'S DAY

Sunday, March 17

## GOOD FRIDAY

Friday, April 19

## PASSOVER

Sundown, April 19 through April 27

## EASTER

Sunday, April 21

## MOTHER'S DAY

Sunday, May 12

## MEMORIAL DAY

Monday, May 27

## FATHER'S DAY

Sunday, June 16

## INDEPENDENCE DAY

Thursday, July 4

## LABOR DAY

Monday, September 2

## ROSH HASHANAH

Sundown, Sept. 29 through Sept. 30

## YOM KIPPUR

Sundown, Oct. 8 through Oct. 9

## COLUMBUS DAY

Monday, October 14

## ELECTION DAY

Tuesday, November 5

## VETERANS DAY

Monday, November 11

## THANKSGIVING DAY

Thursday, November 28

## HANUKKAH

Sundown, Dec. 22 through Dec. 30

## CHRISTMAS

Wednesday, December 25

## JANUARY

	1	2	3	4	5
6	7	8	9	10	11
12	13	14	15	16	17
18	19	20	21	22	23
24	25	26	27	28	29
30	31				

## JULY

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6	7	8	9	10	11
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18	19	20	21	22	23
24	25	26	27	28	29
30	31				

## FEBRUARY

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3	4	5	6	7	8
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15	16	17	18	19	20
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27	28	29	30		

## AUGUST

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3	4	5	6	7	8
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27	28	29	30	31	

## MARCH

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9	10	11	12	13	14
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21	22	23	24	25	26
27	28	29	30	31	

## SEPTEMBER

	1	2	3	4	5
6	7	8	9	10	11
12	13	14	15	16	17
18	19	20	21	22	23
24	25	26	27	28	29
30					

## APRIL

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12	13	14	15	16	17
18	19	20	21	22	23
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30					

## OCTOBER

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6	7	8	9	10	11
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18	19	20	21	22	23
24	25	26	27	28	29
30	31				

## MAY

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29	30	31			

## NOVEMBER

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27	28	29	30		

## JUNE

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14	15	16	17	18	19
20	21	22	23	24	25
26	27	28	29	30	

## DECEMBER

	1	2	3	4	5
6	7	8	9	10	11
12	13	14	15	16	17
18	19	20	21	22	23
24	25	26	27	28	29
30	31				

YEAR	January	March/April	May	June	August	October	December
2018		3/27-29, BHSU	8-10, USD	26-28, SDSU	7-9, Pierre	2-4, SDSMT	4-6, NSU
2017		3/28-30, BHSU	9-11, SDSU	27-29, NSU	8-10, Pierre	3-5, DSU	5-7, SDSU
2016		3/30-4/1, SDSMT	10-12, SDSU	28-30, DSU	2-4, Pierre	4-6, NSU	6-8, USD
2015		3/31-4/2, USD	12, Phone	9-11, DSU	10-12, Pierre	6-8, NSU	1-3, BHSU
2014		4/1-3, DSU	13, Phone	10-12, USD	12-14, Pierre	7-9, NSU	2-4, SDSMT
2013		4/3-4, NSU	15-16, SDSU	19-20, USD	14-15, SF	9-10, BHSU	4-5, SDSMT
2012	25 – Pierre	3/28-29, NSU/SDSBVI	16-17, SDSU	28-29, DSU	8-9, Pierre	10-11, USD	12-13, BHSU
2011		3/31-4/1, SDSU	19-20, NSU	29-30, DSU	9-11, BHSU	12-13, USD	15-16 SDSMT
2010		3/31-4/1, NSU	13-14, USD	24-25, SDSU	11-13, BHSU	13-14, SDSMT	16-17 Pierre
2009	28 – Pierre	4/2-3, NSU	21-22, USD	25-26, Pierre	5-7, BHSU	14-15, SDSMT	17-18 DSU
2008	21 – Pierre	3/27-28, Pierre	29-30, NSU	26-27, SDSU	6-8, BHSU	22-23, SDSMT	18-19 DSU
2007	23 – Pierre	4/12-13 USD/SDSU - SF	17-18, NSU	28-29 SDSU	8-10 BHSU	18-19, SDSMT	13-14 DSU
2006	16 – Pierre	3/23-24 USD/ Med Sch. SF	8-9, NSU	22-23, SDSU	9-11 BHSU	19-20 DSU	13-14 SDSMT

# **SOUTH DAKOTA BOARD OF REGENTS**

## **Regents' Workshop**

**REVISED**  
**AGENDA ITEM: 2 – A**  
**DATE: March 27-29, 2018**

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### **SUBJECT**

**University Auxiliary Business Plans**

### **CONTROLLING STATUTE, RULE, OR POLICY**

None

### **BACKGROUND / DISCUSSION**

In March of 2017, the university finance vice presidents presented a report to the Board on their Auxiliary System operations. The reports included an executive summary, a narrative overview of each of the operations, past and current financial information, and future plans. The intent was to provide the Board of Regents an opportunity to understand how the auxiliary businesses are performing and what future plans the campuses may have. The report was to include all operations that are considered part of the Auxiliary System plus any housing operations operated outside the System (BHSU – Humbert Hall; DSU – Apartment Complex; SDSMT – Rocker Square 1 & 2; SDSU – State Village).

This year the universities will present information on the Auxiliary System along with other business operations. This would include all bookstores, food service operations, print shops, retail stores, and any other business operations run with the intent of breaking even or making money. The reports will not include any athletic operations or fine arts activities.

### **IMPACT AND RECOMMENDATIONS**

Each campus will have approximately 20 minutes to give an overview of their business operations and to answer questions. Hard copies will be included in the Board mailing and the reports will be available electronically. The presentation schedule is as follows:

SDSM&T	3:10-3:30 p.m.
NSU	3:30-3:50 p.m.
DSU	3:50-4:10 p.m.
BHSU	4:10-4:30 p.m.
USD	4:30-4:50 p.m.
SDSU	4:50-5:10 p.m.

(Continued)

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### **INFORMATIONAL ITEM**

**ATTACHMENTS**

Attachment I – SDSM&T Auxiliary Business Plan

Attachment II – NSU Auxiliary Business Plan

Attachment III – DSU Auxiliary Business Plan

Attachment IV – BHSU Auxiliary Business Plan

Attachment V – USD Auxiliary Business Plan

Attachment VI – SDSU Auxiliary Business Plan



South Dakota School of Mines & Technology  
Fiscal Year 2017

# Auxiliary Business Plan

SOUTH DAKOTA



SCHOOL OF MINES  
& TECHNOLOGY



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# EXECUTIVE SUMMARY

## Narrative highlights of past year and improvements over last five years

The South Dakota School of Mines and Technology strives to provide students with high quality living and learning environments that meet or exceed their expectations at cost levels representing good value for money and assuring responsible management of resources. The SD Mines auxiliary revenue system includes the Surbeck Center with food service and bookstore components, four owned residence halls (including Placer Hall acquired in January 2018) and the Wellness Center. Residence Life also manages two residence halls leased by the university (until January 2018, Placer Hall was also leased). The leased buildings are not part of the auxiliary revenue system but are an important consideration in our overall direction and management of the auxiliary revenue system.

Taking on the leases for Rocker I in 2013, Rocker II in 2014 and Placer Hall in 2016 (Placer Hall was subsequently purchased in January 2018) nearly doubled the number of beds managed by SD Mines Residence Life. While those beds have been added, the now four owned halls have seen extensive improvements that have focused on enhancing the student experience—including LED lighting, major landscape updates, new carpeting, new furniture, and card access for rooms. Expanding the beds available allowed SD Mines to make a limited number of beds available for upper class students beginning in 2016. We anticipate a growing demand from upper class students as they become more aware of the advantages of remaining in campus housing.

The Wellness center was opened in 2015 and was the result of a student led initiative that has greatly enhanced the student experience. It maintains a full schedule of activities that enhance the wellness of the campus community. It is entirely financed by student fees and has been a welcome addition to the campus. The Surbeck Center serves as a hub for the community with student services and organizational offices, meeting rooms, and busy study lounges along with food service, which is contracted through Aramark, and the SD Mines operated Miner Bookstore.

SD Mines auxiliary system continues to consistently meet or exceed the minimum parity ratios of 1.20 per bond covenants. The fiscal year 2017 financials for each area within the auxiliary system are included below, followed by the past five years and 2018 projected for the system as a whole.

## Current Year Detailed Auxiliary System Revenues and Expenditures

South Dakota School of Mines & Technology Auxiliary System Revenue and  
Expense Statement Fiscal Year 2017

	Residence Halls	Union	Food Service	Bookstore	Wellness Cntr	Total
<b>Revenue</b>						
General Revenue	\$2,111,752	\$44,905	\$2,690,524	\$1,788,555	\$0	\$6,635,736
Facility Support Fee	\$0	\$0	\$79,733	\$0	\$0	\$79,733
GAF Revenue - Operations	\$0	\$280,103	\$0	\$0	\$198,272	\$478,375
GAF Revenue - Bond Support	\$0	\$999,071	\$0	\$0	\$599,233	\$1,598,304
Interest Earnings	\$68,194	\$30,186	\$2,493	\$0	\$14,308	\$115,181
Capitalized Interest	\$0	\$0	\$0	\$0	\$0	\$0
BAB Revenue	\$125,097	\$41,699	\$0	\$0	\$0	\$166,796
Other Revenue	\$0	\$0	\$121,137	\$0	\$0	\$121,137
<b>Total Revenue</b>	<b>\$2,305,043</b>	<b>\$1,395,964</b>	<b>\$2,893,887</b>	<b>\$1,788,555</b>	<b>\$811,813</b>	<b>\$9,195,262</b>
<b>Expenditures</b>						
<b>Personal Services</b>						
Full Time Staff	\$273,489	\$126,587	\$13,825	\$289,865	\$63,432	\$767,198
Student Labor	\$145,487	\$31,546	\$0	\$6,706	\$32,919	\$216,658
Facilities and Maintenance	\$0	\$0	\$0	\$0	\$0	\$0
<b>Operating</b>						
Student Support	\$92,760	\$9,876	\$2,583,544	\$1,206,280	\$57,281	\$3,949,741
Facilities and Maintenance	\$351,857	\$80,003	\$15,348	\$29,861	\$43,380	\$520,449
Utilities	\$197,257	\$60,473	\$65,112	\$8,269	\$17,742	\$348,853
Overhead Paid to University	\$465,000	\$0	\$0	\$0	\$0	\$465,000
<b>Total Expenditures</b>	<b>\$1,525,850</b>	<b>\$308,485</b>	<b>\$2,677,829</b>	<b>\$1,540,981</b>	<b>\$214,754</b>	<b>\$6,267,899</b>
<b>Net Revenue Generated</b>	<b>\$779,193</b>	<b>\$1,087,479</b>	<b>\$216,058</b>	<b>\$247,574</b>	<b>\$597,059</b>	<b>\$2,927,363</b>
<b>Debt Service</b>	<b>\$1,164,605</b>	<b>\$545,652</b>	<b>\$0</b>	<b>\$0</b>	<b>\$464,625</b>	<b>\$2,174,882</b>
<b>Coverage Ratio</b>	<b>0.67</b>	<b>1.99</b>	<b>0.00</b>	<b>0.00</b>	<b>1.29</b>	<b>1.35</b>
<b>Combined Coverage Ratio*</b>		<b>2.84</b>				

\*Net Revenues from the Bookstore and Food Service are added to the Union for calculation of the coverage ratio.  
All revenue generated in the Surbeck Center are considered part of the Union coverage ratio.

## Auxiliary System Five-year History of Revenues and Expenditures and Current Year Projected

South Dakota School of Mines and Technology  
Auxiliary System 5 year Comparison of Revenues and Expenditures

	2013	2014	2015	2016	2017	2018
<b>Revenue</b>						
General Revenue	\$6,041,556	\$6,351,962	\$7,194,926	\$6,922,897	\$6,635,736	\$7,171,021
Facility Support Fee	\$0	\$0	\$0	\$73,187	\$79,733	\$79,733
GAF Revenue - Operations	\$241,526	\$299,401	\$180,771	\$486,835	\$478,375	\$460,675
GAF Revenue - Bond Support	\$900,632	\$1,503,710	\$1,655,011	\$1,613,157	\$1,598,304	\$1,660,000
Interest Earnings	\$107,583	\$77,976	\$50,294	\$119,021	\$115,181	\$106,000
Capitalized Interest	\$0	\$70,765	\$155,338	\$0	\$0	\$0
BAB Revenue	\$196,660	\$177,804	\$175,332	\$171,416	\$166,796	\$166,796
Other Revenue	\$0	\$0	\$9,650	\$116,500	\$121,137	\$120,267
<b>Total Revenue</b>	<b>\$7,487,956</b>	<b>\$8,481,618</b>	<b>\$9,421,322</b>	<b>\$9,503,014</b>	<b>\$9,195,262</b>	<b>\$9,764,492</b>
<b>Expenditures</b>						
<b>Personal Services</b>						
Full Time Staff	\$523,599	\$676,812	\$981,736	\$1,197,869	\$767,198	\$796,209
Student Labor	\$243,022	\$104,227	\$101,978	\$137,594	\$216,658	\$232,766
Facilities and Maintenance	\$0	\$0	\$0	\$0	\$0	\$0
<b>Operating</b>						
Student Support	\$3,426,168	\$3,772,840	\$4,359,020	\$3,959,714	\$3,949,741	\$3,947,527
Facilities and Maintenance	\$628,700	\$726,179	\$206,030	\$115,485	\$520,449	\$499,434
Utilities	\$381,532	\$332,469	\$319,225	\$378,189	\$348,853	\$351,814
Overhead Paid to University	\$112,143	\$126,791	\$430	\$365,000	\$465,000	\$365,000
<b>Total Expenditures</b>	<b>\$5,315,164</b>	<b>\$5,739,318</b>	<b>\$5,968,419</b>	<b>\$6,153,851</b>	<b>\$6,267,899</b>	<b>\$6,192,750</b>
<b>Net Revenue Generated</b>	<b>\$2,172,792</b>	<b>\$2,742,300</b>	<b>\$3,452,903</b>	<b>\$3,349,163</b>	<b>\$2,927,363</b>	<b>\$3,571,742</b>
<b>Debt Service</b>	<b>\$1,731,435</b>	<b>\$1,802,057</b>	<b>\$2,183,871</b>	<b>\$2,181,749</b>	<b>\$2,174,881</b>	<b>\$2,528,086</b>
<b>Coverage Ratio</b>	<b>1.25</b>	<b>1.52</b>	<b>1.58</b>	<b>1.54</b>	<b>1.35</b>	<b>1.41</b>

## Major plans and changes for system

Over the next three summers, Residence Life will be focusing on improved flooring, bathrooms, and showers in the owned residence halls. These updates not only improve the student experience but also greatly improve the efficiency of custodial operations.

Housing occupancy had dipped somewhat for 2016-17 with enrollment flattening after several years of solid growth and the substantial increase in capacity with Placer Hall coming on line. We saw modest improvement in 2017-18 and we anticipate renewed growth of enrollments and increased demand for housing upper class students will return occupancy to our more typically high levels.

Fundraising is underway for substantial renovation and addition to Surbeck Center to meet the needs of a larger student body. We currently are committed to this plan being carried out with private funds rather than seeking any state funds or adding to the current auxiliary system debt.

# HOUSING SYSTEM

## Narrative overview of past year and improvements over last five years

There are four residence halls in the Auxiliary system – Palmerton Hall, Connolly Hall, Peterson Hall, and Placer Hall. Placer Hall was recently purchased (January 2018) from the SD Mines Foundation and is now operating as part of the auxiliary system.

Palmerton, Connolly, and Peterson buildings primarily serve freshmen students with sophomores occupying portions of Peterson and Connolly. Placer Hall primarily houses sophomore residents. As the University continues to grow, Residence Life will strategically keep sophomores in Placer and move additional sophomores into Rocker Square II. This movement will allow freshmen growth to continue in Palmerton, Connolly, and Peterson; have sophomores housed in Placer and Rocker Square II; and have upper-class students in Rocker Square I.

## Improvements

Placer, Palmerton, Connolly, and Peterson are all recently renovated or new builds. No major renovations or remodeling plans are in development. All buildings are in good to excellent physical condition with replacement plans and preventative maintenance plans in place and budgeted for.

Over the past five years, the Residence Life Office has made improvements based on our facility improvement, replacement, and deferred maintenance plan and on student feedback. These improvements include:

- New LVT flooring in Peterson Hall residence rooms (Summer 2017)
- New hot water tanks/boiler systems for Peterson Hall and Surbeck Center (Summer 2017)
- Peterson Hall shower and bathroom updates: Renovated shower rooms, updated toilet flush valves (Summer 2017)
- New carpeting in Palmerton, Connolly, and Peterson common areas
  - o 10-year cycle
- New common area furniture in Palmerton, Connolly, and Peterson
  - o 5-year cycle and based on condition
- New mattresses for Palmerton and Connolly
  - o 10-year cycle and based on condition
- Wireless internet upgrades in Palmerton, Connolly, and Peterson
  - o 6-year cycle
- Internet Switch upgrades in Palmerton, Connolly, and Peterson
  - o 6-year cycle
- Landscape Improvements around Palmerton, Connolly, and Peterson
  - o Covered Bike Shelters
  - o Beautification efforts around buildings
  - o Outdoor recreation/exercise area
  - o Sand volleyball court



- Utility meters for Palmerton, Connolly, and Peterson
- Upgraded LED lighting on the exterior of Peterson Hall
- Upgraded LED lighting in Palmerton and Connolly common areas/hallways
- Renovated mailroom and package storage for residential students
- Peephole installation (ongoing)
- Updates to Live-In Staff Apartments
  - o New flooring
  - o New kitchen
- Connolly Hall foundation repairs
- Peterson Hall retaining wall upgrade/rebuild
- ADA door opener installation on Palmerton, Connolly, and Peterson
- Connolly and Peterson hot water recirculation line replacements
- Palmerton Hall elevator replacement
- Security camera installation in Palmerton, Connolly, and Peterson
- Electronic door handles (using ID cards) installed on resident rooms in Palmerton, Connolly, and Peterson



Over the next five years, Residence Life will continue to make improvements and upgrades based on our facility improvement, replacement, and deferred maintenance plan and student needs. Items over the next five years include:

- Continuation of bathroom/ shower updates and flooring upgrades:
  - o Summer 2018: Connolly Hall shower and bathroom updates and LVT installation
  - o Summer 2019: Peterson Hall suite bathroom updates and LVT installation
  - o Summer 2020: Palmerton Hall shower and bathroom updates and LVT installation
- Continuation of replacement cycles for furnishings, flooring, and IT equipment
- LED lighting upgrades as needs arise

Feedback from residents about residential facilities continues to improve as building upgrades have been made.

Residential Facilities Satisfaction (1-7 scale)			
Answer Options	Fall 2015	Fall 2016	Fall 2017
Laundry room facilities	3.6	4.81	4.86
Study facilities in residence hall	5.11	5.10	5.17
Common rooms/gathering spaces in residence hall	xx	5.20	5.08
Cleanliness of bathroom facilities	5.11	5.17	5.27
Cleanliness of common areas	4.98	5.49	5.49
Timeliness of repairs	4.38	4.13	5.09
Quality compared to other colleges	4.25	4.49	4.83
The overall physical appearance of your residence hall	4.64	4.97	5.19
Comparing cost to quality, rate the overall value	3.65	4.45	4.53

## Summary of facilities and operations

SD Mines currently has four residence halls as part of the auxiliary system. In addition to these facilities, two apartment complexes are leased through a private company. The six buildings provide 1,079 bed spaces with a six-year fall occupancy average of 98%.





## Housing System Five-year History of Revenues and Expenditures and Current Year Projected

South Dakota School of Mines & Technology Residence Halls

	Actual FY13	Actual FY14	Actual FY15	Actual FY16	Actual FY17	Estimated FY18
<b>Revenues</b>						
General Revenue	\$2,318,820	\$2,194,160	\$2,405,421	\$2,359,448	\$2,111,752	\$2,796,021
Facility Support Fee	\$0	\$0	\$0	\$0	\$0	\$0
GAF Revenue - Operations	\$0	\$0	\$0	\$0	\$0	\$0
GAF Revenue - Bond Support	\$0	\$0	\$0	\$0	\$0	\$0
Interest Earnings	\$79,089	\$52,096	\$29,128	\$63,841	\$68,194	\$69,000
Capitalized Interest	\$0	\$0	\$0	\$0	\$0	\$0
BAB Revenue	\$147,495	\$133,353	\$131,499	\$128,562	\$125,097	\$125,000
Other	\$0	\$0	\$0		\$0	\$0
<b>Total Revenue</b>	<b>\$2,545,404</b>	<b>\$2,379,609</b>	<b>\$2,566,048</b>	<b>\$2,551,850</b>	<b>\$2,305,042</b>	<b>\$2,990,021</b>
<b>Expenditures</b>						
<b>Personal Services</b>						
Full-Time Staff	\$183,976	\$281,562	\$557,801	\$597,405	\$273,489	\$300,895
Student Labor	\$196,532	\$58,407	\$60,816	\$62,879	\$145,487	\$141,000
Facilities and Maintenance	\$0	\$0	\$0	\$0	\$0	\$0
Total Personal Services	\$380,508	\$339,969	\$618,616	\$660,284	\$418,976	\$441,895
<b>Operating</b>						
Student Support	\$262,710	\$174,606	\$442,335	\$92,273	\$92,760	\$93,000
Facilities and Maintenance	\$465,715	\$458,238	\$105,079	\$94,243	\$351,857	\$324,000
Utilities	\$241,039	\$195,932	\$173,582	\$228,497	\$197,257	\$199,000
Overhead Paid to University	\$112,143	\$126,791	\$430	\$365,000	\$465,000	\$365,000
Total Operating	\$1,081,607	\$955,567	\$721,426	\$780,013	\$1,106,874	\$981,000
<b>Total Expenditures</b>	<b>\$1,462,115</b>	<b>\$1,295,536</b>	<b>\$1,340,042</b>	<b>\$1,440,297</b>	<b>\$1,525,850</b>	<b>\$1,422,895</b>
<b>Net Revenue Generated</b>	<b>\$1,083,289</b>	<b>\$1,084,073</b>	<b>\$1,226,006</b>	<b>\$1,111,553</b>	<b>\$779,193</b>	<b>\$1,567,126</b>
<b>Debt Service</b>	<b>\$1,183,068</b>	<b>\$1,181,456</b>	<b>\$1,172,544</b>	<b>\$1,169,080</b>	<b>\$1,164,605</b>	<b>\$1,517,137</b>
<b>Coverage Ratio</b>	<b>0.92</b>	<b>0.92</b>	<b>1.05</b>	<b>0.95</b>	<b>0.67</b>	<b>1.03</b>



## — OTHER HOUSING OPERATIONS (LEASED)



### Improvements

When the University began leasing Rocker Square I, Aramark built an Einstein's bagel in an empty storefront on the first floor of the building. Beyond this development, no facility improvements have been made. Agreements with the building owners outline that major improvements, repairs, and replacements will be handled by the property owner.

### Summary of facilities and operations

Rocker Square I and Rocker Square II are leased to the University over 10 years beginning in FY15. Currently, Rocker I houses upper-class and graduate students exclusively while Rocker Square II houses a mixtures of sophomores, juniors, seniors, and graduate students. As the University continues to grow in accordance with our Strategic Plan, Rocker Square I will continue to provide housing for upper-class and graduate students – providing much-needed and much-desired housing for these students. Rocker Square II will be the “flex” building in the system—housing upper-class students first and then sophomores, as space is needed.

## Leased-Housing System Five-Year History of Revenues and Expenditures and Current Year Projected

### University Leased Residence Halls

	Actual FY13	Actual FY14	Actual FY15	Actual FY16	Actual FY17	Estimated FY18
<b>Revenues</b>						
General Revenue	\$221,468	\$1,022,686	\$1,436,178	\$1,520,295	\$2,140,104	\$1,971,378
Facility Support Fee	\$0	\$0	\$0	\$0	\$0	\$0
GAF Revenue - Operations	\$0	\$0	\$0	\$0	\$0	\$0
GAF Revenue - Bond Support	\$0	\$0	\$0	\$0	\$0	\$0
Interest Earnings	\$0	\$0	\$0	\$0	\$0	\$0
Capitalized Interest	\$0	\$0	\$0	\$0	\$0	\$0
BAB Revenue	\$0	\$0	\$0	\$0	\$0	\$0
Other	\$0	\$0	\$0	\$0	\$0	\$0
<b>Total Revenue</b>	<b>\$221,468</b>	<b>\$1,022,686</b>	<b>\$1,436,178</b>	<b>\$1,520,295</b>	<b>\$2,140,104</b>	<b>\$1,971,378</b>
<b>Expenditures</b>						
<b>Personal Services</b>						
Full-Time Staff	\$23,894	\$0	\$2,477	\$26,201	\$31,765	\$32,000
Student Labor	\$0	\$17,965	\$5,138	\$2,774	\$46,708	\$47,500
Facilities and Maintenance	\$0	\$0	\$0	\$0	\$0	\$0
Contracted Facilities and Maintenance	\$0	\$0	\$0	\$0	\$0	0
<b>Total Personal Services</b>	<b>\$23,894</b>	<b>\$17,965</b>	<b>\$7,615</b>	<b>\$28,975</b>	<b>\$78,473</b>	<b>\$79,500</b>
<b>Operating</b>						
Student Support	\$269	\$2,006	\$1,334	\$29,447	\$42,819	\$40,000
Facilities and Maintenance	\$27,690	\$25,686	\$19,485	\$11,186	\$59,205	\$25,000
Utilities	\$51,133	\$55,976	\$157,179	\$174,908	\$256,869	\$257,000
Lease Payments	\$122,000	\$843,100	\$1,227,000	\$1,280,000	\$1,988,263	\$1,678,000
Overhead Paid to University	\$0	\$22,230	\$0	\$0	\$0	\$0
<b>Total Operating</b>	<b>\$201,092</b>	<b>\$948,998</b>	<b>\$1,404,998</b>	<b>\$1,495,542</b>	<b>\$2,347,156</b>	<b>\$2,000,000</b>
<b>Total Expenditures</b>	<b>\$224,986</b>	<b>\$966,963</b>	<b>\$1,412,613</b>	<b>\$1,524,517</b>	<b>\$2,425,629</b>	<b>\$2,079,500</b>
<b>Net Revenue Generated</b>	<b>(3,518)</b>	<b>55,723</b>	<b>23,565</b>	<b>(4,222)</b>	<b>(285,524)</b>	<b>(108,122)</b>

## Five-Year History and Projection for Current Year Housing Utilization

	FY13	FY14	FY15	FY16	FY17	FY18
Auxiliary Capacity	631	631	632	632	632	632
<b>Auxiliary Beds Filled</b>	<b>646</b>	<b>657</b>	<b>624</b>	<b>630</b>	<b>554</b>	<b>560</b>
Auxiliary Occupancy %	102.38%	104.12%	98.73%	99.68%	87.66%	88.61%
Leased Capacity	40	180	259	260	447	446
<b>Leased Beds Filled</b>	<b>39</b>	<b>178</b>	<b>258</b>	<b>259</b>	<b>398</b>	<b>434</b>
Leased Occupancy %	97.50%	98.89%	99.61%	99.62%	89.04%	97.31%
Total Capacity	671	811	891	892	1079	1078
<b>Total Beds Filled</b>	<b>685</b>	<b>835</b>	<b>882</b>	<b>889</b>	<b>952</b>	<b>994</b>
Total Occupancy %	102.09%	102.96%	98.99%	99.66%	88.23%	92.21%
Within 1 Year of High School Graduation	396	487	510	449	440	400
Within 2 Years of High School Graduation	213	275	317	363	314	350
Upperclass/Grad	76	73	55	77	198	244
RA/RPM Reduced Rent	29	27	32	32	36	36
Community Coordinator Free Rent	1	0	0	0	0	0
Apartment Manager Free Rent	2	1	0	0	0	0
Scholarships (Resident of the Year) \$1,000/year	1	0	0	0	0	0

# UNION

## Narrative overview of past year and improvements over last five years

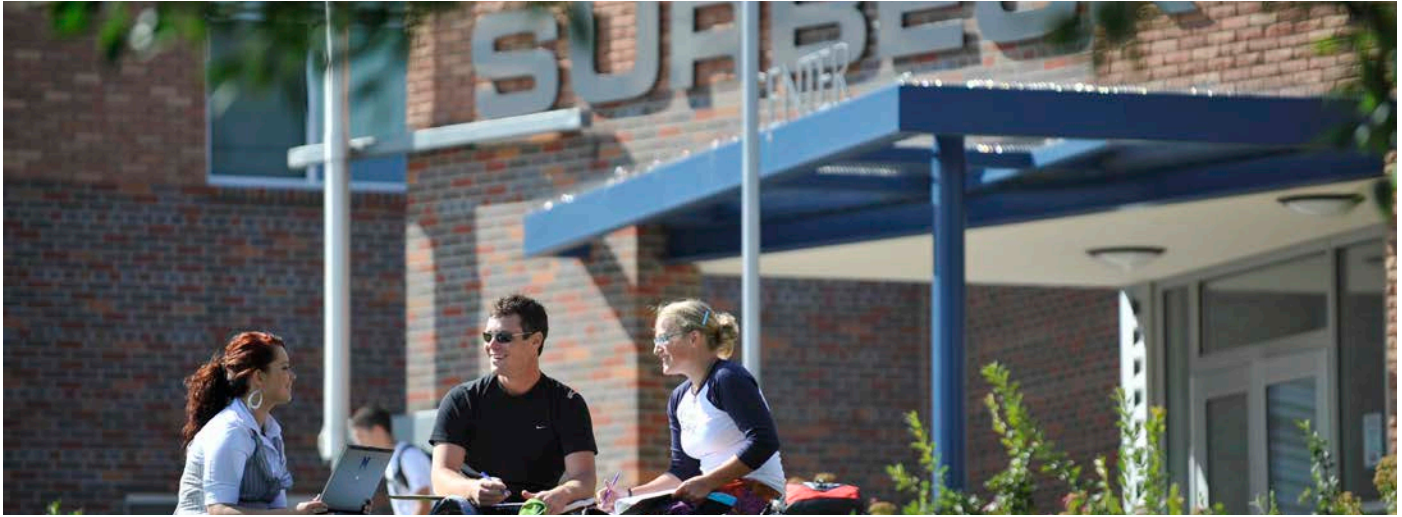
The Surbeck Center at SD Mines serves as the Student Union for campus. It is the center of the university, offering a variety of programs, activities, and service for students, faculty, staff, and the community. The Surbeck Center is GAF funded and generates revenues from room rental and service fees. The set-up fees we added in FY17 have made a significant difference in the unnecessary set-up changes and have helped with the demands on our limited staff.

Surbeck Center has had major renovations in 2004 and 2009, resulting in the building being up to code and in good condition. We are constantly updating flooring, furnishings, etc. on a rotating cycle and we have a preventative maintenance plan in place to ensure the building is kept in good condition.

Over the past five years, the Surbeck Center has made improvements based on our facility improvement, replacement, and deferred maintenance plan and on student needs. These improvements include:

- New carpeting in Surbeck Ballroom and Lobby Spaces
- New tile on the main level walkway and back entrance
- New Furniture in meeting rooms
- Building Utility Meters
- Wireless access point upgrades
- Internet Switch upgrades
- New furniture for lobby spaces
- Security Camera Installation
- ADA Door openers
- New stage flooring
- Renovated Front Desk Area
- New flooring in dining areas
- Installation of back-up generator
- Fire Alarm System upgrades
- LED Lighting in dining areas
- Office technology is updated on a rotating 4-year cycle
- Ceiling replacement in serving area





## Summary of facilities and operations

Currently, 48% of the Surbeck Center is student space, building space or GAF supported office space; 14% is meeting room space; 23% is dining space; 7% is bookstore space; and 8% is institutional office space. SD Mines' students have 24-hour access to the student and dining spaces for study or recreational purposes. Surbeck Center hosted 7182 events in FY16 ranging in size from 1 person to over 500 people. In addition to managing the student union, Surbeck Center staff are also responsible for coordinating summer conferencing, campus scheduling and event management. In the summer of 2016, we had over 1,100 guests stay in the dorms and apartments.



## Union Five-Year History of Revenues and Expenditures and Current Year Program

South Dakota School of Mines & Technology Surbeck Center

	Actual FY13	Actual FY14	Actual FY15	Actual FY16	Actual FY17	Estimated FY18
<b>Revenues</b>						
General Revenue	\$72,562	\$50,813	\$97,307	\$96,784	\$44,905	\$46,000
Facility Support Fee	\$0	\$0	\$0	\$0	\$0	\$0
GAF Revenue - Operations	\$241,526	\$234,804	\$180,771	\$287,041	\$280,103	\$262,403
GAF Revenue - Bond Support	\$893,370	\$946,697	\$1,029,937	\$1,001,479	\$999,071	\$1,060,767
Interest Earnings	\$27,360	\$25,150	\$10,513	\$41,935	\$30,186	\$22,692
Capitalized Interest	\$0	\$0	\$0	\$0	\$0	\$0
BAB Revenue	\$49,165	\$44,451	\$43,833	\$42,854	\$41,699	\$41,796
Other	\$0	\$0	\$0	\$0	\$0	\$0
<b>Total Revenue</b>	<b>\$1,283,984</b>	<b>\$1,301,914</b>	<b>\$1,362,360</b>	<b>\$1,470,093</b>	<b>\$1,395,964</b>	<b>\$1,433,658</b>
<b>Expenditures</b>						
<b>Personal Services</b>						
Full-Time Staff	\$139,926	\$160,460	\$136,628	\$227,430	\$126,587	\$130,000
Student Labor	\$25,238	\$26,820	\$28,184	\$37,041	\$31,546	\$30,000
Facilities and Maintenance	\$0	\$0	\$0	\$0	\$0	\$0
<b>Total Personal Services</b>	<b>\$165,164</b>	<b>\$187,280</b>	<b>\$164,812</b>	<b>\$264,471</b>	<b>\$158,133</b>	<b>\$160,000</b>
<b>Operating</b>						
Student Support	\$12,021	\$11,765	\$10,998	-\$220	\$9,876	\$10,000
Facilities and Maintenance	\$116,892	\$135,732	\$21,061	\$6,254	\$80,003	\$78,054
Utilities	\$63,675	\$69,047	\$67,370	\$65,101	\$60,473	\$61,960
Overhead Paid to University	\$0	\$0	\$0	\$0	\$0	\$0
<b>Total Operating</b>	<b>\$192,589</b>	<b>\$216,544</b>	<b>\$99,430</b>	<b>\$71,136</b>	<b>\$150,352</b>	<b>\$150,014</b>
<b>Total Expenditures</b>	<b>\$357,753</b>	<b>\$403,824</b>	<b>\$264,242</b>	<b>\$335,607</b>	<b>\$308,485</b>	<b>\$310,014</b>
<b>Net Revenue Generated</b>	<b>\$926,231</b>	<b>\$898,090</b>	<b>\$1,098,118</b>	<b>\$1,134,486</b>	<b>\$1,087,479</b>	<b>\$1,123,644</b>
<b>Debt Service</b>	<b>\$548,367</b>	<b>\$549,837</b>	<b>\$545,407</b>	<b>\$546,644</b>	<b>\$545,652</b>	<b>\$546,324</b>
<b>Coverage Ratio</b>	<b>1.69</b>	<b>1.63</b>	<b>2.01</b>	<b>2.08</b>	<b>1.99</b>	<b>2.06</b>

\*Net Revenues from the Bookstore and Food Service are added to the Union for calculation of the coverage ratio. All revenues generated in Surbeck Center are considered part of the Union coverage ratio.



## Major Plans And Changes

Over the next five years, Surbeck Center will continue to make improvements and upgrades based on our facility improvement, replacement, and deferred maintenance plan and student needs. Items over the next five years include:

- Lighting upgrades to main entrance and lobby area
- Lighting upgrades to Grubby Game Room
- Continuation of replacement cycles for furnishings, flooring, and IT equipment
- Replacement of flushing valves in all toilets
- Rebalance/Control Upgrade
- Skylight repair/replacement
- HVAC Vent Repair
- Freight Elevator
- Stage Renovation

SD Mines is currently fundraising for an addition to Surbeck Center. Surbeck Center currently only has space for 248 students in the dining hall, while we have 900 students on our meal plans. Additional space for students, the bookstore and meeting rooms is also included in the addition plans. The Surbeck expansion will add 18,000 square feet of studying, dining and meeting space. The primary funding source for the expansion will be through private fundraising with \$2.5 million raised to date. We are currently working with the architect on creating schematic designs for a better cost estimate and additional fundraising.



# BOOKSTORE



## Narrative overview of past year and improvements over last five years

The Rocker Shop at the South Dakota School of Mines & Technology is a one-stop shopping destination serving the everyday needs of the University, its students, alumni and various other stakeholders. The Rocker Shop is self-supporting and its earnings are used for improvements within the University.



Total revenue generated for FY17 was over \$1.79 million. And net income of \$247,574 was contributed to the University's Auxiliary Services fund. The increase in net income from FY16 to FY17 was due to sales of inventory paid for in FY16. This lowered the cost of goods sold (COGS) for FY17. Store revenue was down slightly from FY16. This can be attributed to factors including a smaller freshman class in FY17 as well as increasing competition in the course materials marketplace. The Rocker Shop continues to inform customers through its "Every Cent" campaign that money spent at the campus store stays on campus.





**Available in store  
and online through  
Tuesday  
January 16, 2018!**

University payment terms apply.  
See store for details.  
Payment or payment arrangements  
due to Cashier's Office by January 18, 2018.

The EZ Charge program initiated in Fall 2013 has helped the store remain the #1 choice of students for their course material purchases. Over 40% of course material purchases from the Rocker Shop are made via this method.

The Rocker Shop website continues to be a major contributor to store revenue. Recently the website was updated to a more mobile-friendly template. This allows ease of use on all platforms. Approximately 20% of store sales are from [www.hardrockershop.com](http://www.hardrockershop.com). The store processes nearly 2,000 internet orders per year. Recently, free residence hall delivery was added to enhance service to our students.

## Get the **RIGHT** Course Materials for Your Classes!

The Rocker Shop's most important job is to ensure students have the right course materials for their first day of classes!

Let us show you how we compare with our  
**COMPARISON SHOPPING TOOL**  
Buy from us or our competitors on our website!



**TEXTBOOKS**

**RENT**

**SAVE UP TO  
40% OFF NEW  
BOOK PRICE**



**DIGITAL  
TEXTBOOKS**



**ACCESS  
CODES**

**ROCKER SHOP**  
• YOUR OFFICIAL UNIVERSITY OWNED STORE •  
[www.hardrockershop.com](http://www.hardrockershop.com)

The Rocker Shop

605-394-2374 Store Hours / Contact Us

**ROCKER SHOP**  
• YOUR OFFICIAL UNIVERSITY OWNED STORE •

Textbooks ▾ Merchandise ▾ Store ▾ Search

You are not signed in Sign in 0 items

**10% OFF DIPLOMA FRAMES**

**NOVEMBER 2-4, 2017**  
**ONLINE CODE: FALLGRAD17**

10% off diploma frames valid in store and online November 2-4, 2017. Cannot be combined with any other offer.

**SD MINES  
HARDROCKERS HATS  
SHOP NOW**



**EVERY CENT STAYS ON CAMPUS**  
Your purchases help fund campus improvements.  
*Thank You!*  
**ROCKER SHOP**



**SHOP  
DIPLOMA  
FRAMES**  
**ROCKER SHOP**





To improve relationships with other campus entities, the Rocker Shop promoted Veteran's Day awareness with a window display sponsored by the Vet's Club. The Rocker Shop partnered with the SD Mines AISES Chapter and Weather Club for their respective fundraisers. In addition, the Rocker Shop works with the Alumni Association to promote good relations between the campus store and the alumni.

New retail fixtures were installed in 2014. Graphics reflecting the new mascot change have been incorporated into the store design, branding, and merchandise. The store strives to have a modern appearance while being very cost conscience when making updates.

A well operated institutionally-owned college store should meet the needs of its customers with its products and services while enhancing the "feel" and the "spirit" of the University it serves. The Rocker Shop strives to meet this goal. On any given day store activities can range from hosting student families, selling merchandise at a home football game, assisting with commencement, ordering merchandise from vendors, helping students achieve their academic goals, visiting with alumni, building displays, etc.



## Summary of facilities and operations

- The Rocker Shop is in the upper level of the Surbeck Center Student Union.
- The Rocker Shop was added onto the Surbeck Center Student Union in 1970.
- 3800 sq. ft. is devoted to the retail sales floor and cash wrap counter.
- 250 sq. ft. is devoted to office space.
- The store's storage area is in the lower level of the student union and is approximately 600 sq. ft.
- The store's 200 sq. ft. receiving area is located next to the building's freight elevator. However, there is no loading dock directly adjacent to the store's receiving area.
- The Rocker Shop staff is comprised of the Director, Purchasing/Property Management Officer, Information Specialist, Supply/Electronics Buyer, and the Apparel/ Insignia Buyer. Temporary employees are used during peak business times at the beginning of the semester and 2-3 students are employed during the academic year.
- Store hours during the academic year are M-F 7:30 a.m. - 4:30 p.m. and Saturdays from 10:30 a.m. - 1:00 p.m. on non-holiday weekends. Summer hours are M-F 7:30 a.m. - 4:00 p.m. The store is also open special hours for campus events including orientation, Visit Mines, etc.
- The Rocker Shop is a member of the National Association of College Stores (NACS), Rocky Mountain Skyline Bookstore Association (RMSBA), and the New England Buying Consortium (NEBC).







## Major plans and changes

- As part of the pending Surbeck Center expansion, the Rocker Shop will consolidate retail, office, receiving, and storage areas on Surbeck Center's main level. The storage area will increase approximately 33%. This will enable the store to increase its retail sales area by 500 square feet to enhance customer service.
- Purchasing or leasing state of the art printing and binding equipment that would serve the University and the student body's needs for printing and binding reports, digital content, etc. on demand.
- Coordinating with other University departments to increase the use of direct-billed course materials. The first direct bill course materials class was piloted Fall 2017. The steps needed to facilitate the process are now in place. The store looks forward to faculty using this option more in FY19. The store continues to offer course materials in multiple platforms to meet students' needs.
- Raising \$1,000 annually for the SD Mines general scholarship fund through the sales of a limited-edition scholarship t-shirt.
- The store continues to evaluate options for a new integrated point-of-Sale, store management and e-commerce software. The current software provider, Nebraska Book Company, is experiencing financial challenges and their future is uncertain. The goal of a modern and seamless in-store shopping experience as well as a more dynamic website and online presence may require investing in software and hardware upgrades.
- Expanding the store's convenience store operation by renovating the area that currently serves as the store's receiving area once the Surbeck Center expansion is completed.
- Install new flooring in conjunction with the Surbeck Center expansion.
- Install a new HVAC system for cooling the store. The current system is nearly 50 years old and there are times during the hot summer that the system does not cool the store properly.

## Bookstore Five-Year History of Revenues and Expenditures and Current Year Projected

South Dakota School of Mines & Technology Rockershop

	Actual FY13	Actual FY14	Actual FY15	Actual FY16	Actual FY17	Estimated FY18
<b>Revenues</b>						
General Revenue	\$1,718,361	\$1,922,866	\$2,045,380	\$1,928,050	\$1,788,555	\$1,729,000
Facility Support Fee	\$0	\$0	\$0	\$0	\$0	\$0
GAF Revenue - Operations	\$0	\$0	\$0	\$0	\$0	\$0
GAF Revenue - Bond Support	\$0	\$0	\$0	\$0	\$0	\$0
Interest Earnings	\$0	\$0	\$0	\$0	\$0	\$0
Capitalized Interest	\$0	\$0	\$0	\$0	\$0	\$0
BAB Revenue	\$0	\$0	\$0	\$0	\$0	\$0
Other	\$0	\$0	\$0	\$0	\$0	\$0
<b>Total Revenue</b>	<b>\$1,718,361</b>	<b>\$1,922,866</b>	<b>\$2,045,380</b>	<b>\$1,928,050</b>	<b>\$1,788,555</b>	<b>\$1,729,000</b>
<b>Expenditures</b>						
<b>Personal Services</b>						
Full-Time Staff	\$198,921	\$229,379	\$263,895	\$269,355	\$289,865	\$288,057
Student Labor	\$21,252	\$19,000	\$12,978	\$11,565	\$6,706	\$28,847
Facilities and Maintenance	\$0	\$0	\$0	\$0	\$0	\$0
<b>Total Personal Services</b>	<b>\$220,172</b>	<b>\$248,379</b>	<b>\$276,873</b>	<b>\$280,920</b>	<b>\$296,571</b>	<b>\$316,904</b>
<b>Operating</b>						
Student Support	\$1,314,801	\$1,511,028	\$1,524,757	\$1,414,761	\$1,206,280	\$1,200,000
Facilities and Maintenance	\$28,665	\$30,931	\$40,993	\$5,031	\$29,861	\$29,000
Utilities	\$7,588	\$8,071	\$8,886	\$7,922	\$8,269	\$8,000
Overhead Paid to University	\$0	\$0	\$0	\$0	\$0	\$0
<b>Total Operating</b>	<b>\$1,351,054</b>	<b>\$1,550,029</b>	<b>\$1,574,636</b>	<b>\$1,427,714</b>	<b>\$1,244,410</b>	<b>\$1,237,000</b>
<b>Total Expenditures</b>	<b>\$1,571,226</b>	<b>\$1,798,408</b>	<b>\$1,851,509</b>	<b>\$1,708,633</b>	<b>\$1,540,981</b>	<b>\$1,553,904</b>
<b>Net Revenue Generated</b>	<b>\$147,135</b>	<b>\$124,457</b>	<b>\$193,871</b>	<b>\$219,417</b>	<b>\$247,574</b>	<b>\$175,096</b>
<b>Debt Service</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>Coverage Ratio*</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>

\*Net revenues added to the Union for calculation of Coverage Ratio. All revenues generated in Surbeck Center are considered part of the Union coverage ratio.

# DINING

## Narrative overview of past year and improvements over last five years

There have been several customer driven projects in Dining operations (Mines Dining) at the South Dakota School of Mines & Technology (SD Mines) in the last five years. These projects range from minimal day-to-day operation changes, to major renovations and additions.

### Current Year:

- Sponsored a new program “Wellness Wednesdays” - developed by the Student Affairs nutrition sub-committee - provide samples and tips on healthy snacking
- Introduced Fruit Frenzy Fridays (smoothies every Friday at lunch) in response to guest demand
- Focus operational decisions on the Consumer Framework: Quality, Health, Convenience and Value
- Additional lighting was added throughout the serving area of the Hardrocker Cafe for better lighting at the stations
- Spring 2018, three-in-counter induction cooktops will be replaced at the “Action” station
- Coffee program at Einstein Bros Bagels transitioned to Caribou Coffee
- Introduced Craveworthy Cookies in retail and catering (no artificial flavor or color, no trans-fat, no high fructose corn syrup)
- Catered four major events for Black Hills Corporation grand opening of Horizon Point



### QUALITY

- #1 Taste and consistency
- #2 Freshness



### HEALTH

- #1 Transparency and trust
- #2 Choice



### CONVENIENCE

- #1 Speed of service
- #2 Availability

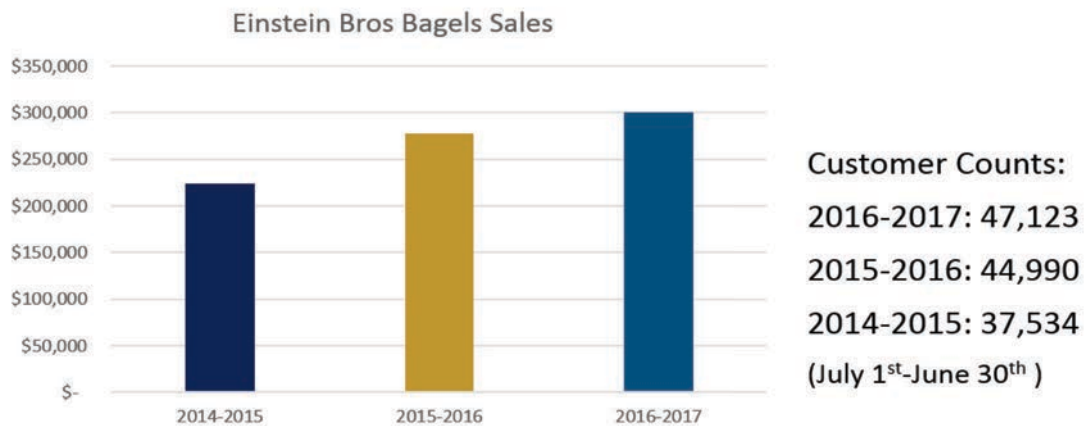


### VALUE

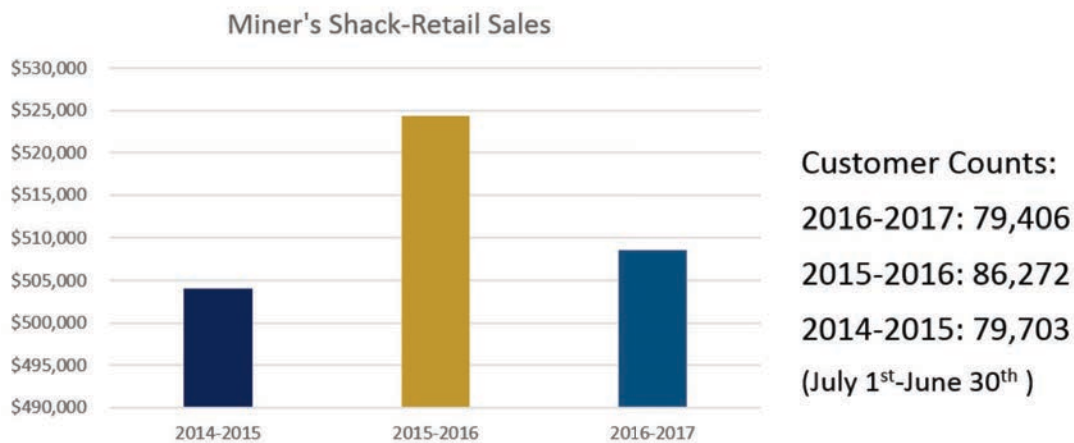
- #1 Variety and choice
- #2 Customization and control

## Previous Five years:

- The Student Association worked with SD Mines and Aramark to purchase and install a soft serve ice cream machine in the Hardrocker Café in the Spring of 2015. It remains a major point of interest during every campus tour and is a great example of the Student Association understanding a universal desire and working through the process to bring the project to fruition.
- Beginning in the Fall 2013, Continuous Dining was introduced in the Hardrocker Café. This provided hours of service from 7:00am until 7:45pm, Monday through Friday, to provide services to students who are managing varied class times. The Reusable To-Go Program was also introduced at the same time to assist the customers who did not have time to sit in the dining room to eat while also promoting sustainability. After introducing continuous dining, the meal plans were analyzed and adjusted to coincide with the new dining options.
- The addition of Einstein Bros Bagels and removal of Java City was key to customer satisfaction as it provided a more extensive food program, along with specialty beverages. Since its Fall 2014 opening, Einstein Bros Bagels continues to grow in popularity with students, faculty, staff and community visitors, and its hours of service are adjusted each year to align with the campus population demands. This location is open during the summer to serve the campus population as well as visitors.



- The renovating of the Miner's Shack in Spring 2015 to a campus convenience store was a part of a strategic plan to expand the different styles of service needed to meet the needs of the campus community. It continues to provide a variety of options to grab quick snacks for class or studying, or full meal options to take on the go or make in their dorm room.





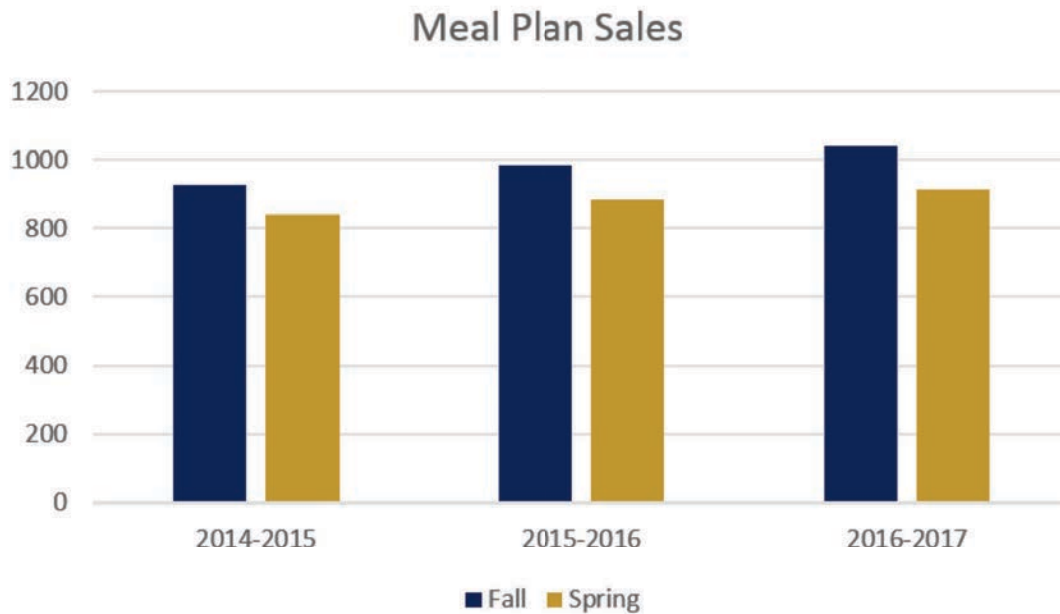
- In the Fall of 2014, SD Mines began contracting with Aramark to operate the concession stands at both the King Center and O'Harra Stadium. This has provided a standardized approach to all events and fundraising opportunities for the athletic department, as well as the utilization of meal plan flex, Grubby Gold and credit cards for students, faculty and staff.
- In 2014, the university replaced the dishwasher in the Hardrocker Café. The new machine was sized for current operational needs as well as future growth. In 2016, dining worked with the local maintenance provider to begin a preventative maintenance plan to better manage the current equipment to extend the life preventing unexpected breakdown of equipment and purchases.
- In 2016, the carpet in the Hardrocker Café seating area was replaced with vinyl flooring for better maintenance.
- Mines Catering takes care of all catering needs on campus as well as assists in connecting SD Mines with the community by catering at events within the community. In 2013, Canyon Lake Chophouse merged their business with Aramark and catering revenue increased significantly. After one year, Canyon Lake Chophouse decided to close and therefore ended the contract with Aramark. Aramark participates in activities within the community to drive the catering business and growth for SD Mines. One of these events includes the Annual Bridal Showcase where they engage with brides, grooms and other businesses to educate them on our catering program and the depth of offerings to campus as well as the community. Aramark has proudly represented SD Mines at the Sturgis Rally as the VIP Hospitality caterers in 2016 & 2017.



## Summary of facilities and operations

Mines Dining's mission is to deliver experiences that enrich and nourish lives. We accomplish that through our values: Sell and Serve with Passion, Front Line First, Set Goals. Act. Win. and Integrity and Respect Always. Each location has its purpose for serving the campus population.

**The Hardrock Café** is the all-you-care-to-eat location that offers a variety of menu styles that expands the palates of the customers. A four-week cycle menu is run that is adjusted every semester. The menu is developed with recipes from a variety of cultures as well as local favorites and adjusts to align with current trends. SD Mines empowers the customers to make better food choices by incorporating a variety of fruits, vegetables and whole grains within the cycle menu as well as providing nutrition information via our online menu as well as station cards. SD Mines works with customers on an individual basis on any dietary accommodations to ensure they are receiving the nutrition they need. We have limited time offers twice a semester and specialty themed meals two to three times a month. Some of these themes are passive with a change to the menu for that theme and some are interactive and encourages participation from our guests. One of the favorites is the President's Holiday Meal. In 2017, the theme was Star Wars and this theme was really "sweet."



**Einstein Bros Bagels** is the newest location with Mines Dining and continues to be a favorite spot for the customers. This national franchise offers a variety of specialty drinks as well as a full line of food options that appeals to customers who want breakfast all day or a unique deli option. There are quarterly "limited time offer" promotions that highlight new products that have the potential of being added to the standard menu.

**Catering** is the "cherry on top" of the Mines Dining services. While it is not the main focus of the dining operations, it can be one of the most impactful. Whether it is simple sweets and beverages during long meetings, or a served meal during a candidate interview, food and service is a common factor. The catering staff takes care of all the details from the planning stage, to the delivering of the services. They also have the opportunity to provide the same level of service to off campus customers all while being able to promote SD Mines within the community.



**The Concessions Program** is essential to events on campus as it helps the campus support the athletic programs. SD Mines is unique by allowing meal plan flex to be used at concession events as a convenience for the students on meal plans to have a meal or snacks while cheering on the Hardrockers. Aramark adjusts the menu each year to align the right menu while keeping waste minimization and profitability for the Athletic Program in mind.

**The Miner's Shack** is the retail food court with integrated convenience store. Papa Johns and Grille Works are the main food components within this location, and it is complimented with the Einstein Bros Bagels Grab and Go Program, as well as an in-house grab and go program and a daily homemade soup. The convenience portion offers quick snacks or "stock your room" items that are easily accessible for the students and can be purchased with their meal plan flex. The products are reviewed as needed and new products are added throughout the year to keep with the purchasing trends of the customers. There is a "limited time offer" each month at this location that features a new innovative entrée. The favorite in 2017 was the Brunch Burger.



**The marketing strategy** supports each location via online, print and in person techniques. The Dining website, <http://www.minesdining.com> has general information on all of the services as well as an interactive menu for the Hardrocker Café that displays three weeks of planned menus with links to the nutritional information. There is an app, Campusdish, which the customers may download to have the menu and nutritional information at their fingertips. There is awareness signage provided for the various programs in print posted in the Dining locations as well as on digital boards throughout the Surbeck Center. Mines Dining also participates in various campus driven events as well as co-sponsor events with other departments that have a guest impact as well as community. We have an active role on the Student Association's Food Service Committee as well as an open-door policy with the director. Our Voice of the Consumer program offers immediate feedback via a short online survey where guests can participate anonymously or leave contact information for follow up. We also have an annual DiningStyles survey to capture feedback in a more detailed survey and comparison year over year on standard categories. We utilize the insight received through these programs to adjust our services. The Aramark corporate office implemented @hearmearmark to give voice to the consumer on Twitter.

**Health and wellness** continues to be a focus and promoted every year adjusting to trends. There is a Healthy for Life station within Hardrock Café that provides educational materials. The menu and nutrition information are found online, at the stations and even at the fingertips of the customers when using the Campusdish app. There is also a continued growth in working with students and dietary restrictions. The Chef works with an average of 20 students each year to ensure they are eating properly while on campus. Aramark's "Feed Your Potential" campaign includes a semester focus on healthy choices including "Take Your Health to Heart" and "Apple a Day". The [www.fyp365.com](http://www.fyp365.com) website features recipes, tips on healthy eating and how to stay fit. This program is what is being featured during the Wellness Wednesdays that was initiated Fall 2017.

**Employee Advocacy** remains an important aspect for Mines Dining. They have an employee engagement program that focuses on customer service to empower all our staff to create a welcoming experience for our guests. WEST = Welcome, Eye Contact, Smile, Thank, and is discussed with the staff on a regular basis. In 2016, a WEST Star of the Month program was started. There are 24 staff members that have been recognized for their engagement in the WEST service model. One staff member was recently recognized by the Men's Basketball team with five other faculty and staff members. It was a large honor for Mines Dining to be represented. Additionally, the Jim Clark WEST Star of the Year has been awarded since 2016. Aramark celebrates annually an Employee Appreciation Day across the globe. As part of the celebration, there is a contest for a variety of categories and Mines Dining submits a parody video every year. After several Honorable Mentions, they finally received the trophy in 2017.

**Aramark Building Community** is an initiative that is important to Mines Dining. There are three main events that Mines Dining is involved in that builds a connection between SD Mines and the Rapid City community. Big Brothers Big Sisters has a mentor program called Campus Kids that eat most Tuesday nights during the school year. Mines Dining has had two teams participate in their annual "Bowl for Kids Sake." It is a great cause, fun night of bowling and dressing in theme. Jennifer Hauf, Food Service Director, is the Lead Coordinator of the Empty Bowls event held on campus since 2015. This annual fundraiser for the Feeding South Dakota's Backpack Program has been the largest one-time fundraiser in the state of South Dakota for the Backpack Program. Mines Dining provides varied items, in-kind, to support the event. Every March, SD Mines is flooded with Boy Scouts as they come to campus to earn various merit badges. Not only does Mines Dining ensure they eat a lunch in accordance with what they learn when taking the Cooking Merit Badge, but they assist in coordinating student groups to teach merit badges respective to their majors or interest groups. Mines Dining has also provided the Christmas meal for the Cornerstone Mission. Through these various efforts, Jennifer Hauf was recognized by the Aramark Corporate Office, and received a 2017 Aramark Service Star Volunteer Award Certificate of Excellence.

## Dining Five-Year History of Revenues and Expenditures and Current Year Projected

South Dakota School of Mines & Technology Dining Services

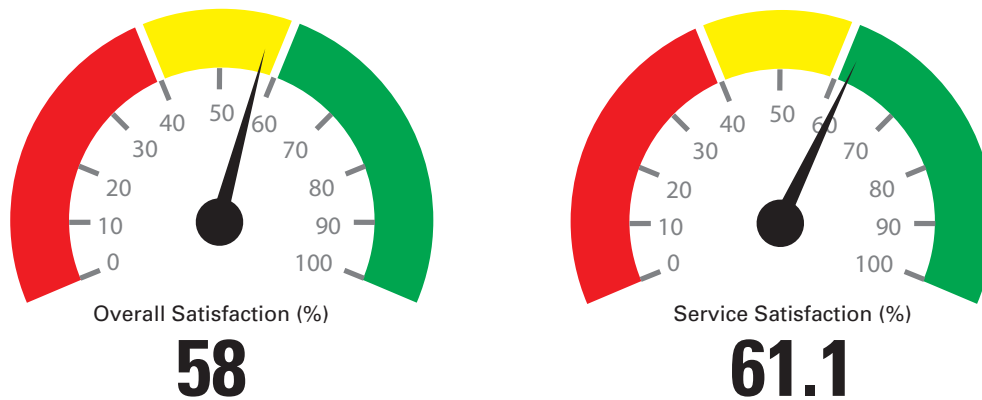
	Actual FY13	Actual FY14	Actual FY15	Actual FY16	Actual FY17	Estimated FY18
<b>Revenues</b>						
General Revenue	\$1,931,812	\$2,184,123	\$2,646,818	\$2,538,615	\$2,690,524	\$2,600,000
Facility Support Fee	\$0	\$0	\$0	\$73,187	\$79,733	\$79,733
GAF Revenue - Operations	\$0	\$0	\$0	\$0	\$0	\$0
GAF Revenue - Bond Support	\$7,262	\$0	\$0	\$0	\$0	\$0
Interest Earnings	\$1,134	\$730	\$5,166	\$758	\$2,493	\$0
Capitalized Interest	\$0	\$0	\$0	\$0	\$0	\$0
BAB Revenue	\$0	\$0	\$0	\$0	\$0	\$0
Other	\$0	\$0	\$0	\$116,500	\$121,137	\$120,267
<b>Total Revenue</b>	<b>\$1,940,208</b>	<b>\$2,184,853</b>	<b>\$2,651,984</b>	<b>\$2,729,060</b>	<b>\$2,893,887</b>	<b>\$2,800,000</b>
<b>Expenditures</b>						
<b>Personal Services</b>						
Full-Time Staff	\$776	\$5,411	\$6,189	\$13,143	\$13,825	\$13,825
Student Labor	\$0	\$0	\$0	\$0	\$0	\$0
Facilities and Maintenance	\$0	\$0	\$0	\$0	\$0	\$0
<b>Total Personal Services</b>	<b>\$776</b>	<b>\$5,411</b>	<b>\$6,189</b>	<b>\$13,143</b>	<b>\$13,825</b>	<b>\$13,825</b>
<b>Operating</b>						
Student Support	\$1,836,636	\$2,075,441	\$2,360,622	\$2,423,889	\$2,583,544	\$2,587,246
Facilities and Maintenance	\$17,428	\$36,681	\$37,547	\$13,317	\$15,348	\$25,000
Utilities	\$69,230	\$59,419	\$69,304	\$65,594	\$65,112	\$65,112
Overhead Paid to University	\$0	\$0	\$0	\$0	\$0	\$0
<b>Total Operating</b>	<b>\$1,923,294</b>	<b>\$2,171,541</b>	<b>\$2,467,473</b>	<b>\$2,502,800</b>	<b>\$2,664,004</b>	<b>\$2,677,358</b>
<b>Total Expenditures</b>	<b>\$1,924,070</b>	<b>\$2,176,952</b>	<b>\$2,473,662</b>	<b>\$2,515,943</b>	<b>\$2,677,829</b>	<b>\$2,691,183</b>
<b>Net Revenue Generated</b>	<b>\$16,138</b>	<b>\$7,901</b>	<b>\$178,322</b>	<b>\$226,260</b>	<b>\$216,058</b>	<b>\$108,817</b>
<b>Debt Service</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>Coverage Ratio*</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>

\*Net revenues added to Union for calculation of Coverage Ratio. All revenues generated in Surbeck Center are considered part of Union Coverage Ratio.

## Major plans and changes

The focus for the future in operation is to always stay ahead of the trends and to understand the needs of the campus population in relation to dining. The encouragement of customer feedback continues to be a driving force for these operations. There is an annual comprehensive survey conducted each fall and an ongoing instant feedback system called "Your Dining Voice." Results from both survey services assist in making future operational adjustments whether immediate, or in the next year.

Fiscal Year '17 Survey Results:



The main major plan for SD Mines Dining is the planning of an expansion to Surbeck Center, the student union. The expansion will include adding extra seating in the Dining Hall and Miner's Shack area which will double its current capacity, adding 300 more seats. As SD Mines continues to drive enrollment, it is a priority to provide appropriate space for the expected number of students to eat. Dining is currently seeing the need for expanded seating and has remained utilizing Continuous Dining and the Reusable To Go Program to assist in balancing the need for seating throughout the day.

# WELLNESS CENTER

## Narrative overview of past year and improvements over last five years

The SD Mines Wellness & Recreation Center offers students 34,000 square feet of new or remodeled space to enjoy. Spearheaded by a grassroots student initiative, the Stephen D. Newlin Family Student Wellness & Recreation Center was made possible by \$6.7 million raised through a student-led activity fee increase and a generous \$2 million gift from alumnus Stephen D. Newlin, for whom the facility is named. The two-court Harvey Fraser Gym is named for former Mines President Harvey Fraser. Generous gifts from Mines alumni Bill Brodsky, Larry Pearson, and Doug Beck and their spouses, Judy Brodsky, Linda Pearson, and Leah Beck, combined with more than 400 contributors, completed the \$1 million gymnasium naming project.

The old student wellness center became the Stephen D. Newlin Family Student Wellness & Recreation Center after 2 years of construction on the King Center Facility and officially opened in August of 2015. The facility saw many changes in procedures in accessing the new amenities and will continue to evolve its programming in fitness and recreation to accommodate the near 3,000 students, faculty, and staff enrollment at SD Mines.





## Summary of facilities and operations

The Stephen D. Newlin Family Student Wellness & Recreation Center encompasses a weight-room outfitted with 38 pieces of cardio equipment, assorted circuit training equipment, four half racks, and free weight equipment. The facility also includes a group exercise room, bouldering room, two racquetball courts, one squash court, and the Fraser Gymnasium which includes one mondo/sport court and one wood floored court. The group exercise room is scheduled to provide multiple live and virtual classes to our SD Mines students, faculty, and staff throughout the year. The Fraser Gymnasium plays host to intramural sports leagues, career fairs, and athletic camps throughout the year.

The facility is run by the Wellness Center Coordinator and Assistant Coordinator along with 22 work study/student employees covering 192 hours of facility operations per week.



## Wellness Center Five-Year History of Revenues and Expenditures and Current Year Projected

South Dakota School of Mines & Technology Wellness Center

	Actual FY13	Actual FY14	Actual FY15	Actual FY16	Actual FY17	Estimated FY18
<b>Revenues</b>						
General Revenue	\$0	\$0	\$0	\$0	\$0	\$0
Facility Support Fee	\$0	\$0	\$0	\$0	\$0	\$0
GAF Revenue - Operations	\$0	\$64,597	\$0	\$199,794	\$198,272	\$198,272
GAF Revenue - Bond Support	\$0	\$557,013	\$625,073	\$539,036	\$599,233	\$599,233
Interest Earnings	\$0	\$0	\$5,487	\$12,488	\$14,308	\$14,308
Capitalized Interest	\$0	\$70,765	\$155,338	\$0	\$0	\$0
BAB Revenue	\$0	\$0	\$0	\$0	\$0	\$0
Other	\$0	\$0	\$9,650	\$0	\$0	\$0
<b>Total Revenue</b>	<b>\$0</b>	<b>\$692,375</b>	<b>\$795,548</b>	<b>\$751,318</b>	<b>\$811,813</b>	<b>\$811,813</b>
<b>Expenditures</b>						
<b>Personal Services</b>						
Full-Time Staff	\$0	\$0	\$17,223	\$90,536	\$63,432	\$63,432
Student Labor	\$0	\$0	\$0	\$26,109	\$32,919	\$32,919
Facilities and Maintenance	\$0	\$0	\$0	\$0	\$0	\$0
<b>Total Personal Services</b>	<b>\$0</b>	<b>\$0</b>	<b>\$17,223</b>	<b>\$116,645</b>	<b>\$96,351</b>	<b>\$96,351</b>
<b>Operating</b>						
Student Support	\$0	\$0	\$20,308	\$29,011	\$57,281	\$57,281
Facilities and Maintenance	\$0	\$64,597	\$1,350	\$9,783	\$43,380	\$43,380
Utilities	\$0	\$0	\$83	\$11,075	\$17,742	\$17,742
Overhead Paid to University	\$0	\$0	\$0	\$0	\$0	0
<b>Total Operating</b>	<b>\$0</b>	<b>\$64,597</b>	<b>\$21,741</b>	<b>\$49,869</b>	<b>\$118,403</b>	<b>\$118,403</b>
<b>Total Expenditures</b>	<b>\$0</b>	<b>\$64,597</b>	<b>\$38,964</b>	<b>\$166,514</b>	<b>\$214,754</b>	<b>\$214,754</b>
<b>Net Revenue Generated</b>	<b>\$0</b>	<b>\$627,778</b>	<b>\$756,584</b>	<b>\$584,804</b>	<b>\$597,059</b>	<b>\$597,059</b>
<b>Debt Service</b>	<b>\$0</b>	<b>\$70,764</b>	<b>\$465,920</b>	<b>\$466,025</b>	<b>\$464,624</b>	<b>\$464,625</b>
<b>Coverage Ratio*</b>		8.87	1.62	1.25	1.29	1.29



## Major plans and changes

Our current, main focus is to continue to diversify and develop our group and alternative fitness classes on campus. Since our facility is quite new, our Wellness Center Staff will continue to work with the Student Association Senate on campus to collect input from its guests to provide a quality fitness and recreational experience for all SD Mines students, faculty, and staff to enjoy.









# 2017 NORTHERN STATE UNIVERSITY AUXILIARY SERVICES REPORT



[northern.edu](http://northern.edu)

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# EXECUTIVE SUMMARY

*NSU auxiliary system provides academic support, access to services, a safe place to call home*

Northern State University's auxiliary system includes six residence halls, the Wolf Shoppe, dining services provided by Aramark, and the Student Center. This is a transformational time for the NSU auxiliary system with Wolves Memorial Suites opening in fall 2017 and two new residence halls under construction and slated to open when classes begin in fall 2018. Lindberg Hall was demolished in summer 2017 and Jerde Hall will be demolished in fall 2018. More than 50 percent of NSU's residence hall beds will be brand new upon the completion of these projects. The Student Center is home to the Wolf Shoppe, dining services, Einstein Bros. Bagels, the Admissions Office, the NSU Counseling Center, Health Services and many meeting rooms. The Wolf Shoppe carries a full line of textbooks for students to rent or buy, a variety of NSU logo items, and various classroom and office supplies. The number of students living in the residence halls and purchasing meal plans both increased in 2017-18 compared to 2016-17. Aramark strives to offer meals and snacks that meet the needs of busy students and those with special dietary needs. The company listens to students and keeps pace with national trends in order to provide a variety of healthy food options. NSU's auxiliary system is financially healthy. Revenues have consistently outpaced expenses and debt service requirements resulting in coverage rates that exceed the required ratio of 1.2. It is anticipated that this trend will continue as students are attracted to campus due to the vast improvements in living accommodations. NSU strives to provide students with the services they desire in a safe environment they want to call "home."

## EXECUTIVE SUMMARY

### NSU Auxiliary System Revenue and Expense Statement For Fiscal Year 2017

	Residence Halls	Student Union	Food Service	Bookstore	Total
<b>Revenue</b>					
General Revenue	\$2,196,578	\$1,030	\$1,909,239	\$1,064,901	\$5,171,748
GAF Revenue - Operations	\$0	\$228,878	\$0	\$0	\$228,878
GAF Revenue - Bond Support	\$0	\$445,000	\$0	\$0	\$445,000
Interest Earnings	\$44,398	\$0	\$0	\$3,981	\$48,379
Capitalized Interest	\$79,917	\$0	\$0	\$0	\$79,917
BAB Revenue	\$21,893	\$0	\$0	\$0	\$21,893
Other Revenue - Bond Support	\$0	\$0	\$150,000	\$0	\$150,000
<b>Total Revenue</b>	<b>\$2,342,786</b>	<b>\$674,908</b>	<b>\$2,059,239</b>	<b>\$1,068,882</b>	<b>\$6,145,815</b>
<b>Expenditures</b>					
<b>Personnel Services</b>					
Full Time Staff	\$274,247	\$28,542	\$46,959	\$267,343	\$617,091
Student Labor	\$11,305	\$10,280	\$0	\$4,050	\$25,635
Facilities and Maintenance	\$393,496	\$117,020	\$0	\$0	\$510,516
<b>Operating</b>					
Student Support	\$258,893	\$8,375	\$1,745,189	\$743,241	\$2,755,788
Facilities and Maintenance	\$151,493	\$45,709	\$24,226	\$190	\$221,618
Utilities	\$149,267	\$90,140	\$0	\$2,838	\$242,245
<b>Total Expenditures</b>	<b>\$1,238,791</b>	<b>\$300,066</b>	<b>\$1,816,374</b>	<b>\$1,017,662</b>	<b>\$4,372,893</b>
<b>Net Revenue Generated</b>	<b>\$1,103,995</b>	<b>\$374,842</b>	<b>\$242,865</b>	<b>\$51,220</b>	<b>\$1,772,922</b>
<b>Debt Service</b>	<b>\$484,916</b>	<b>\$541,967</b>			<b>\$1,026,883</b>
<b>Coverage Ratio*</b>	<b>2.28</b>	<b>1.23</b>			<b>1.73</b>
<b>Net Income After Debt Service</b>	<b>\$619,079</b>	<b>\$126,960</b>			<b>\$746,039</b>

NOTE: The Student Union coverage ratio is the sum of net revenue from the Student Union, Food Service and Bookstore divided by the debt service under the Student Union.

## EXECUTIVE SUMMARY

### NSU Auxiliary System Five-Year History of Revenues and Expenditures and Current Year Projected

	2013	2014	2015	2016	2017	Estimated 2018
<b>Revenue</b>						
General Revenue	\$5,311,585	\$5,655,428	\$5,602,438	\$5,171,506	\$5,171,748	\$5,700,290
GAF Revenue - Operations	\$196,125	\$183,060	\$217,316	\$249,916	\$228,878	\$220,000
GAF Revenue - Bond Support	\$465,000	\$465,000	\$465,000	\$465,000	\$445,000	\$445,000
Interest Earnings	\$134,716	\$68,140	\$43,581	\$52,322	\$48,379	\$44,398
Capitalized Interest	\$128,084	\$0	\$0	\$0	\$79,917	\$0
BAB Revenue	\$25,850	\$23,392	\$23,040	\$22,504	\$21,893	\$20,757
Other Revenue - Bond Support	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000
<b>Total Revenue</b>	<b>\$6,411,360</b>	<b>\$6,545,020</b>	<b>\$6,501,375</b>	<b>\$6,111,248</b>	<b>\$6,145,815</b>	<b>\$6,580,445</b>
<b>Expenditures</b>						
<b>Personnel Services</b>						
Full Time Staff	\$617,190	\$631,587	\$612,214	\$598,743	\$617,091	\$627,770
Student Labor	\$42,900	\$33,383	\$19,418	\$20,402	\$25,635	\$33,807
Facilities and Maintenance	\$447,695	\$475,100	\$485,162	\$495,593	\$510,516	\$551,936
<b>Operating</b>						
Student Support	\$3,139,752	\$3,367,820	\$3,180,234	\$2,870,480	\$2,755,788	\$2,852,532
Facilities and Maintenance	\$195,172	\$227,558	\$243,799	\$232,204	\$221,618	\$233,704
Utilities	\$245,828	\$307,574	\$314,051	\$265,037	\$242,245	\$278,868
<b>Total Expenditures</b>	<b>\$4,688,537</b>	<b>\$5,043,022</b>	<b>\$4,854,878</b>	<b>\$4,482,949</b>	<b>\$4,372,893</b>	<b>\$4,578,617</b>
<b>Net Revenue Generated</b>	<b>\$1,722,923</b>	<b>\$1,501,998</b>	<b>\$1,646,497</b>	<b>\$1,628,299</b>	<b>\$1,772,922</b>	<b>\$2,001,827</b>
<b>Debt Service</b>	<b>\$1,048,995</b>	<b>\$1,044,798</b>	<b>\$954,524</b>	<b>\$951,466</b>	<b>\$1,026,883</b>	<b>\$1,417,981</b>
<b>Coverage Ratio</b>	<b>1.64</b>	<b>1.44</b>	<b>1.72</b>	<b>1.71</b>	<b>1.73</b>	<b>1.41</b>
<b>Net Income After Debt Service</b>	<b>\$673,828</b>	<b>\$457,200</b>	<b>\$691,973</b>	<b>\$676,833</b>	<b>\$746,039</b>	<b>\$583,847</b>

# HOUSING SYSTEM

*By fall 2018, more than half of residence hall occupants will live in new facilities*



Occupancy rates in fall 2017 increased for the first time in six years. Demand for housing had decreased in each of the previous six years for a variety of reasons, including a decline in the number of both international students and traditional students. Also, older housing options were less attractive to prospective students, creating recruitment challenges. Finally, there was a limited amount of housing options that appealed to upperclassmen, which affected housing retention.

Wolves Memorial Suites opened in August 2017, making it Northern's first brand new residence hall since fall 1969. In addition, construction began on two more halls, which are scheduled to open in fall 2018. These new buildings, as well as new programmatic strategies, have been implemented to recruit students not only regionally but nationally. As a result, the number of students living on campus increased in fall 2017, and continued growth is anticipated in the future. The residence hall projects will provide a great incentive for students to choose Northern State and to choose to continue residing on campus.

The construction of the two additional residence halls that began in early 2017 will provide 299 new beds. The total project cost of \$22,986,000 is made possible by a private gift of \$22,725,000. Additional funding is provided by Aramark and auxiliary system reserves.

One of the halls will provide a "pod" style design, with seven to eight traditional double rooms situated around a common living space and community bathroom. This type of arrangement is ideal for traditional freshman students as it fosters community growth and living. This space also provides Residence Life a better opportunity to create living/learning communities that support the academic mission of the university.

The other hall, which will be built where Lindberg Hall previously sat, will be designed with a series of semi-suites and suites offering both double and single rooms. This will foster and encourage our students to transition from the "pod" style housing



## HOUSING SYSTEM

as freshmen into double semi-suites during their sophomore year, and then into suite-style living in either double or single rooms during their last years on campus. This design will not only help our students develop living skills that will assist them well past graduation, but also foster a community that will continue to grow and encourage upperclassmen living on campus.

The first floor of each building will include a lounge, game room, meeting room and office space. Laundry facilities will be provided on the first floor of the east building and on each floor of the west building. Smaller lounges and study areas will be included on each floor of both buildings. The west building will include a game cleaning room which will double as a multi-purpose activity room. The east building will include a small convenience store and a Papa John's Pizza.

The buildings will be fully air conditioned and wireless network access will be provided

throughout. Each room will be furnished with a bed, dresser, desk and chair. Appropriate furnishings will also be provided in the living areas of the suites as well as in the common lounge and study areas throughout the buildings. Residence hall activities will be managed by a hall director residing in a furnished apartment in the east building. A graduate assistant will be housed in a furnished apartment in the west building and provide additional management oversight. Lindberg Hall was demolished in summer 2017 to make space for the west building and Jerde Hall will be demolished in early fall 2018.

Once these buildings are completed, they along with three of our older buildings (Kramer, McArthur-Welsh and Steele halls) will comprise a residential quad in the heart of campus that will accommodate nearly three quarters of our on-campus housing. This residential quad will provide the Office of Residential Life outdoor space to increase programmatic efforts for our students.





## HOUSING SYSTEM

### EXISTING RESIDENCE HALL FACILITIES



#### BRISCOE HALL

- Year Built: 1958
- Traditional rooms
- Community bathrooms
- No air conditioning
- Community area on each floor
- Fine Arts focus
- Accommodates 82 coed residents



#### JERDE HALL

- Year Built: 1968
- Traditional rooms
- Community bathrooms
- No air conditioning
- Community lobby space on each floor
- Accommodates 353 coed residents
- Scheduled for demolition in 2018



#### KRAMER HALL

- Year Built: 1962
- Renovated: 2009
- Suite-style rooms
- Air conditioned
- Community areas on each floor
- Accommodates 88 residents

## HOUSING SYSTEM

### EXISTING RESIDENCE HALL FACILITIES



#### MCARTHUR-WELSH HALL

- Year Built: 1966
- Traditional rooms
- Community bathrooms
- No air conditioning
- Community area on each floor
- Accommodates 174 coed residents



#### STEELE HALL

- Year Built: 1961
- Renovated: 2005
- Suite-style rooms
- Air conditioned
- Community area on each floor
- Accommodates 66 coed residents



#### WOLVES MEMORIAL SUITES

- Year Built: 2017
- Suite-style rooms
- Air conditioned
- Community area on each floor
- Accommodates 144 coed residents

## HOUSING SYSTEM

### 5 Year History of Residence Hall Utilization

	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017
Actual Fall Census Totals	764	681	634	606	650
Designed Capacity	834	824	824	826	907
Utilization	91.6%	82.6%	76.9%	73.4%	71.7%

### Fall 2017 Capacity and Utilization by Hall

Name of Building	Capacity	Occupancy	Utilization
Briscoe Hall	82	60	73.2%
Jerde Hall	353	195	55.2%
Kramer Hall	88	76	86.4%
McArthur-Welsh Hall	174	130	74.7%
Steele Hall	66	59	89.4%
Wolves Memorial Suites	144	130	90.3%
<b>Total Capacity</b>	<b>907</b>	<b>650</b>	<b>71.7%</b>

### Fall 2017 Residence Hall Population Break Down by Student Classification

	Fall 2017
<b>Required by Policy</b>	
Freshman	330
Sophomore	127
<b>Total</b>	<b>457</b>
<b>Not Required by Policy</b>	
Freshman	19
Sophomore	20
Junior	31
Senior	40
Non-Deg Seeking	81
Graduate Deg Seeking	2
<b>Total Not Required</b>	<b>193</b>
<b>Total Fall 2017 Occupancy</b>	<b>650</b>

### Students Counted in Utilization at Zero or Reduced Cost

Resident Assistants	29
Graduate Assistants	2
Residence Hall Directors	1
TRIO Mentors	4
Housing Scholarship Students	21



## HOUSING SYSTEM

### Residence Hall Statement of Revenue and Expenses

	Actual FY13	Actual FY14	Actual FY15	Actual FY16	Actual FY17	Actual FY18
<b>Revenues</b>						
General Revenue	\$2,075,334	\$2,258,700	\$2,266,114	\$2,111,229	\$2,196,578	\$2,679,844
GAF Revenue - Bond Support	\$0	\$0	\$0	\$0	\$0	\$0
Interest Earnings	\$30,240	\$14,204	\$40,180	\$48,541	\$44,398	\$44,398
Capitalized Interest	\$0	\$0	\$0	\$0	\$79,917	\$0
BAB Revenue	\$25,850	\$23,392	\$23,040	\$22,504	\$21,893	\$20,757
<b>Total Revenue</b>	<b>\$2,134,424</b>	<b>\$2,296,296</b>	<b>\$2,329,334</b>	<b>\$2,182,274</b>	<b>\$2,342,786</b>	<b>\$2,744,999</b>
<b>Expenditures</b>						
<b>Personnel Services</b>						
Full Time Staff	\$266,962	\$266,359	\$269,441	\$280,968	\$274,247	\$304,084
Student Labor	\$27,373	\$17,732	\$1,457	\$1,287	\$11,305	\$19,381
Facilities and Maintenance	\$344,301	\$39,994	\$381,237	\$377,356	\$393,496	\$434,132
<b>Total Personnel Services</b>	<b>\$638,636</b>	<b>\$654,085</b>	<b>\$652,135</b>	<b>\$659,611</b>	<b>\$679,048</b>	<b>\$757,598</b>
<b>Operating</b>						
Student Support	\$287,744	\$450,421	\$294,858	\$261,613	\$258,983	\$295,718
Facilities and Maintenance	\$153,268	\$167,454	\$174,653	\$168,655	\$151,493	\$162,508
Utilities	\$186,146	\$233,919	\$194,403	\$167,779	\$149,267	\$185,267
<b>Total Operating</b>	<b>\$627,158</b>	<b>\$851,794</b>	<b>\$663,914</b>	<b>\$598,047</b>	<b>\$559,743</b>	<b>\$643,493</b>
<b>Total Expenditures</b>	<b>\$1,265,794</b>	<b>\$1,505,879</b>	<b>\$1,316,049</b>	<b>\$1,257,658</b>	<b>\$1,238,791</b>	<b>\$1,401,091</b>
<b>Net Revenue Generated</b>	<b>\$865,630</b>	<b>\$790,417</b>	<b>\$1,013,285</b>	<b>\$924,616</b>	<b>\$1,103,995</b>	<b>\$1,343,908</b>

## FACILITY UPDATES

FY18 Planned			FY17 Completed Projects		
Jerde Hall	Asbestos Abatement	\$160,000	Briscoe Hall	Replace Roof	\$29,136
Student Union	Chiller Replacement	\$205,000	Briscoe Hall	Fire Alarm Replacement	\$713
Student Union	Dining Area Flooring	\$10,000			
FY16 Completed Projects			FY15 Completed Projects		
Jerde Hall	Maintenance/Furniture	\$21,277	Briscoe Hall	Boilers/Electrical	\$265,830
Kramer Hall	Replace Roof	\$93,088	Jerde Hall	High-efficiency boilers	\$341,311
Steele Hall	Replace Water Line	\$10,776	Kramer Hall	Roof Repair	\$12,390
Lindberg Hall	Replace Roof	\$72,558	McWelsh Hall	Maintenance	\$2,000
			Lindberg Hall	Transformer	\$92,509
FY14 Completed Projects			FY13 Completed Projects		
Briscoe Hall	Carpet/Furniture	\$52,023	Jerde Hall	Metering/Furniture	\$200,135
Jerde Hall	Maintenance	\$18,097	Kramer Hall	Maintenance/Furniture	\$21,615
Kramer Hall	Maintenance	\$4,320	McWelsh Hall	Metering/Maintenance	\$39,513
McWelsh Hall	Maintenance/Furniture	\$42,764	Steele Hall	Replace Carpet	\$8,700
Steele Hall	Carpet/Maintenance	\$26,888			
Lindberg Hall	Transformer	\$7,137			

# STUDENT CENTER

*Facility serves as hub of activity and student services*



The Student Center at Northern State University serves as an event center for small and large gatherings throughout the year. On- and off-campus constituents value the versatility of the venue and the willingness of the staff to accommodate the many requests to utilize the space. Over the course of a year, numerous student organizations such as Student Association, Campus Activities Board, Native American Student Association and Campus Crusade for Christ hold their regular weekly meetings in the Student Center. The English Club, Korean Student Association and AWAREWolves have held events such as Sweets and Stories, New Year Celebration, and “mocktail” events to educate about alcohol use. Campus departments including but not limited to the Foundation, Athletics, Honors Program and Student Involvement and Leadership use the space for banquets, while other departments hold staff trainings and candidate interviews in the meeting rooms.

Off-campus groups that use the facility consist of the South Dakota Department of Education, Dacotah Bank, South Dakota Board of Regents, Boys State and Upward Bound. Meetings, staff trainings, information tables and summer conferences are the types of events the aforementioned groups host at the Student Center. Additional events held in the facility are Rushmore Music Camp, NSU Honors Program’s annual student vs. staff quiz bowl, Cracker Barrels, the annual student pancake feed, Admissions’ Northern Bound Days – and the list goes on. This is only a snapshot of the groups and type of events held in the center that make the campus a vibrant and active place to be throughout the year.

The Student Association has implemented a chalk wall in the lower level of the building. Students are able to advertise programs sponsored by student organizations or leave a positive message for their fellow Wolves. Carpeting was removed from the main dining area of the cafeteria and replaced

## STUDENT CENTER

with more functional flooring. A swipe card reader has been installed on the east entryway, which will assist with summer staffing of the building and increase security. The updated room reservation system has been implemented

and staff members continue to instruct users about its functionality. The only additional changes for the year may include replacing and upgrading some of the furniture used for events.

### Student Union Statement of Revenues and Expenses

	Actual FY13	Actual FY14	Actual FY15	Actual FY16	Actual FY17	Actual FY18
<b>Revenues</b>						
General Revenue	\$2,004	\$6,888	\$2,178	\$1,691	\$1,030	\$1,030
GAF Revenue - Operations	\$196,125	\$183,060	\$217,316	\$249,916	\$228,878	\$220,000
GAF Revenue - Bond Support	\$465,000	\$465,000	\$465,000	\$465,000	\$445,000	\$445,000
Interest Earnings	\$93,543	\$48,511	\$0	\$0	\$0	\$0
Capitalized Interest	\$128,084	\$0	\$0	\$0	\$0	\$0
<b>Total Revenue</b>	<b>\$884,856</b>	<b>\$703,459</b>	<b>\$684,494</b>	<b>\$716,607</b>	<b>\$674,908</b>	<b>\$666,030</b>
<b>Expenditures</b>						
Personnel Services						
Full Time Staff	\$55,970	\$30,240	\$27,580	\$26,482	\$28,542	\$28,733
Student Labor	\$9,824	\$10,908	\$13,375	\$13,663	\$10,280	\$10,329
Facilities and Maintenance	\$103,394	\$105,106	\$103,925	\$118,237	\$117,020	\$117,804
<b>Total Personnel Services</b>	<b>\$169,188</b>	<b>\$146,254</b>	<b>\$144,880</b>	<b>\$158,382</b>	<b>\$155,842</b>	<b>\$156,886</b>
<b>Operating</b>						
Student Support	\$26,318	\$4,945	\$35,609	\$5,410	\$8,375	\$8,431
Facilities and Maintenance	\$32,084	\$35,392	\$32,841	\$36,736	\$45,709	\$46,015
Utilities	\$56,532	\$70,951	\$116,767	\$94,332	\$90,140	\$90,744
<b>Total Operating</b>	<b>\$114,754</b>	<b>\$111,288</b>	<b>\$185,217</b>	<b>\$136,478</b>	<b>\$144,224</b>	<b>\$145,190</b>
<b>Total Expenditures</b>	<b>\$283,942</b>	<b>\$257,542</b>	<b>\$330,097</b>	<b>\$294,860</b>	<b>\$300,066</b>	<b>\$302,076</b>
<b>Net Revenue Generated</b>	<b>\$600,914</b>	<b>\$445,917</b>	<b>\$354,397</b>	<b>\$421,747</b>	<b>\$374,842</b>	<b>\$363,954</b>



# WOLF SHOPPE

*NSU's bookstore supports education, promotes pride*



*"The first place I visit, when on a strange campus, is the bookstore. It tells me all I need to know about the quality and commitment of the institution."*

*Daniel J. Boorstin*

*Former Librarian of Congress*

What does someone entering the NSU Wolf Shoppe think? Our hope is when they enter our doors they find a friendly, helpful, organized and attractive store proudly representing Northern State University and all of its traditions and history. From text and trade books to quality clothing and giftware, the mission of the Wolf Shoppe is to provide a merchandise mix that meets the educational needs of the NSU community as well as fulfilling a sense of pride in the institution.

The largest, continuing challenge at the Wolf Shoppe is textbook sales. As is true for most college stores, textbooks remain the Wolf Shoppe's main source of revenue. Today we offer more choices to students than ever when it comes to textbooks: new and used textbooks, bundled textbooks with digital components, new and used rental textbooks, and e-textbooks. The latest movement of our state toward direct billing (Inclusive Access or IA) and Open Educational Resources (OER) has the potential to greatly change not only the delivery method of course materials, but the main revenue source for the state's bookstores.

While IA and OER will negatively impact bookstore sales, they will have the opposite effect on students. IA offers a definite advantage in that students have first-day access to textbook information (coupled with reduced prices). OER is attractive because it is "free." However, OER lacks a comprehensive resource catalog, which is currently preventing faculty from steering toward this option. As IA and OER systems continue to mature and evolve, however, more faculty are sure to explore one or the other option.

In preparation for IA textbook adoptions at NSU, the Wolf Shoppe will be incorporating new software called Verba Connect, which provides IA management applications. While the Wolf Shoppe won't be selling IA items, it will be responsible for managing the program. Also, VitalSource will be added as a

## WOLF SHOPPE

vendor for e-textbooks on the Wolf Shoppe website. This will provide a link for students to purchase e-textbooks from publishers where state contracts are not in place.

Beyond textbooks, an additional challenge this past year has been adjusting our general merchandise to fit new NSU licensing guidelines. Also, work continues on Payment Card Industry (PCI) compliance as we move to EMV. And, as the primary receiver of deliveries for campus, we are currently working on a campus-wide electronic package tracking system to improve efficiencies in receiving, deliveries and notifications.

College bookstores continue to evolve right along with higher education. Hopefully it is recognized that the value of a college store encompasses more than the bottom line. It's the support provided to faculty as they make decisions about learning materials for students. It's the assistance provided to apprehensive new students and parents as they look for course materials. It's about saving time for a secretary who needs supplies today—not tomorrow. It's about providing donations and support for campus events and programs. And mostly, it's about being a valued resource for students, faculty, staff, parents and alumni.

### Wolf Shoppe Statement of Revenues and Expenses

	Actual FY13	Actual FY14	Actual FY15	Actual FY16	Actual FY17	Actual FY18
<b>Revenues</b>						
General Revenue	\$1,348,343	\$1,179,505	\$1,305,756	\$1,658,581	\$1,064,901	\$1,050,036
Interest Earnings	\$10,833	\$5,425	\$3,401	\$3,781	\$3,981	\$0
<b>Total Revenue</b>	<b>\$1,359,176</b>	<b>\$1,184,930</b>	<b>\$1,309,157</b>	<b>\$1,172,362</b>	<b>\$1,068,882</b>	<b>\$1,050,036</b>
<b>Expenditures</b>						
Personnel Services						
Full Time Staff	\$294,258	\$291,621	\$295,775	\$248,074	\$267,343	\$246,514
Student Labor	\$5,703	\$4,743	\$4,586	\$5,452	\$4,050	\$4,077
<b>Total Personnel Services</b>	<b>\$299,961</b>	<b>\$296,364</b>	<b>\$300,361</b>	<b>\$253,526</b>	<b>\$271,393</b>	<b>\$250,591</b>
<b>Operating</b>						
Student Support	\$1,051,876	\$899,289	\$993,684	\$868,211	\$743,241	\$748,221
Facilities and Maintenance	\$299	\$2,136	\$10,943	\$725	\$190	\$191
Utilities	\$3,330	\$2,704	\$2,881	\$2,926	\$2,838	\$2,857
<b>Total Operating</b>	<b>\$1,055,505</b>	<b>\$904,129</b>	<b>\$1,007,508</b>	<b>\$871,862</b>	<b>\$746,269</b>	<b>\$751,269</b>
<b>Total Expenditures</b>	<b>\$1,355,466</b>	<b>\$1,200,493</b>	<b>\$1,307,869</b>	<b>\$1,125,388</b>	<b>\$1,017,662</b>	<b>\$1,001,860</b>
<b>Net Revenue Generated</b>	<b>\$3,710</b>	<b>(\$15,563)</b>	<b>\$1,288</b>	<b>\$46,974</b>	<b>\$51,200</b>	<b>\$48,176</b>



# DINING SERVICES

*NSU Dining has history of service, is evolving to meet future needs*



Aramark has a long history of serving the Northern State University community and continues to evolve to meet the needs of the students. The partnership between Aramark and NSU began in 1979 and was most recently renewed in 2017. Aramark operates one residential location, one retail location, Einstein Bros. Bagels and one convenience store location in Jerde Hall.

The Wolves Den, NSU's residential restaurant, is an all-you-care-to-eat facility that features full access for breakfast, lunch and dinner. Weekly transactions range from 3,000 to 4,000 customers. Each semester, there is a refreshed, four-week cycle menu that is customized for our location. Dining continues to offer specialty themed meals throughout the year that range from station-specific, limited-time offers to full events featuring activities that are coordinated with other campus departments including Residence Life and Student Activities.

NSU Dining Services also operates catering services exclusively on the NSU campus. Off-campus catering continues to trend upward as we work with many different local businesses and off-campus organizations to provide customized catering events ranging from casual to formal.

There have been several customer-driven initiatives added to the dining operation within the last five years. In fall 2012, the newly renovated Wolves Den opened its doors. In addition to the Wolves Den revamp, Einstein Bros. Bagels was added, which was key to customer satisfaction, as it provided a more extensive food program along with specialty beverages.

Since its fall 2012 opening, Einstein Bros. Bagels (EBB) continues to grow in popularity with student, faculty, staff and community visitors. Its hours of service are adjusted each year to align with the campus demand.

The solicitation of customer feedback continues to be a driving force for dining services. There is an annual comprehensive survey conducted each fall as well as an ongoing instant feedback platform, Your Voice Counts, which encourages customers to participate during each visit to a dining location. Results from both surveys, as well as focus groups, assist in making operational adjustments whether they be immediate or future-facing.

## DINING SERVICES

Health and wellness continues to be a focus and are promoted every year by adjusting to nationwide trends. There is a “Healthy for Life” station within the NSU Student Center that provides educational materials and contact information for an Aramark nutritionist. Empowering our customers to make better food choices is the common goal of Aramark’s partnership with the American Heart Association called “Healthy for Life 20 by 20.” In year two of the partnership, we have decreased the amount of calories, saturated fat and sodium on our menus by an average of 13 percent. At the same time, our increased focus on plant-forward choices has resulted in 30 percent of our menus becoming vegetarian or vegan friendly. We continue to develop menu items that appeal to our ever-changing customer base.

NSU Dining Services currently employs 14 full-time employees and 48 student part-time workers; 42 of whom are international students. NSU Dining Services also partners with the School for Blind and Visually Impaired, Aspire South Dakota and Project Skills to employ individuals with special needs.

A new convenience store and Papa John’s retail location will be located in the east residence hall currently under construction and scheduled to open in August 2018. A newly expanded and branded Provisions on Demand P.O.D. convenience store, paired with the brand loyalty associated with Papa John’s, will allow for enhanced customer flow and increased variety while resulting in top-line revenue increases.

We will continue to create a compelling mix of residential and retail dining offerings while aligning our meal plans with the current and future goals of Northern State University.

### 2016-17 MILESTONES

- NSU Dining is focused on continuing to increase student engagement through

monthly events and special menu features, and limited-time offers such as holiday meals, wing night, Constitution Day, Culturefest activities and the Relaxology event with the Campus Activities Board.

- Improvements have been made to allergen and nutrition reporting. All locations have nutrition information readily available. Aramark has pre-populated our residential menus in the MyFitnessPal app and simplified our nutrition reporting on our CampusDish website.
- During the 2016-17 academic year, 56 percent of our Your Voice Counts participants provided exceptional service comments. This year, more than 45 people commented via our newly launched Your Voice Counts for catering program.
- Maintained partnership to focus on recruitment, retention and student success with other university departments and student organizations.

### FORWARD LOOK

- Open a new Provisions on Demand Market and Papa John’s in conjunction with the new residence hall opening in fall 2018.
- Continue to grow off-campus catering by partnering with local business and the Aberdeen Area Chamber of Commerce.
- Offer innovative menu items at the Wolves Den with the implementation of Delicious Destinations.
- Continue to promote sustainability on campus by promoting trayless dining, conducting sustainability assessments in all locations, relaunching a reusable to-go container program, and working with on-campus organizations to educate students on environmental sustainability.
- Continue to drive revenue at EBB through brand-approved promotions, weekly deals and discounts.

## DINING SERVICES

- Increase meal plan sales by utilizing the latest technology to ease the path to purchase for commuter students, faculty/staff and mandatory students. Aramark has refreshed the app dedicated to helping customers identify and purchase their ideal meal plan. As an added bonus: all purchasers receive additional give-away items.

### Dining Services Statement of Revenues and Expenses

	Actual FY13	Actual FY14	Actual FY15	Actual FY16	Actual FY17	Actual FY18
<b>Revenues</b>						
General Revenue	\$1,885,904	\$2,210,335	\$2,028,390	\$1,890,005	\$1,909,239	\$1,969,380
Other-Bond Support	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000
<b>Total Revenue</b>	<b>\$2,035,904</b>	<b>\$2,360,335</b>	<b>\$2,178,390</b>	<b>\$2,040,005</b>	<b>\$2,059,239</b>	<b>\$2,119,380</b>
<b>Expenditures</b>						
<b>Personnel Services</b>						
Full Time Staff	\$0	\$43,367	\$19,418	\$43,219	\$46,959	\$48,438
<b>Total Personnel Services</b>	<b>\$0</b>	<b>\$43,367</b>	<b>\$19,418</b>	<b>\$43,219</b>	<b>\$46,959</b>	<b>\$48,438</b>
<b>Operating</b>						
Student Support	\$1,773,814	\$2,013,165	\$1,856,083	\$1,735,246	\$1,745,189	\$1,800,162
Facilities and Maintenance	\$9,521	\$22,576	\$25,362	\$26,578	\$24,226	\$24,989
<b>Total Operating</b>	<b>\$1,783,335</b>	<b>\$2,035,741</b>	<b>\$1,881,445</b>	<b>\$1,761,824</b>	<b>\$1,769,415</b>	<b>\$1,825,152</b>
<b>Total Expenditures</b>	<b>\$1,783,335</b>	<b>\$2,079,108</b>	<b>\$1,900,863</b>	<b>\$1,805,043</b>	<b>\$1,816,374</b>	<b>\$1,873,590</b>
<b>Net Revenue Generated</b>	<b>\$252,569</b>	<b>\$281,227</b>	<b>\$277,527</b>	<b>\$234,962</b>	<b>\$242,865</b>	<b>\$245,790</b>

# PRINT SHOP

*Print Shop provides printing services for all university departments*

The Print Shop is not part of the NSU Auxiliary System. Historically, revenues have exceeded expenditures. However, going forward it is anticipated that the demand for printed materials will likely decrease. Any resulting shortfall will be funded with an increase in user fees, a budget allocation of university funds or a combination of both.

The Northern State University Print Shop is tucked away in a quiet corner of campus – the basement of Graham Hall – but it can sometimes be one of the university's busiest

locations. It's especially busy whenever there is a musical or theater production.

The NSU Print Shop provides printing services for all NSU departments, as well as some off-campus jobs. It also provides folding, cutting, three-hole punch work, and plastic binding and saddle stitching of books. Equipment used include copiers, a paper cutter, folders, a plastic binder, three-hole punch and saddle stitcher. New to the Print Shop in recent years are copiers that include a booklet finisher and cover inserter, which save time on preparing books.

*“My goal is to be efficient and get jobs done in a timely manner.”*

*– Clyde Hieb, NSU's reproduction services supervisor*

## Print Shop

	Actual FY13	Actual FY14	Actual FY15	Actual FY16	Actual FY17	Actual FY18
<b>Revenues</b>						
Print Shop Services	\$145,440	\$141,473	\$126,239	\$119,711	\$120,154	\$134,459
<b>Total Revenue</b>	\$145,440	\$141,473	\$126,239	\$119,711	\$120,154	\$134,459
<b>Expenditures</b>						
<b>Personnel Services</b>						
Full Time Staff	\$44,377	\$46,637	\$47,031	\$46,703	\$50,626	\$51,250
<b>Operating</b>						
Supplies & Materials	\$16,870	\$31,250	\$4,979	\$23,675	\$15,915	\$16,022
Leased Equipment	\$42,046	\$41,577	\$51,163	\$55,612	\$57,368	\$51,454
Transfer Out	\$20,000	\$0	\$0	\$0	\$0	\$0
<b>Total Operating</b>	\$78,916	\$72,827	\$56,142	\$79,287	\$73,283	\$67,476
<b>Total Expenditures</b>	\$123,293	\$119,464	\$103,173	\$125,990	\$123,909	\$118,726
<b>Net Revenue Generated</b>	\$22,147	\$22,009	\$23,156	(\$6,279)	(\$3,755)	\$15,733



northern *State* university

## **2017 AUXILIARY SERVICES REPORT**

**[northern.edu](http://northern.edu)**





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## Executive Summary

### Narrative highlights of past year and improvements over the last five years

The Dakota State University auxiliary revenue system currently includes the Trojan Center Student Union, dining services, and four residence halls. Independent of this system are the 8-plex apartment units, which DSU leases from the Madison Housing and Redevelopment Commission. The residence halls are traditional double loaded corridor room environments with community restrooms, kitchen, and lounge space amenities.

There were a couple of major renovations and additions to the auxiliary system this past year. DSU completed an \$8.3 million renovation to the Trojan Center Student Union. The renovation included two additions to the building including, a new kitchen and serving area for dining services, which has enhanced the dining experience for students by providing more space and better equipment for Sodexo, DSU's dining services vendor. The second addition on the southwest corner of the facility added new lounge space for students to gather in a living room environment. This has been a very popular area that students use for studying, group projects, and socializing. Other highlights of the renovation include upgraded conference rooms, a new retail corridor that includes Einstein's Bros. Bagels, Convenient Store, and Trojan Zone Bookstore all in one central location.

DSU also completed the renovation of the former Madison Hospital building. The upper level of the facility is now the home of The Courtyard, which is a new 107 bed residence hall. This modern facility has significantly improved the room capacity stock as well as provided additional amenities desired by today's college student. These amenities are detailed later in the document.

DSU independently operates the campus bookstore, while Sodexo Corporation manages dining service operations.

The financial position of DSU's auxiliary system is healthy and meeting the required minimum coverage ratio of 1.20 per the bond covenants. The coverage ratio for FY17 was 1.99 for the entire auxiliary system. Breaking down this into Residence Halls and the Student Union, the ratios were 2.59 and 1.47 respectively. With strong enrollment, revenue is projected to cover increased expenses and debt of the recently completed projects for an estimated coverage ratio of 1.40 in FY18.



## Current year auxiliary system revenue and expense statement

**Dakota State University Auxiliary System Revenues and Expenses for FY2017**

	<b>Residence Halls</b>	<b>Union</b>	<b>Total</b>
<b>Revenue</b>			
Fee & Other Revenue	1,859,904	2,133,594	3,993,498
GAF	0	614,048	614,048
Interest	9,250	0	9,250
<b>Total Revenue</b>	<b>1,869,154</b>	<b>2,747,642</b>	<b>4,616,796</b>
<b>Expenditures</b>			
Personal Services	359,703	188,523	548,226
Operating Expenses	437,906	1,862,354	2,300,260
<b>Total Expenses</b>	<b>797,609</b>	<b>2,050,878</b>	<b>2,848,487</b>
<b>Net Revenue</b>	<b>1,071,545</b>	<b>696,764</b>	<b>1,768,309</b>
<b>Debt Service</b>	<b>413,807</b>	<b>474,840</b>	<b>888,648</b>
<b>Coverage Ratio</b>	<b>2.59</b>	<b>1.47</b>	<b>1.99</b>

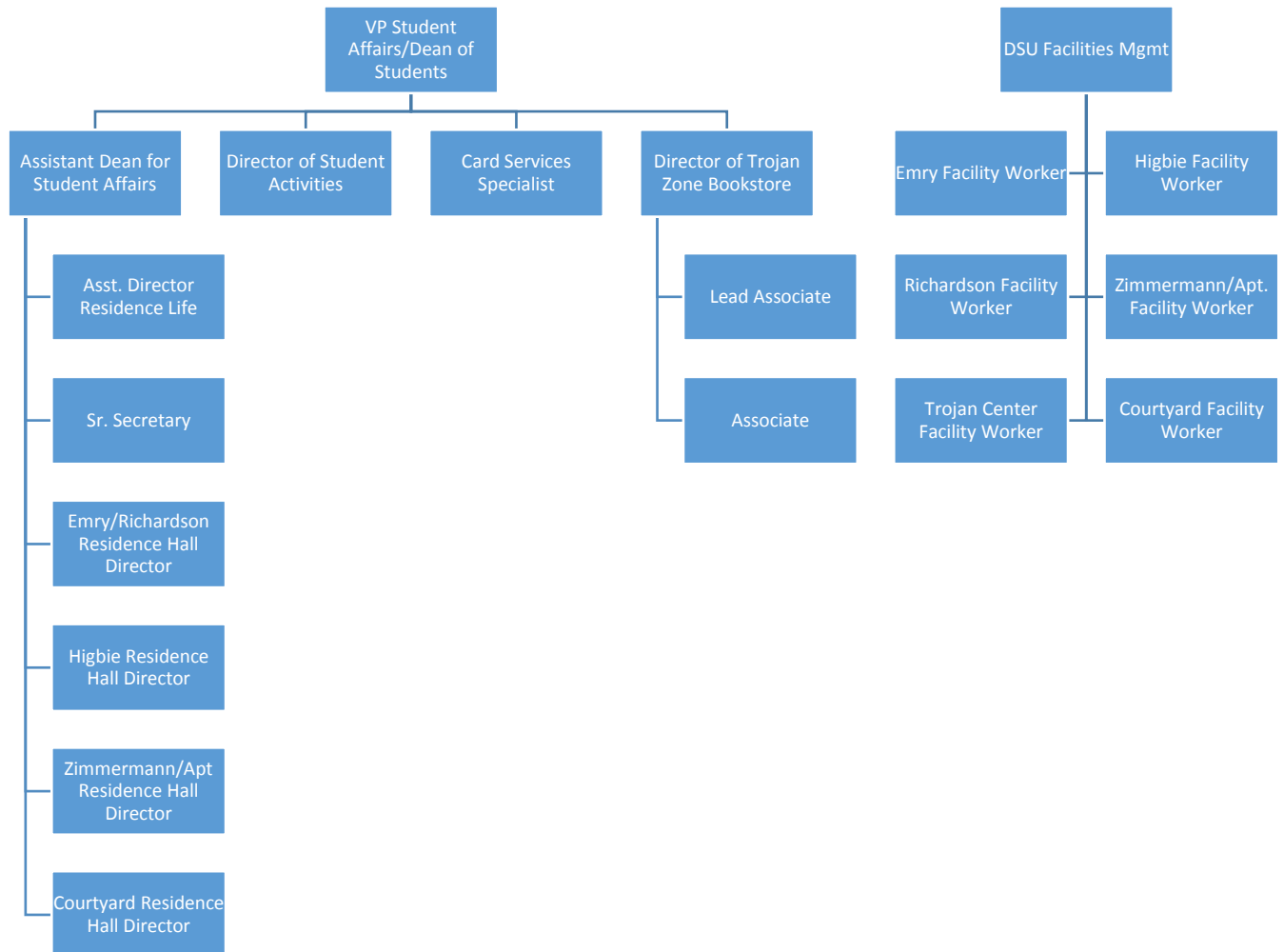
## Five-year history and projection for current year

**Dakota State University Auxiliary System History and Projection**

	<b>FY13</b>	<b>FY14</b>	<b>FY15</b>	<b>FY16</b>	<b>FY17</b>	<b>Projected FY18</b>
<b>Revenue</b>						
Fee & Other Revenue	2,982,328	3,326,528	3,313,553	3,573,135	3,993,498	4,512,000
GAF	251,148	277,522	282,908	451,965	614,048	629,000
Interest	10,295	7,551	5,803	2,688	9,250	7,600
<b>Total Revenue</b>	<b>3,243,770</b>	<b>3,611,601</b>	<b>3,602,264</b>	<b>4,027,788</b>	<b>4,616,796</b>	<b>5,148,600</b>
<b>Expenditures</b>						
Personal Services	449,663	556,209	561,094	503,724	548,226	610,000
Operating Expenses	1,921,177	1,905,746	2,073,906	2,411,130	2,300,260	2,627,500
<b>Total Expenses</b>	<b>2,370,840</b>	<b>2,461,955</b>	<b>2,635,000</b>	<b>2,914,854</b>	<b>2,848,487</b>	<b>3,237,500</b>
<b>Net Revenue</b>	<b>872,929</b>	<b>1,149,646</b>	<b>967,263</b>	<b>1,112,934</b>	<b>1,768,309</b>	<b>1,911,100</b>
<b>Debt Service</b>	<b>633,432</b>	<b>629,878</b>	<b>570,949</b>	<b>626,029</b>	<b>888,648</b>	<b>1,369,266</b>
<b>Coverage Ratio</b>	<b>1.38</b>	<b>1.83</b>	<b>1.69</b>	<b>1.78</b>	<b>1.99</b>	<b>1.40</b>

## Organizational chart

The following organizational chart provides an overview of the positions funded within the Auxiliary System. Some positions are partially funded with other university dollars (not Auxiliary System funds).



## Housing System

### Narrative overview of past year and improvements over the last five years

DSU's goal is to provide a clean, well maintained, safe and comfortable living and learning environment for residential students. The Director of Residence Life collaborates with representatives of the Facilities Management staff annually to forecast and plan for routine and deferred maintenance projects. Budget planners also set aside funds for those unexpected repairs that will arise. This work is done while keeping in mind long term planning for maintenance and repair reserve funds and maintaining the cash flow necessary to meet project bonding requirements. The emphasis over the last five years has focused primarily on replacement of equipment at the end of its life cycle. DSU has also improved service features for the students by relocating laundry facilities, renovating floor kitchens, and adding additional kitchen facilities where it could be done without significantly compromising capacity.

The following facilities upgrades are planned for Fiscal Year 2018:

#### Fiscal Year 2018

Facility	Project Name
<b>The Courtyard</b>	Installation of main entrance sliding doors
<b>Zimmermann Hall</b>	Installation of main entrance sliding doors
<b>Zimmermann Hall</b>	Laundry relocated to 1st floor main lounge area
<b>Zimmermann Hall</b>	Remodel of 1st floor area to create a student lounge
<b>Higbie Hall</b>	Mattress replacement
<b>Richardson Hall</b>	Desk chair replacement
<b>Richardson Hall</b>	Compressor replacement
<b>Emry Hall</b>	Pipe insulation repair (one floor)

The following charts summarize major improvements to University Housing over the previous four years:

#### Fiscal Year 2017

Facility	Project Name
<b>Trojan Center</b>	Major Renovation and Addition, including new kitchen and serving area
<b>The Courtyard Residence Hall/Learning Engagement Center</b>	Renovation of former Madison Community Hospital into new residence hall and Learning Engagement Center
<b>Emry Hall</b>	One floor pipe insulation
<b>Emry Hall</b>	Entryway roof repair
<b>The Courtyard</b>	Asbestos testing and removal
<b>Richardson Hall</b>	Pump bearing assembly replacement
<b>Richardson Hall</b>	Steam valve replacement
<b>Richardson Hall</b>	Heat exchanger replacement

**Fiscal Year 2016**

Facility	Project Name
Richardson Hall	Laundry relocation
Richardson Hall	Common area painting
Richardson Hall	Chiller coil
Zimmermann Hall	New mattresses
8-plex apartments	New mattresses
Higbie Hall	Resident rooms entrance door replacement
Zimmermann Hall	Bottle filler water fountains
Emry Hall	One floor pipe insulation
Emry Hall	Roof replacement

**Fiscal Year 2015**

Facility	Project Name
Richardson Hall	Kitchen remodels
Emry Hall	Mattress replacement
Higbie Hall	Hall director kitchen remodel
Higbie Hall	Condensate pump replacement
Higbie Hall	Restroom tile
8-plex apartments	Metering upgrade

**Fiscal Year 2014**

Facility	Project Name
Richardson Hall	Exterior entrance repair
Richardson Hall	Kitchen remodel
Higbie Hall	Rooms remodel
Higbie Hall	Thermostat replacement
Zimmermann Hall	Water heater replacement
Richardson Hall	Sewer pipe cleaning
All Halls	Lounge furniture upholstery replacement

## Summary of facilities and operations in revenue system

Residence Hall Facility Inventory			
Name of Building	Year Built	Type of Space	Capacity
Emry Hall	1968	Traditional	139
Higbie Hall	1965	Traditional	146
Richardson Hall	1970	Traditional	176
Zimmermann Hall	1964	Traditional	122
Apartments*	2000	Apartment	72
The Courtyard**		Traditional/Suites	107
<b>Total Capacity</b>			<b>762</b>

\*Not part of the DSU Auxiliary System but included for informational purposes.

\*\*Built in 1961, Acquired and Renovated in 2017

## Housing system revenue and expense statement

Dakota State University Residence Halls						
	FY13	FY14	FY15	FY16	FY17	Projected FY18
<b>Revenue</b>						
Fee & Other Revenue	1,347,784	1,515,534	1,581,949	1,695,500	1,859,904	2,200,000
GAF	-	-	-	-	-	-
Interest	10,295	7,551	5,803	2,688	9,250	7,600
<b>Total Revenue</b>	<b>1,358,079</b>	<b>1,523,085</b>	<b>1,587,752</b>	<b>1,698,188</b>	<b>1,869,154</b>	<b>2,207,600</b>
<b>Expenditures</b>						
Personal Services	302,980	375,756	373,496	316,305	359,703	421,000
Operating Expenses	414,463	455,182	443,948	477,804	437,906	488,000
<b>Total Expenses</b>	<b>717,443</b>	<b>830,938</b>	<b>817,444</b>	<b>794,109</b>	<b>797,609</b>	<b>909,000</b>
<b>Net Revenue</b>	<b>640,635</b>	<b>692,148</b>	<b>770,308</b>	<b>904,079</b>	<b>1,071,545</b>	<b>1,298,600</b>
<b>Debt Service</b>	<b>429,630</b>	<b>426,552</b>	<b>415,817</b>	<b>412,328</b>	<b>413,807</b>	<b>893,986</b>
<b>Coverage Ratio</b>	<b>1.49</b>	<b>1.62</b>	<b>1.85</b>	<b>2.19</b>	<b>2.59</b>	<b>1.45</b>

## Housing System Fall Census, Capacity, &amp; Utilization

	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017
<b>Actual Fall Census Totals</b>	566	594	565	613	665	718
<b>Designed Capacity</b>	659	657	655	655	655	762
<b>Utilization</b>	85.89%	90.41%	86.26%	93.59%	101.53%	94.22%

Apartments are in the total, but are not part of the DSU Auxiliary System.

## Detailed housing utilization

## Capacity and utilization by housing unit

Fall 2017 Capacity and Utilization by Hall			
Name of Building	Capacity	Occupancy	Utilization
Emry Hall	139	133	95.68%
Higbie Hall	146	136	93.15%
Richardson Hall	176	167	94.89%
Zimmermann Hall	122	114	93.44%
Apartments*	72	66	91.67%
The Courtyard	107	102	95.33%
<b>Total</b>	<b>762</b>	<b>718</b>	<b>94.23%</b>

\*Not part of the DSU Auxiliary System but included for informational purposes.

## Student class level standing and numbers being housed

## Fall 2017 Residence Hall Population

**Breakdown by Student Classification Required by Policy:**

Freshman	393
Sophomore	137
Junior	0
Senior	0
<b>Total</b>	<b>530</b>

**Not Required by Policy:**

Freshman	22
Sophomore	49
Junior	83
Senior	33
Non-Degree Seeking	1
<b>Undergraduate Total</b>	<b>188</b>
Graduate Degree Seeking	0
Graduate Non-Degree Seeking	0
<b>Undergraduate Total</b>	<b>0</b>
<b>Total Fall 2017 Occupancy</b>	<b>718</b>

### Numbers of students counted in utilization at no or reduced costs

Resident Assistants	22
Residence Hall Directors	0
Housing Scholarship Students	63

### Major plans and changes for housing system

DSU is fortunate to continue benefiting from the hall renovation projects of the summers of 2008 and 2009. All four of the halls were upgraded at that time.

In Fall 2017 the university brought a new residence hall online that was created by the renovation of the former Madison Regional Hospital building. The infusion of new space increased the designed residence capacity from 655 to 762. These numbers include a designed capacity of 72 in the 8-plex apartments which are leased from the Madison Housing and Redevelopment Commission. The infusion of the new beds provides flexibility to better meet expectations of today's student body and address modern trends in residence hall living and learning environments. These offerings include: single rooms to address desired living styles of current students; medical singles; theme/special interest/living-learning community space allocations. The new hall provides excellent collaboration space, which is something not currently available in the other halls.

The renovations to the Trojan Center Student Union allowed Residence Life to return the first-floor space in Zimmermann Hall back into the main casual and collaboration lounge for the residents of this community. This renovation also allowed DSU to relocate laundry room facilities currently located in the basement of Zimmermann Hall and create a more suitable location for the hall director's office.

## Union

### Narrative overview of past year and improvements over the last five years

Highlights of improvements over the last five years includes:

- Direct digital temperature controls
- New lounge and meeting room seating in various locations
- Compressor replacement
- Water bottle fill fountains
- Relocation of the Trojan Zone (bookstore)
- Relocation of the food preparation and serving area
- Addition of a new game room space
- Addition of a new student lounge space
- Remodel of dining services seating area
- Relocation of Einstein Brother's Bagels
- Relocation of the campus convenience store
- Creation of additional high-tech meeting rooms
- Remodel of existing meeting rooms including upgrades to technology
- Relocated and upgraded professional office space
- Roof replacement
- Creation of additional restroom space
- Upgraded entry and egress access points
- Upgraded security technology features

### Summary of facilities and operations

The student union staff consists of a full-time director, one full time facilities worker, one half-time facilities worker, four night and weekend student labor employees, and one custodial student work-study position. Campus facilities management staff provide routine and preventative maintenance service for all areas within the union including dining services and bookstore operations. Auxiliary budgets pay for labor and materials associated with these services. The facility is open seven days a week until 1:00am daily.

### Revenue and expense statement

Dakota State University Union						
	FY13	FY14	FY15	FY16	FY17	Projected FY18
<b>Revenue</b>						
Fee & Other Revenue	1,634,544	1,810,994	1,731,604	1,877,635	2,133,594	2,312,000
GAF	251,148	277,522	282,908	451,965	614,048	629,000
Interest	-	-	-	-	-	-
<b>Total Revenue</b>	<b>1,885,691</b>	<b>2,088,516</b>	<b>2,014,512</b>	<b>2,329,600</b>	<b>2,747,642</b>	<b>2,941,000</b>
<b>Expenditures</b>						
Personal Services	146,684	180,453	187,598	187,418	188,523	189,000
Operating Expenses	1,506,714	1,450,565	1,629,958	1,933,327	1,862,354	2,139,500
<b>Total Expenses</b>	<b>1,653,397</b>	<b>1,631,018</b>	<b>1,817,556</b>	<b>2,120,745</b>	<b>2,050,878</b>	<b>2,328,500</b>
<b>Net Revenue</b>	<b>232,294</b>	<b>457,498</b>	<b>196,955</b>	<b>208,855</b>	<b>696,764</b>	<b>612,500</b>
<b>Debt Service</b>	<b>203,801</b>	<b>203,325</b>	<b>155,133</b>	<b>213,700</b>	<b>474,840</b>	<b>475,280</b>
<b>Coverage Ratio</b>	<b>1.14</b>	<b>2.25</b>	<b>1.27</b>	<b>0.98</b>	<b>1.47</b>	<b>1.29</b>



### Five-year history and projection for current year

The following chart provides the five-year history of the total meal plans sold along with the projected FY18 plans.

	FY13	FY14	FY15	FY16	FY17	FY18*
Total Meal Plans	685	635	703	735	791	810

\*Projected meal plans for FY18

During FY17 DSU worked closely with the dining services partner Sodexo to restructure meal plan options. This process included opportunities for students to provide feedback to the previous meal plan structure, as well as new proposals brought forward by Sodexo. The previous options, which had been in place for almost a decade were not in-line with current student needs.

All first-year students who are required to live in the residence halls by policy have the option of three meal plans; The Big Blue (unlimited meals), Dakota 225 (225 meals per semester), and Dakota 145 (145 meals per semester) plans. Second year students can select from the Trojan Basic Plan (95 meals per semester) in addition to the previously mentioned plans. Third year students also have the additional option of the Trojan Upper-Class Plans (50 meals per semester). Students who reside in the 8-Plex apartments have the availability of the Little Blue Plan, which is an all flex dollar plan.

### Major plans and changes

FY17 was a year of transition for the Trojan Center Union as the facility underwent an \$8.3 million renovation and addition to the upper floor. As mentioned previously, one of the two new additions was a new dining services facility. The additional square footage was added to provide more food preparation and new equipment which has allowed Sodexo to expand its food offerings as well as increase efficiency. The new serving area is more spacious and has created better flow for students to make their way through this area.

Other additions to the Trojan Center renovation include a new game room, student lounge, and casual gathering locations. The remainder of the renovation was dedicated to the Trojan Zone Bookstore, Einstein Bros. Bagels, a convenience store, Student Services Center office suites, and student organization offices. Significant upgrades to the building envelope infrastructure were also included in the project, including HVAC systems and a new roof.

### Trojan Zone Store Summary

The Trojan Center Bookstore, located in the Student Union, moved to its current location in August 2017 on the east side of the renovated facility. The new location provides a street front presence and is part of the new retail corridor. Along with the move, the store was rebranded to the Trojan Zone, which provides a new marketing image. The store has 2536 square feet of retail space, custom storage, and a shipping and receiving workroom area.

The Trojan Zone bookstore personnel includes the Director, Lead Associate, and Associate. A few student workers also assist in operations of the Trojan Zone.

The Trojan Zone partners with the faculty in each of the University's four colleges to ensure that course textbooks and materials are current and accurate for the success of the students. The Trojan Zone offers several options for students when purchasing textbooks. These options include new and used textbooks, e- textbooks, and book rental, which provide affordable option for students. An Inclusive Access purchasing program is being established for the fall semester. A daily wholesale textbook buy back is also offered to the students.

The Trojan Zone is the official Logo Licensing Department for the campus. The store provides a collegiate line of imprinted clothing and general merchandise items, which meet the needs of all customers including; students, alumni, faculty/staff, and the Madison community. The online store is being updated and will be launched in the very near future. This new online presence, along with an increased social media presence will be a significant impact on expanding the current customer base.

## DSU Production Center

The Dakota State University Production Center is not part of the DSU Auxiliary System. The Production Center does provide services to DSU Campus on a fee for service approach. Services offered include copying/printing, mail/shipping service, and assistance with graphic design/set-up. These services are provided to students for a fee. On-campus departments and student organizations are billed directly for services.

The Production Center also manages the DSU Print Management initiative. All printers and copiers are managed centrally by the Production Center. Costs are billed out to the various colleges and departments based on usage.

Graphic Design services are provided to departments and colleges through the Production Center but are not charged back (with some exceptions). These are considered general marketing services provided through the Center. The Production Center works closely with other Marketing Office staff in development of various print and electronic publications.

All incoming and outgoing mail is handled through the Production Center. US Postal Service, UPS, and FedEx packages are all available through the Production Center. In addition, the Production Center coordinates all inter-campus mail for students, faculty, and staff.

# FY18 AUXILIARY BUSINESS PLAN



Where *Anything* is Possible

# EXECUTIVE SUMMARY





Black Hills State University's auxiliary system includes the following facilities and departments:

- » Housing System (from oldest to newest)
  - » Wenona Cook Hall
  - » Humbert Hall (not part of the revenue system)
  - » Heidepriem Hall
  - » Thomas Hall
  - » Yellow Jacket Apartments
  - » Bordeaux Hall
- » Student Union
- » Dining Services (revenues support the Student Union)
- » Bookstore (revenues support the Student Union)
- » Parking
- » Print Shop (not part of revenue system)
- » Little Jackets Learning Center (not part of revenue system)

The housing system includes 4 traditional style halls, 1 suite style hall, and 8 campus apartment buildings, which provide a total of 863 beds. Bordeaux Hall, our newest residence hall with suite style living, opened in the Fall of 2015 with a capacity of nearly 200 beds. A residence hall master plan was completed in 2011 and continues to guide our project planning. Major plans and changes for the housing system include a multi-year renovation of the campus apartments and a feasibility mechanical study of Heidepriem, Thomas, Wenona Cook, and Humbert for a fire suppression system and air conditioning.

The David B. Miller Yellow Jacket Student Union encompasses over 80,000 gross square feet including two additions to the original building with the most recent completed in 2009. Services housed in the Union include: Admissions Welcome Center, BHSU Bookstore, Dining Services, student union administration, Buzz Card production, Student Engagement & Leadership Center, meeting rooms, multi-purpose room, the Ruddell Gallery, KBHU-FM Radio Station, Club Buzz activity area, the Veterans Center, a game room, mail services, central receiving and Student Health and Counseling Services. Recent projects include the addition of the Admissions Welcome Center, Veterans Center, central receiving, and mail services in 2016. The most recent renovation occurred with a complete overhaul of the University Bookstore. The new store opened in the Fall of 2017.

The health of BHSU's auxiliary system remains strong as evidenced by the consistent coverage ratio that exceeds the 1.20 minimum requirement per bond covenants. All revenues in the BHSU system are pledged for support of the system bond requirements. A five-year history and projection for FY18 is provided below, followed by 2017 financial data for each of the departments within the auxiliary system.

**TOTAL AUXILIARY SYSTEM REVENUE AND EXPENSES STATEMENT**  
**5-YEAR HISTORY AND 1-YEAR PROJECTION**  
**FOR FISCAL YEARS 2013-2018**

		Actual 2013	Actual 2014	Actual 2015	Actual 2016	Actual 2017	Projected 2018
<b>Revenue</b>							
	General Revenue	\$6,743,458	\$6,901,293	\$6,465,313	\$6,422,344	\$6,763,281	\$6,959,448
	GAF Revenue - Operations	\$501,137	\$501,726	\$541,184	\$520,127	\$522,118	\$569,856
	GAF Revenue - Bond Support	\$529,500	\$529,500	\$467,080	\$428,400	\$430,000	\$430,000
	Interest Earnings	\$49,509	\$49,130	\$28,977	\$63,244	\$36,441	\$38,933
	Capitalized Interest	\$55	\$81	\$0	\$0	\$0	\$0
	Other Revenue	\$0	\$98,240	\$494,784	\$95,484	\$0	\$0
<b>Total Revenue</b>		<b>\$7,823,659</b>	<b>\$8,079,969</b>	<b>\$7,997,338</b>	<b>\$7,529,599</b>	<b>\$7,751,840</b>	<b>\$7,998,237</b>
<b>Expenditures</b>							
	<b>Personal Services</b>						
	Full Time Staff	\$1,464,700	\$1,407,846	\$950,065	\$1,023,188	\$1,076,692	\$1,096,894
	Student Labor	\$245,245	\$248,949	\$202,700	\$144,792	\$169,640	\$176,193
	<b>Operating</b>						
	Student Support	\$3,319,679	\$3,270,203	\$2,853,617	\$3,122,089	\$2,922,829	\$3,032,395
	Facilities and Maintenance	\$295,169	\$241,622	\$707,227	\$477,646	\$542,500	\$563,604
	Utilities	\$405,776	\$436,379	\$474,353	\$463,728	\$458,889	\$477,993
	Overhead Paid to University	\$1,784	\$4,793	\$3,568	\$0	\$0	\$0
<b>Total Expenditures</b>		<b>\$5,732,352</b>	<b>\$5,609,792</b>	<b>\$5,191,531</b>	<b>\$5,231,444</b>	<b>\$5,170,550</b>	<b>\$5,347,079</b>
<b>Net Revenue Generated</b>		<b>\$2,091,307</b>	<b>\$2,470,178</b>	<b>\$2,805,807</b>	<b>\$2,298,154</b>	<b>\$2,581,290</b>	<b>\$2,651,158</b>
<b>Debt Service</b>		<b>\$1,329,916</b>	<b>\$1,379,469</b>	<b>\$1,738,573</b>	<b>\$1,739,066</b>	<b>\$1,742,841</b>	<b>\$1,748,834</b>
<b>Coverage Ratio</b>		<b>1.57</b>	<b>1.79</b>	<b>1.61</b>	<b>1.32</b>	<b>1.48</b>	<b>1.52</b>
<b>Net Income After Debt Service</b>		<b>\$761,391</b>	<b>\$1,090,708</b>	<b>\$1,067,235</b>	<b>\$559,088</b>	<b>\$838,449</b>	<b>\$902,324</b>

## AUXILIARY SYSTEM REVENUE AND EXPENSE STATEMENT

### FISCAL YEAR 2017 BY DEPARTMENT

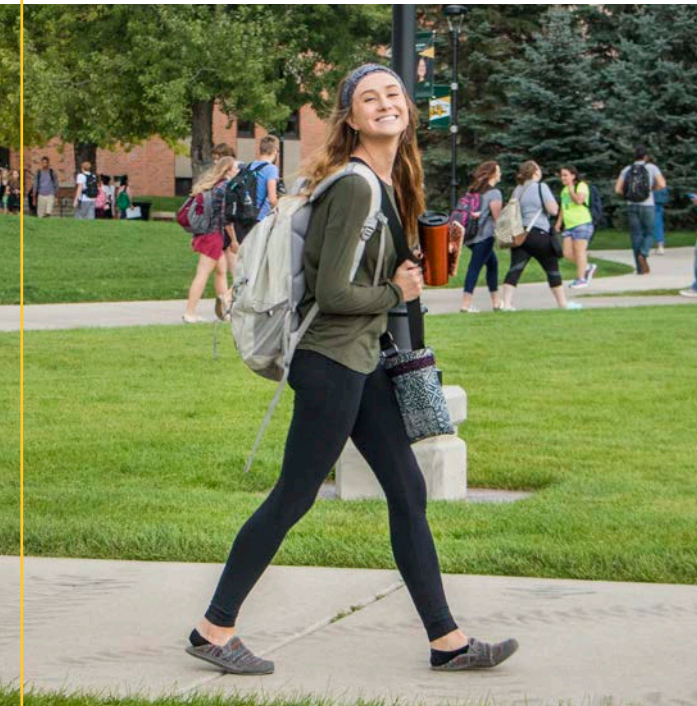
		Housing	Student Union	Dining Services	Bookstore	Parking	Total
<b>Revenue</b>							
	General Revenue	\$2,820,339	\$41,749	\$2,020,878	\$1,708,903	\$171,412	\$6,763,281
	GAF Revenue - Operations	\$0	\$522,118	\$0	\$0	\$0	\$522,118
	GAF Revenue - Bond Support	\$0	\$430,000	\$0	\$0	\$0	\$430,000
	Interest Earnings	\$12,134	\$16,208	\$0	\$907	\$7,192	\$36,441
<b>Total Revenue</b>		<b>\$2,832,473</b>	<b>\$1,010,075</b>	<b>\$2,020,878</b>	<b>\$1,709,810</b>	<b>\$178,604</b>	<b>\$7,751,840</b>
<b>Expenditures</b>							
	Personal Services						
	Full Time Staff	\$404,016	\$194,312	\$8,819	\$464,414	\$5,132	\$1,076,692
	Student Labor	\$75,668	\$37,718	\$10,276	\$41,731	\$4,247	\$169,640
	Operating						
	Student Support	\$149,557	\$52,091	\$1,630,826	\$1,070,480	\$19,874	\$2,922,828
	Facilities and Maintenance	\$328,328	\$162,884	\$13,472	\$34,642	\$3,174	\$542,500
	Utilities	\$320,282	\$130,181	\$2,843	\$3,068	\$2,515	\$458,889
<b>Total Expenditures</b>		<b>\$1,277,851</b>	<b>\$577,187</b>	<b>\$1,666,236</b>	<b>\$1,614,335</b>	<b>\$34,942</b>	<b>\$5,170,550</b>
<b>Net Revenue Generated</b>		<b>\$1,554,622</b>	<b>\$432,888</b>	<b>\$354,642</b>	<b>\$95,475</b>	<b>\$143,662</b>	<b>\$2,581,290</b>
<b>Debt Service</b>		<b>\$863,425</b>	<b>\$430,218</b>	<b>\$233,342</b>	<b>\$120,280</b>	<b>\$95,576</b>	<b>\$1,742,841</b>
<b>Coverage Ratio</b>		<b>1.80</b>	<b>1.01</b>	<b>1.52</b>	<b>0.79</b>	<b>1.50</b>	<b>1.48</b>
<b>Net Income After Debt Service</b>		<b>\$691,197</b>	<b>\$2,670</b>	<b>\$121,300</b>	<b>(\$24,805)</b>	<b>\$48,086</b>	<b>\$838,449</b>

# HOUSING SYSTEM

BALANCE. CREATE. IMPROVE.

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## HOUSING SYSTEM

The vision of Residence Life at BHSU is to create a vibrant student community that celebrates the distinctiveness of the Black Hills, promotes academic success and provides a sustainable living environment.

Guiding principles of residence life include:

- » Balance affordability with the need to add value to the student experience
- » Create a setting that enhances the sense of home and community for all residents
- » Make conscientious decisions that will create an environmentally responsible and sustainable living environment
- » Continually improve the halls to enhance attraction of first year students and retaining of returning students

The BHSU housing master plan was approved by the Board of Regents at the June 2011 meeting. The plan provides an overall perspective of needs in the housing system. Significant renewal and maintenance occurs on a regular basis, including restroom renovations, mechanical system replacements, electrical upgrades, and wireless technology.

The most recent new construction was for Bordeaux Hall, a 196-bed suite style hall that opened in the Fall of 2015. Prior to that, the last construction of a traditional residence hall at BHSU occurred in 1966. The apartments were constructed in 1993.

The Peaks is the three building complex of Heidepriem Hall, Thomas Hall, and Bordeaux Hall. The three residence halls are joined together by the Lookout Lodge room. All residence rooms at BHSU contain their own sink, adding a unique amenity to typical residence hall rooms. Each room also includes high-speed wireless Internet access, cable TV, dressers, twin beds, desks, chairs, and a wardrobe or closet.



*The following table provides a summary of all facilities in the BHSU Housing System. Pangburn Hall was demolished in 2016. Humbert Hall was removed from the Auxiliary Revenue System in FY16. Utilization data is from Fall 2017.*

## SUMMARY OF FACILITIES & OPERATIONS IN HOUSING SYSTEM

Name of Building	Year	Type of Space	Capacity	Occupancy	Utilization
Wenona Cook Hall	1899	Traditional	140	123	87.86%
Pangburn Hall	1952	Demolished	NA	NA	NA
Humbert Hall	1958	Traditional	85	78	91.76%
Heidepriem Hall	1964	Traditional	160	152	95.00%
Thomas Hall	1966	Traditional	156	150	96.15%
Yellow Jacket Apartments	1993	Apartments	126	115	91.27%
Bordeaux Hall	2015	Suite Style	196	188	95.92%
Total Capacity			863	806	93.40%

### UTILIZATION BY STUDENT CLASSIFICATION FALL 2017

	Fall 2016	Fall 2017
Freshman	501	511
Sophomore	161	203
Junior	49	53
Senior	21	34
Non-degree Seeking	9	5
Total Undergraduates	741	806
Graduate	0	0
Total	741	806

### UTILIZATION AT REDUCED COST FALL 2017

	Fall 2016	Fall 2017
Resident Assistants	28	28
Residence Hall Directors	7	7
Room Scholarship	41	60
Graduate Assistants	2	0
Other	0	1
Total at Reduced Rate	78	96

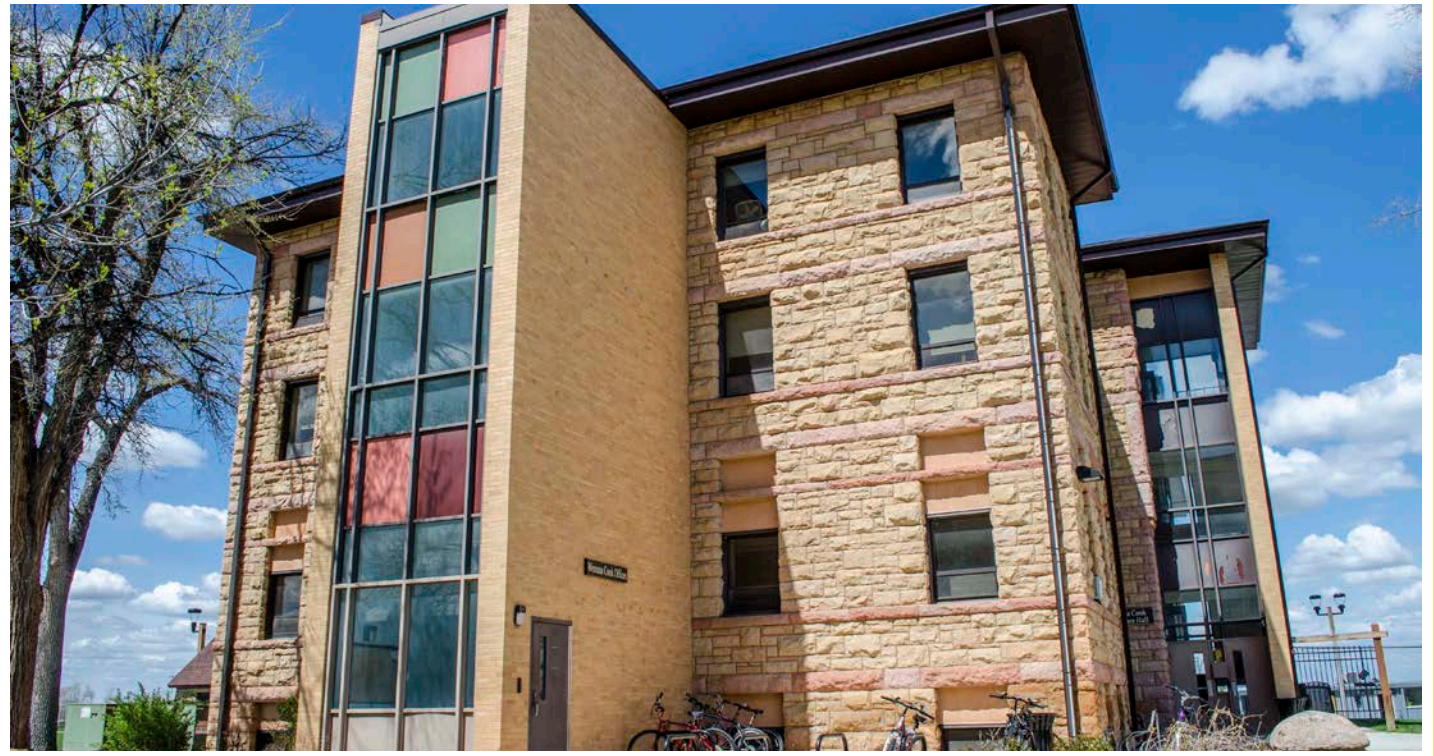
### HOUSING SYSTEM UTILIZATION HISTORY FY13 - FY18

	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017
Occupancy	792	787	709	660	676	728
Capacity	792	792	793	785	772	774
Utilization	92.93%	99.37%	89.41%	84.08%	87.56%	94.06%

## 5-YEAR HISTORY AND 1-YEAR PROJECTION FISCAL YEARS 2013-2018

		Actual 2013	Actual 2014	Actual 2015	Actual 2016	Actual 2017	Estimated 2018
<b>Revenues</b>							
	General Revenue	\$2,407,413	\$2,580,203	\$2,549,193	\$2,445,400	\$2,820,339	\$2,999,275
	GAF Revenue - Operations	\$0	\$0	\$62,730	\$0	\$0	\$0
	Interest Earnings	\$29,421	\$17,413	\$9,671	\$43,207	\$12,134	\$12,964
	Capitalized Interest	\$55	\$81	\$0	\$0	\$0	\$0
	Other	\$0	\$98,240	\$480,284	\$95,000	\$0	\$0
<b>Total Revenue</b>		<b>\$2,436,889</b>	<b>\$2,695,937</b>	<b>\$3,101,877</b>	<b>\$2,583,607</b>	<b>\$2,832,473</b>	<b>\$3,012,239</b>
<b>Expenditures</b>							
	<b>Personal Services</b>						
	Full-Time Staff	\$767,511	\$666,164	\$379,816	\$370,723	\$404,016	\$424,217
	Student Labor	\$122,835	\$140,568	\$104,325	\$75,907	\$75,668	\$79,451
	<b>Total Personal Services</b>	<b>\$890,346</b>	<b>\$806,732</b>	<b>\$484,141</b>	<b>\$446,630</b>	<b>\$479,684</b>	<b>\$503,668</b>
	<b>Operating</b>						
	Student Support	\$91,653	\$203,674	\$97,169	\$99,891	\$149,557	\$157,035
	Facilities and Maintenance	\$147,890	\$133,225	\$423,439	\$273,090	\$328,328	\$344,744
	Utilities	\$298,875	\$323,530	\$278,282	\$332,837	\$320,282	\$336,296
	Overhead Paid to University	\$0	\$3,009	\$1,784	\$0	\$0	\$0
	<b>Total Operating</b>	<b>\$538,418</b>	<b>\$663,438</b>	<b>\$800,674</b>	<b>\$705,818</b>	<b>\$798,167</b>	<b>\$838,075</b>
<b>Total Expenditures</b>		<b>\$1,428,764</b>	<b>\$1,470,170</b>	<b>\$1,284,815</b>	<b>\$1,152,448</b>	<b>\$1,277,851</b>	<b>\$1,341,743</b>
<b>Net Revenue Generated</b>		<b>\$1,008,125</b>	<b>\$1,225,767</b>	<b>\$1,817,063</b>	<b>\$1,431,159</b>	<b>\$1,554,622</b>	<b>\$1,670,496</b>
<b>Debt Service</b>		<b>\$260,530</b>	<b>\$365,323</b>	<b>\$861,825</b>	<b>\$859,825</b>	<b>\$863,425</b>	<b>\$861,225</b>
<b>Coverage Ratio</b>		<b>3.87</b>	<b>3.36</b>	<b>2.11</b>	<b>1.66</b>	<b>1.80</b>	<b>1.94</b>





## WENONA COOK HALL

Wenona Cook Hall or “Dub-C” is BHSU’s oldest residence hall. The hall is named after the wife of BHSU’s first President and emphasizes the historic beauty of our campus. Wenona Cook Hall overlooks Lyle Hare Stadium and Lookout Mountain. The building is a three-story wood frame with stone exterior. It was built in 1899 with 23,820 gross square feet at a cost of \$659,979. Its current replacement value is \$7,402,601.

### Planned Investments

- » New carpet and paint
- » Boiler replacement
- » New windows in north stairwell
- » Improvements to HVAC system

### Improvements over Last Five Years

- » Domestic hot water heaters replaced
- » Increased Internet speed/digital TV capability
- » Added new bike racks
- » New entrance doors with contactless readers
- » Paint on exterior entrances
- » Moved mail to Student Union
- » New contactless laundry readers



## HUMBERT HALL

Humbert Hall is located across the street from the Student Union with the capacity to house 85 students. It contains laundry, a kitchen and a TV/movie lounge area. The Mt. Rushmore Battalion of ROTC is located on the first floor with a separate entrance. Many ROTC students and scholarship students reside in Humbert. The building is a two-story 10,936 gross square foot brick facility built in 1958 at a cost of \$286,431. Its current replacement value is \$3,902,895.

### Planned Investments

- » New carpet and paint
- » Fire safety upgrade
- » New vestibule doors

### Improvements over Last Five Years

- » Increased Internet speed/digital TV capability
- » Front entrance doors with contactless card readers
- » Laundry room renovation with new front loading washer/dryers
- » Contactless laundry readers
- » Kitchen remodel
- » Remodel bathroom and showers
- » LED Lighting on exterior and stairwells
- » Paint rooms
- » Moved mail services to Student Union

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## THOMAS HALL

Thomas Hall, or “T-Hall” as it is commonly referred to, is one of the larger co-ed residence halls with capacity for 152 residents. It contains a large recreation lounge, study lounge, and TV/movie lounge. Thomas Hall is a three-story 18,047 gross square foot brick building built in 1966 at a cost of \$485,225. Its current replacement value is \$7,802,927.

### Planned Investments

- » Fire safety upgrade
- » New vestibule doors
- » Window replacement

### Improvements over Last Five Years

- » Elevator access
- » Shared lobby and kitchen
- » Removed fuel oil tank and converted it to natural gas
- » Increased internet speed/digital tv capability
- » Window replacement
- » Replaced boiler
- » Replaced domestic hot water heaters
- » New carpet & paint
- » Laundry room upgrade with new washers/dryers and contactless card readers
- » Contactless card readers on main entrance
- » New carpet and paint
- » Lobby window A/C replacement
- » Removal of underground fuel storage tank
- » Fiber optic update
- » WIFI access points added
- » Kitchen renovation
- » Stucco under windows
- » LED Lighting on exterior and stairwells
- » Moved mail service to Student Union

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## HEIDIPRIEM HALL

Heidepriem Hall, or “Heide” as it is commonly known, is the second largest co-ed residence hall on the BHSU campus with 154 residents. Heide holds many amenities like the cooking area on the second floor, and the TV lounge and ping-pong table on the first floor. Heide is comprised of 2 male wings and 4 female wings, all of which conveniently house their own washer and dryers. Living in Heide also give easy access to the Disc Golf course, the campus green, and beautiful scenery. Heidi is a three-story 22,032 gross square foot brick building built in 1964 at a cost of \$435,995. Its current replacement value is \$7,654,485.

### Planned Investments

- » Fire safety upgrade
- » New vestibule doors

### Improvements over Last Five Years

- » Elevator access
- » Shared lobby and kitchen
- » Increased internet speed/digital TV capability
- » New carpet & paint
- » Boiler replacement
- » Controls upgrade
- » Domestic water heater replacement
- » Laundry room renovation with new washers/dryers with contactless laundry readers
- » New paint and carpet
- » Contactless card readers on main entrance
- » Lobby window A/C replacement
- » 25% of windows replaced
- » Removal of underground fuel storage tank
- » Renovate boiler room
- » Fiber optic update
- » WIFI access points
- » Water fountains replaced with bottle fillers
- » Kitchen renovation
- » Stucco under windows
- » LED Lighting on exterior and stairwells
- » Moved mail services to Student Union





## YELLOW JACKET APARTMENTS

The Yellow Jacket Apartments are available to any student over 19 years of age who would like a little more privacy but still wants to stay connected to the campus environment. The complex includes 8 buildings, each comprised of 8 units with two bedrooms, a private bathroom, a kitchen, and a living room. Every suite is set-up to house three students: one in a single bedroom and two in a double bedroom. The living room and kitchen are open to each other giving a spacious feel to the living space. There is a laundry facility in each building. All suites are furnished with a couch, beds, dressers, air-conditioner, and a full kitchen.

Each suite has 790 square feet of living space and is heated with thermostatic controlled hot water heat. Rooms are carpeted, except for the kitchen and bathroom. The community garden is located just outside the apartments and promotes the strong sustainability programming at the complex. The apartments contain 57,608 gross square feet and were built in 1993 at a cost of \$3,427,309. Current replacement value is \$10,341,792.

### Planned Investments

- » Remodel Apartments C & F - Includes carpet, paint, windows, appliances, plumbing fixtures, lighting, air conditioners

### Improvements over Last Five Years

- » Remodel Apartments A, E, & B – Includes carpet, paint, windows, appliances, plumbing fixtures, lighting, air conditioners
- » Contactless readers on main entrances
- » Contactless laundry readers
- » Increased internet speed/digital tv capability
- » Boiler low water cutoff upgrade
- » LED lighting on exterior green area

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## BORDEAUX HALL

Bordeaux Hall is the newest residence hall on campus. The 50,462 square foot residence hall connects two existing halls, Heidepriem and Thomas, with a central living area that is the resident life hub for all three buildings. It includes a two-story great room, residential kitchen for student use, fireplace, a snack area and multi-media study rooms.

Residence halls are crucial to carrying out the student-centered focus on undergraduate education, which is both the heritage and the future of BHSU. This facility houses a mixture of freshmen and sophomores, but provide an alternative housing configuration than offered by existing facilities. The design allows for greater community development, improved social and educational interactions, and increased occupant satisfaction.

Crow Peak Hall opened in the Fall of 2015, renamed Bordeaux Hall in the Fall of 2017, and has a current replacement value of \$11,233,260.

### Planned Investments

- » Rooftop solar
- » Fire Safety Upgrade
- » New vestibule doors

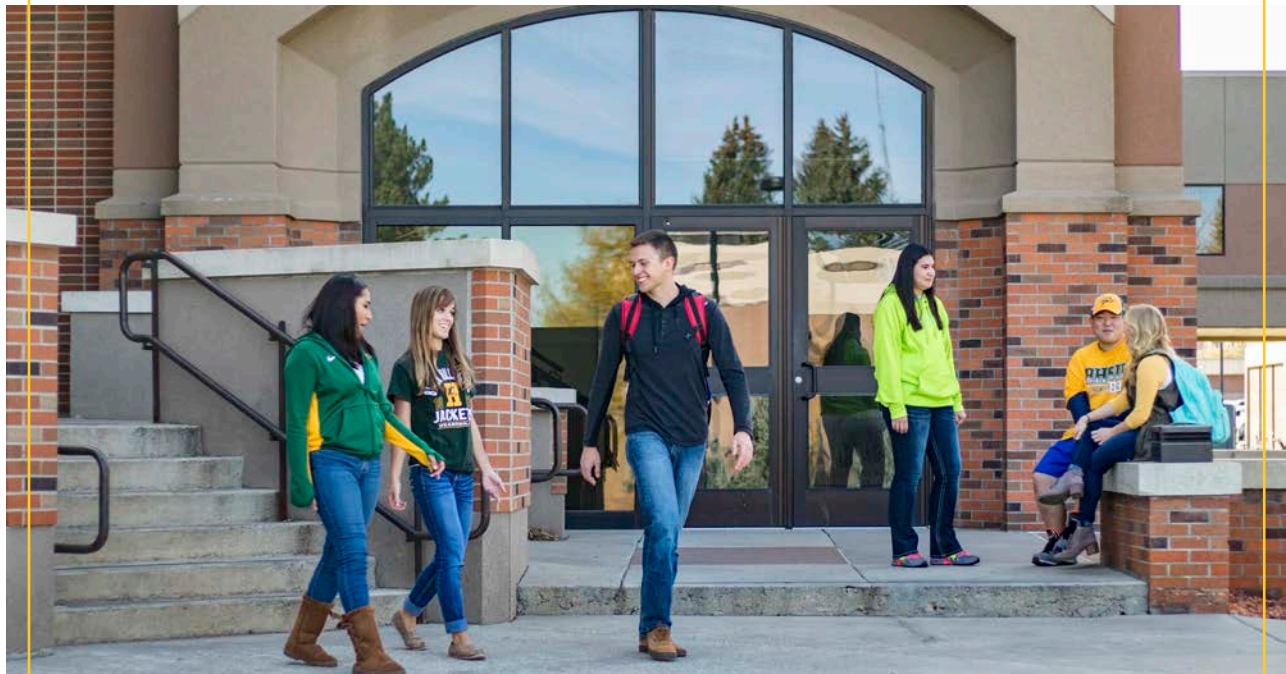
### Improvements over Last Five Years

- » Front entrance doors
- » Increased Internet speed/digital TV capability
- » Contactless laundry readers



# STUDENT UNION

The David B. Miller Yellow Jacket Student Union encompasses over 80,000 square feet including two additions to the original building with the most recent completed in 2009.



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## DAVID B. MILLER YELLOW JACKET STUDENT UNION

Services housed in the Union include: Admissions Welcome Center, BHSU Bookstore, Dining Services, Student Union administration, Buzz Card production, Student Engagement & Leadership Center, meeting rooms, multi-purpose room, the Ruddell Gallery, KBHU-FM Radio Station, Club Buzz activity area, the Veterans Center, a game room, mail services, central receiving and Student Health and Counseling Services. Recent projects include the addition of the Admissions Welcome Center, Veterans' Center, central receiving, and mail services in 2016. The most recent renovation occurred with a complete overhaul of the University Bookstore. The new store opened in the Fall of 2017. Current replacement value is \$17,739,493.

### Planned Investments

- » Fire safety upgrade
- » New vestibule doors

### Improvements over Last Five Years

- » Front entrance doors
- » Increased internet speed/digital TV capability
- » Remodel bathroom and showers
- » Kitchen remodel
- » LED Lighting on exterior and stairwells
- » Moved mail services to Student Union
- » Paint rooms

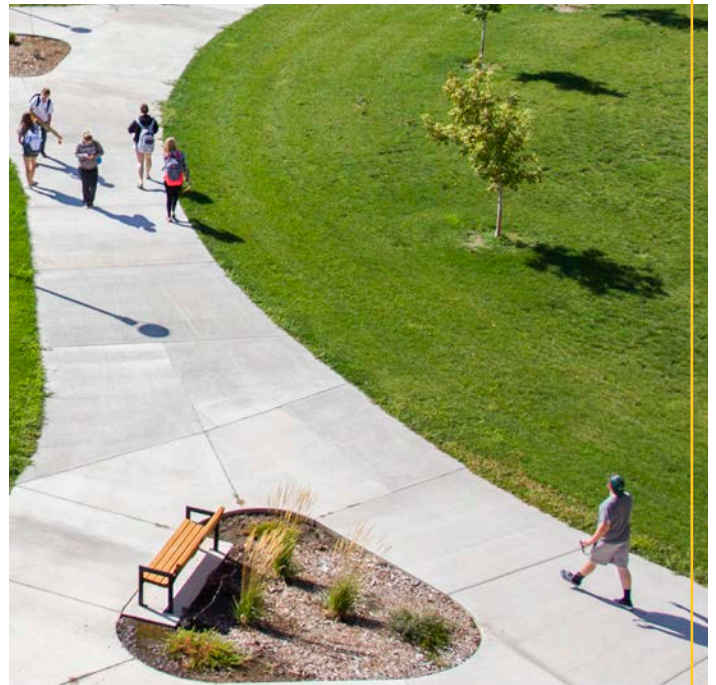
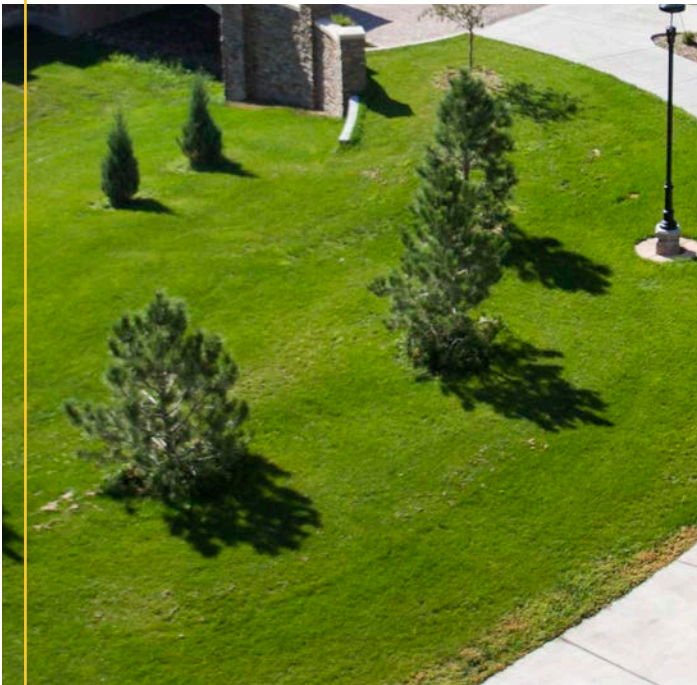
## 5-YEAR HISTORY AND 1-YEAR PROJECTION FISCAL YEARS 2013-2018

		Actual 2013	Actual 2014	Actual 2015	Actual 2016	Actual 2017	Projected 2018
<b>Revenues</b>							
	General Revenue	\$35,418	\$44,764	\$41,162	\$17,840	\$41,749	\$5,700
	Facility Support Fee	\$0	\$0	\$0	\$0	\$0	\$0
	GAF Revenue - Operations	\$501,137	\$501,726	\$478,454	\$520,127	\$522,118	\$569,856
	GAF Revenue - Bond Support	\$529,500	\$529,500	\$467,080	\$428,400	\$430,000	\$430,000
	Interest Earnings	\$3,371	\$17,067	\$9,281	\$3,015	\$16,208	\$17,317
	Other	\$0	\$0	\$0	\$484	\$0	\$0
<b>Total Revenue</b>		<b>\$1,069,426</b>	<b>\$1,093,057</b>	<b>\$995,977</b>	<b>\$969,866</b>	<b>\$1,010,075</b>	<b>\$1,022,873</b>
<b>Expenditures</b>							
	Personal Services						
	Full-Time Staff	\$287,285	\$300,198	\$170,493	\$208,723	\$194,312	\$194,312
	Student Labor	\$43,951	\$47,133	\$37,162	\$0	\$37,718	\$38,509
	Total Personal Services	\$331,235	\$347,331	\$207,655	\$208,723	\$232,030	\$232,821
	Operating						
	Student Support	\$34,835	\$73,590	\$73,825	\$36,865	\$52,091	\$53,183
	Facilities and Maintenance	\$29,977	\$15,807	\$158,921	\$137,480	\$162,884	\$166,298
	Utilities	\$97,920	\$103,098	\$186,979	\$121,308	\$130,181	\$132,911
	Total Operating	\$162,732	\$192,495	\$419,725	\$295,652	\$345,156	\$352,392
<b>Total Expenditures</b>		<b>\$493,967</b>	<b>\$539,826</b>	<b>\$627,380</b>	<b>\$504,375</b>	<b>\$577,186</b>	<b>\$585,213</b>
<b>Net Revenue Generated</b>		<b>\$575,459</b>	<b>\$553,231</b>	<b>\$368,597</b>	<b>\$465,491</b>	<b>\$432,889</b>	<b>\$437,660</b>
<b>Debt Service</b>		<b>\$575,260</b>	<b>\$540,903</b>	<b>\$394,530</b>	<b>\$428,244</b>	<b>\$430,967</b>	<b>\$434,767</b>
<b>Coverage ratio</b>		<b>1.00</b>	<b>1.02</b>	<b>0.93</b>	<b>1.09</b>	<b>1.00</b>	<b>1.01</b>

# PARKING SYSTEM

The BHSU Parking system contains 10 parking lots  
and 1,904 total spaces.









## PARKING SYSTEM

The BHSU Parking system contains 10 parking lots and 1,904 total spaces.

### Planned Investments

- » Grasscrete for Lyle Hare Stadium Lot
- » Additional security cameras

### Improvements over Last Five Years

- » LED parking lot lights for the faculty/staff parking lot
- » LED parking lot lights for the Peaks lot
- » Added 90 parking spaces for Bordeaux Hall
- » LED parking lot lights for the Student Union and Young Center lots
- » Regular striping and repairs
- » Security cameras
- » Parking lot entrance lighting improvement at Yellow Jacket Apartments

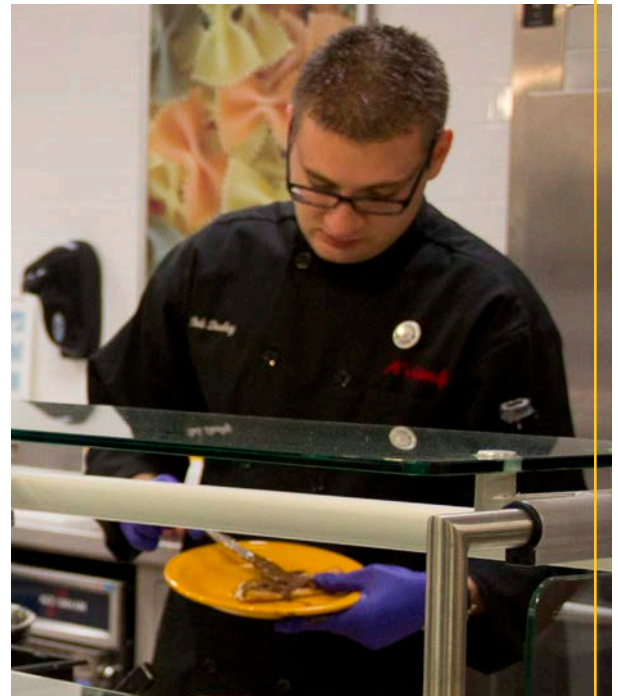
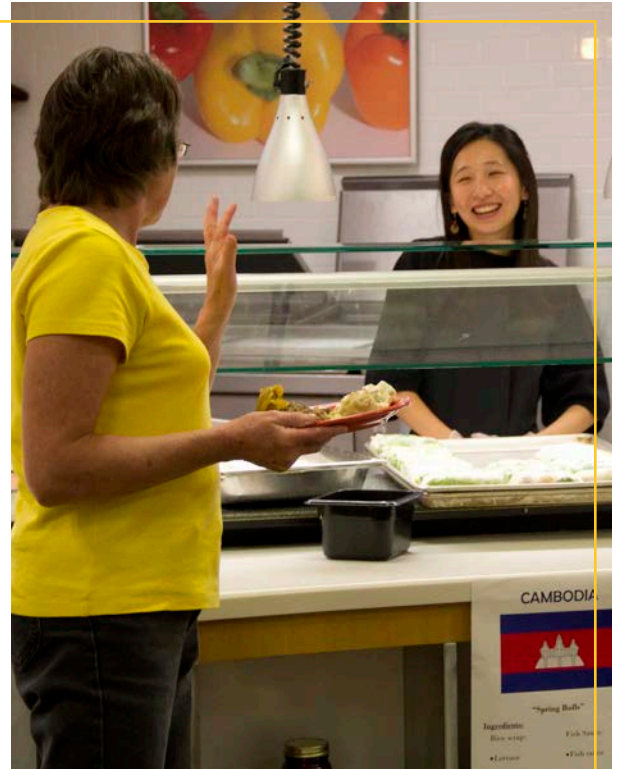
## 5-YEAR HISTORY AND 1-YEAR PROJECTION FISCAL YEARS 2013-2018

		Actual 2013	Actual 2014	Actual 2015	Actual 2016	Actual 2017	Projected 2018
<b>Revenues</b>							
	General Revenue	\$169,088	\$188,207	\$167,123	\$174,495	\$171,412	\$176,000
	Interest Earnings	\$5,243	\$2,940	\$2,198	\$1,072	\$7,192	\$7,683
<b>Total Revenue</b>		<b>\$174,331</b>	<b>\$191,147</b>	<b>\$169,321</b>	<b>\$175,567</b>	<b>\$178,604</b>	<b>\$183,683</b>
<b>Expenditures</b>							
	<b>Personal Services</b>						
	Full-Time Staff	\$3,350	\$4,503	\$4,276	\$4,521	\$5,132	\$5,132
	Student Labor	\$31,827	\$16,079	\$9,407	\$5,702	\$4,247	\$4,460
	<b>Total Personal Services</b>	<b>\$35,177</b>	<b>\$20,582</b>	<b>\$13,683</b>	<b>\$10,223</b>	<b>\$9,379</b>	<b>\$9,592</b>
	<b>Operating</b>						
	Student Support	\$11,953	\$7,988	\$12,142	\$13,899	\$19,874	\$20,868
	Facilities and Maintenance	\$19,482	\$20,046	\$19,428	\$2,254	\$3,174	\$2,332
	Utilities	\$2,780	\$2,623	\$2,221	\$2,969	\$2,515	\$2,641
	<b>Total Operating</b>	<b>\$34,216</b>	<b>\$30,656</b>	<b>\$33,791</b>	<b>\$19,122</b>	<b>\$25,563</b>	<b>\$25,841</b>
<b>Total Expenditures</b>		<b>\$69,393</b>	<b>\$51,238</b>	<b>\$47,474</b>	<b>\$29,345</b>	<b>\$34,942</b>	<b>\$35,433</b>
<b>Net Revenue Generated</b>		<b>\$104,938</b>	<b>\$139,909</b>	<b>\$121,846</b>	<b>\$146,223</b>	<b>\$143,662</b>	<b>\$148,250</b>
<b>Debt Service</b>		<b>\$94,984</b>	<b>\$97,828</b>	<b>\$95,476</b>	<b>\$98,124</b>	<b>\$95,576</b>	<b>\$98,028</b>
<b>Coverage Ratio</b>		<b>1.10</b>	<b>1.43</b>	<b>1.28</b>	<b>1.49</b>	<b>1.50</b>	<b>1.51</b>

# DINING SERVICES

BHSU operates several dining outlets on campus for students, faculty, staff, and community members.









DINING SERVICES

**The Hive** offers seven different stations including: PAO, our Mongolian BBQ; The Grille, traditional grilled items; Bravo, hearth-fired, house-made pizzas; Market Place, Midwestern home-style comfort food; Sweet Peppers Deli, made to order sandwiches and wraps; Field of Greens, classic salads and a variety of fresh food offerings; and the Bakery, a variety of sweet treats and ice cream.

**The Buzz Shack**, located in the Student Union, offers locally roasted Dark Canyon coffee, lattes, cappuccinos, smoothies, Italian sodas, fresh fruit, pastries, breakfast burritos, wraps, hoagies, salads, and soups.

**Einstein’s Bros. Bagels**, located in the E. Y. Berry Library-Learning Center, offers a variety of bagels and schmear, salads, sandwiches, and wraps for breakfast, lunch, and dinner. They also serve coffee, specialty coffee drinks, and frozen smoothies.

Planned Investments

- » Carpet replacement
- » New salad bar
- » Upgrade Somat system for re-purposing food waste

Improvements over Last Five Years

- » Removal of Mongolian Grill top to make the space more versatile for various types of cuisine
- » New kitchhen floor
- » Einstein’s Bros. Bagels added in Library
- » Stage added in cafeteria
- » New convection over, grill, steam convection oven
- » Refrigeration updates and repairs
- » Smallwares investments
- » Addition of digital menu boards

## 5-YEAR HISTORY AND 1-YEAR PROJECTION FISCAL YEARS 2013-2018

		Actual 2013	Actual 2014	Actual 2015	Actual 2016	Actual 2017	Projected 2018
<b>Revenues</b>							
	General Revenue	\$1,688,742	\$2,024,339	\$1,663,512	\$1,806,015	\$2,020,878	\$2,078,473
	Interest Earnings	\$1,240	\$2,970	\$3,754	\$8,848	\$0	\$0
	Other	\$0	\$0	\$14,500	\$0	\$0	\$0
<b>Total Revenue</b>		\$1,689,983	\$2,027,310	\$1,681,767	\$1,814,863	\$2,020,878	\$2,078,473
<b>Expenditures</b>							
	<b>Personal Services</b>						
	Full-Time Staff	\$0	\$12,118	\$10,669	\$16,780	\$8,819	\$8,819
	Student Labor	\$1,781	\$3,395	\$8,933	\$8,915	\$10,276	\$10,790
	<b>Total Personal Services</b>	\$1,781	\$15,513	\$19,602	\$25,695	\$19,095	\$19,609
	<b>Operating</b>						
	Student Support	\$1,270,216	\$1,497,382	\$1,279,000	\$1,474,131	\$1,630,826	\$1,677,305
	Facilities and Maintenance	\$47,998	\$17,207	\$12,317	\$35,767	\$13,472	\$13,856
	Utilities	\$2,822	\$3,579	\$3,452	\$3,391	\$2,843	\$2,924
	Overhead Paid to University	\$1,784	\$1,784	\$1,784	\$0	\$0	\$0
	<b>Total Operating</b>	\$1,322,820	\$1,519,952	\$1,296,553	\$1,513,289	\$1,647,141	\$1,694,085
	<b>Total Expenditures</b>	\$1,324,601	\$1,535,465	\$1,316,155	\$1,538,984	\$1,666,236	\$1,713,694
<b>Net Revenue Generated</b>		\$365,382	\$491,844	\$365,612	\$275,879	\$354,642	\$364,779
<b>Debt Service</b>		\$263,425	\$247,723	\$255,197	\$232,916	\$233,342	\$231,343
<b>Coverage Ratio</b>		1.39	1.99	1.43	1.18	1.52	1.58

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# BHSU BOOKSTORE

The BHSU Bookstore supplies the academic community  
with textbooks, supplies and tools for the mind.







## BHSU BOOKSTORE

The BHSU Bookstore supplies the academic community with textbooks, supplies and tools for the mind. They adhere closely to their mission of providing goods and services at the lowest possible prices consistent with sound business practices. They have a diverse selection of books, collegiate clothing and supplies that reflect the wide variety of backgrounds and interests of our students, faculty, and alumni.

### Planned Investments

- » New business model

### Improvements over Last Five Years

- » Complete renovation of store
- » Storage area redefined

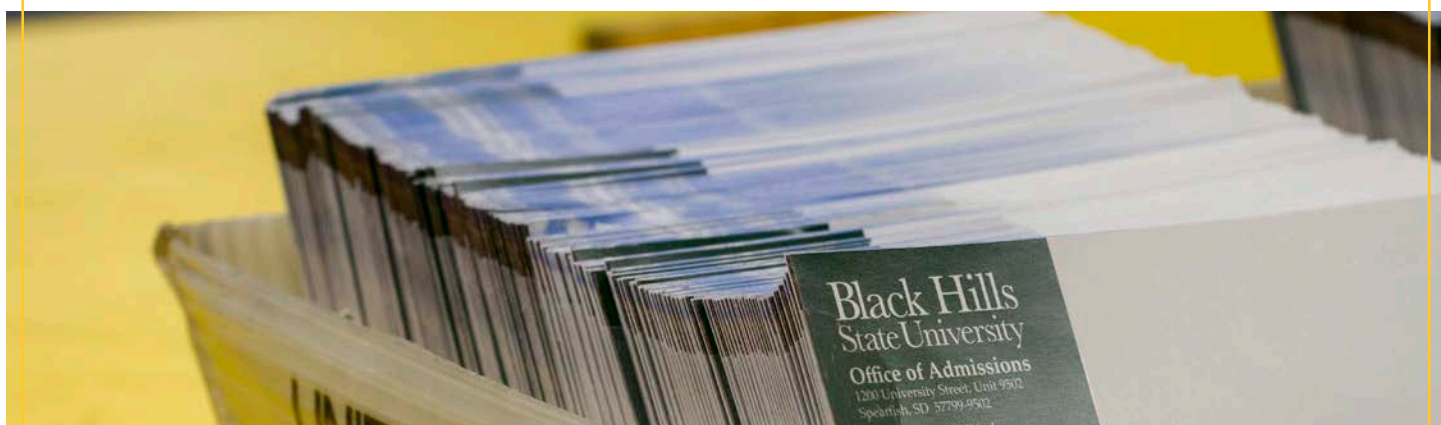


5-YEAR HISTORY AND 1-YEAR PROJECTION  
FISCAL YEARS 2013-2018

		Actual 2013	Actual 2014	Actual 2015	Actual 2016	Actual 2017	Projected 2018
<b>Revenues</b>							
	General Revenue	\$2,442,798	\$2,063,778	\$2,044,323	\$1,978,594	\$1,708,903	\$1,700,000
	Interest Earnings	\$10,234	\$8,740	\$4,073	\$7,102	\$907	\$969
<b>Total Revenue</b>		<b>\$2,453,031</b>	<b>\$2,072,519</b>	<b>\$2,048,396</b>	<b>\$1,985,696</b>	<b>\$1,709,810</b>	<b>\$1,700,969</b>
<b>Expenditures</b>							
	<b>Personal Services</b>						
	Full-Time Staff	\$406,554	\$424,862	\$384,812	\$422,442	\$464,414	\$464,414
	Student Labor	\$44,851	\$41,776	\$42,873	\$54,268	\$41,731	\$42,983
<b>Total Personal Services</b>		<b>\$451,406</b>	<b>\$466,638</b>	<b>\$427,685</b>	<b>\$476,710</b>	<b>\$506,145</b>	<b>\$507,397</b>
	<b>Operating</b>						
	Student Support	\$1,911,022	\$1,487,569	\$1,391,481	\$1,497,303	\$1,070,480	\$1,124,004
	Facilities and Maintenance	\$49,821	\$55,336	\$93,123	\$29,056	\$34,413	\$36,374
	Utilities	\$3,378	\$3,549	\$3,419	\$3,224	\$3,160	\$3,221
<b>Total Operating</b>		<b>\$1,964,222</b>	<b>\$1,546,455</b>	<b>\$1,488,022</b>	<b>\$1,529,583</b>	<b>\$1,108,053</b>	<b>\$1,163,599</b>
<b>Total Expenditures</b>		<b>\$2,415,628</b>	<b>\$2,013,093</b>	<b>\$1,915,707</b>	<b>\$2,006,293</b>	<b>\$1,614,198</b>	<b>\$1,670,996</b>
<b>Net Revenue Generated</b>		<b>\$37,404</b>	<b>\$59,426</b>	<b>\$132,689</b>	<b>-\$20,597</b>	<b>\$95,612</b>	<b>\$29,973</b>
<b>Debt Service</b>		<b>\$135,786</b>	<b>\$127,692</b>	<b>\$131,545</b>	<b>\$119,957</b>	<b>\$120,280</b>	<b>\$123,471</b>
<b>Coverage Ratio</b>		<b>0.28</b>	<b>0.47</b>	<b>1.01</b>	<b>-0.17</b>	<b>0.79</b>	<b>0.24</b>

# PRINTING CENTER

The University Printing Center offers printing, mailing, and associated services to Black Hills State University departments, students and employees.







## PRINTING CENTER

The University Printing Center offers printing, mailing, and associated services to Black Hills State University departments, students and employees. The Printing Center also occasionally does printing work for community business and organizations seeking options that are not offered by commercial printers in the area. Recent projects have included upgrades to equipment across campus for efficiency and cost-saving purposes.

### Planned Investments

- » Digital multimedia envelope printer
- » Folding and perforating improvements
- » Coil Binder option
- » Insertter

### Improvements over Last Five Years

- » Black-and-white digital enhancement
- » Color digital option
- » Copier replacement across campus
- » Cutter and Laminator
- » Large format printing

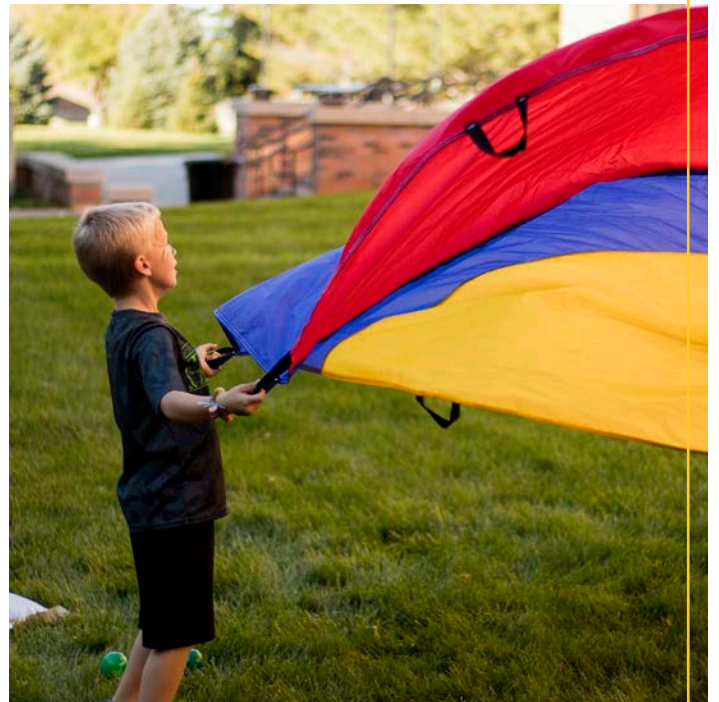
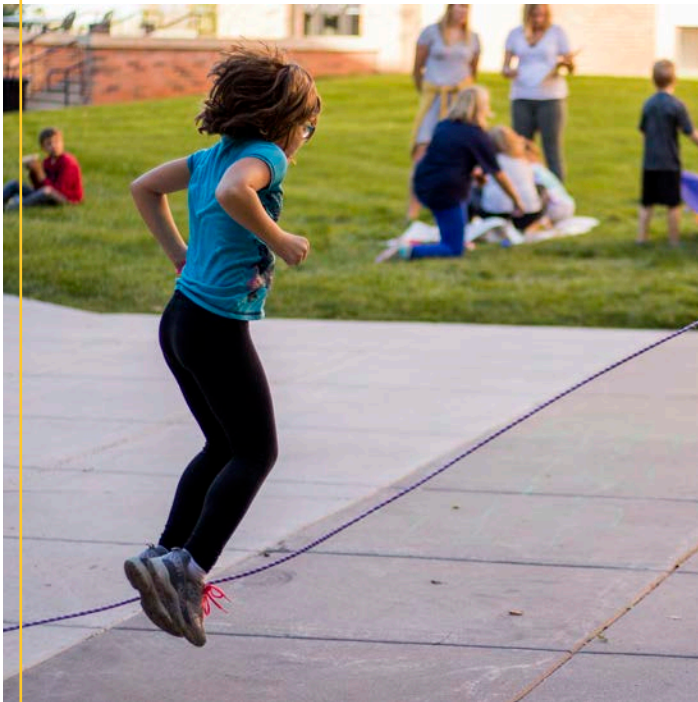
## 5-YEAR HISTORY AND 1-YEAR PROJECTION FISCAL YEARS 2013-2018

		Actual 2013	Actual 2014	Actual 2015	Actual 2016	Actual 2017	Projected 2018
<b>Revenues</b>							
	General Revenue	\$394,713	\$361,496	\$330,391	\$336,832	\$252,790	\$331,775
<b>Total Revenue</b>		<b>\$394,713</b>	<b>\$361,496</b>	<b>\$330,391</b>	<b>\$336,832</b>	<b>\$252,790</b>	<b>\$331,775</b>
<b>Expenditures</b>							
	Personal Services						
	Full-Time Staff	\$107,887	\$112,597	\$106,033	\$103,584	\$97,062	\$98,000
	Student Labor	\$2,260	\$897	\$461	\$646	\$1,667	\$1,700
<b>Total Personal Services</b>		<b>\$110,147</b>	<b>\$113,494</b>	<b>\$106,494</b>	<b>\$104,230</b>	<b>\$98,729</b>	<b>\$99,700</b>
	Operating						
	Facilities and Maintenance	\$170,355	\$154,769	\$145,213	\$126,469	\$114,255	\$112,748
	Utilities	\$705	\$648	\$530	\$615	\$570	\$562
	Operational Expenses	\$80,594	\$71,569	\$71,112	\$136,788	\$96,755	\$95,479
<b>Total Operating</b>		<b>\$251,654</b>	<b>\$226,986</b>	<b>\$216,855</b>	<b>\$263,872</b>	<b>\$211,580</b>	<b>\$208,789</b>
<b>Total Expenditures</b>		<b>\$361,801</b>	<b>\$340,480</b>	<b>\$323,349</b>	<b>\$368,102</b>	<b>\$310,309</b>	<b>\$308,489</b>
<b>Net Revenue Generated</b>		<b>\$32,912</b>	<b>\$21,016</b>	<b>\$7,042</b>	<b>-\$31,270</b>	<b>-\$57,519</b>	<b>\$23,286</b>

# LITTLE JACKETS LEARNING CENTER

The primary objective of The Learning Center is to provide a fun, safe, and stimulating environment for the children we serve.







## LITTLE JACKETS LEARNING CENTER

Black Hills State University's Little Jackets Learning Center is a facility for the children of BHSU students, faculty, and staff. The primary objective of The Learning Center is to provide a fun, safe, and stimulating environment for the children we serve, providing opportunities and activities that enhance social, emotional, physical, and intellectual development.

BHSU Little Jackets Learning Center is licensed yearly through the South Dakota Department of Social Services. All requirements are met including an environmental Health Survey and Fire Inspection.

The Learning Center is licensed for sixty children, serving the needs of children ages four weeks through twelve years of age. Current replacement value is \$1,060,800.

### Planned Investments

- » Fire suppression system

### Improvements over Last Five Years

- » New water heater
- » Interior paint
- » Wood mulch on playground
- » Electronic door entry
- » New time keeping system for parents



## 5-YEAR HISTORY AND 1-YEAR PROJECTION FISCAL YEARS 2013-2018

LJLC		Actual 2013	Actual 2014	Actual 2015	Actual 2016	Actual 2017	Projected 2018
<b>Revenues</b>							
	General Revenue	\$200,257	\$184,088	\$198,362	\$220,260	\$247,387	\$224,303
	GAF Revenue - Operations	\$0	\$1,688	\$1,963	\$877	\$0	\$0
<b>Total Revenue</b>		\$200,257	\$185,776	\$200,325	\$221,137	\$247,387	\$224,303
<b>Expenditures</b>							
	<b>Personal Services</b>						
	Full-Time Staff	\$122,431	\$131,942	\$133,652	\$130,719	\$134,082	\$135,000
	Student Labor	\$27,458	\$21,233	\$32,108	\$40,185	\$45,655	\$46,000
	<b>Total Personal Services</b>	\$149,889	\$153,175	\$165,760	\$170,904	\$179,737	\$181,000
	<b>Operating</b>						
	Facilities and Maintenance	\$4,246	\$2,479	\$3,571	\$5,466	\$3,609	\$3,269
	Utilities	\$7,635	\$7,824	\$7,098	\$7,328	\$7,020	\$6,359
	Operational Expenses	\$24,795	\$11,776	\$5,181	\$4,168	\$41,572	\$37,659
	<b>Total Operating</b>	\$36,676	\$22,079	\$15,850	\$16,962	\$52,201	\$47,287
<b>Total Expenditures</b>		\$186,565	\$175,254	\$181,610	\$187,866	\$231,938	\$228,287
<b>Net Revenue Generated</b>		\$13,692	\$10,522	\$18,715	\$33,271	\$15,449	-\$3,984



1200 University Street  
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University of South Dakota Fiscal Year 2017

# Auxiliary Business Plan



UNIVERSITY OF  
SOUTH DAKOTA



# UNIVERSITY OF SOUTH DAKOTA

## FISCAL YEAR 2017 AUXILIARY BUSINESS PLAN

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# EXECUTIVE SUMMARY

## Narrative highlights of past year and improvements over last five years

The University of South Dakota is committed to meeting and exceeding the desires of our current and future students by providing high quality living and learning environments. The USD auxiliary revenue system includes the Muenster University Center (MUC), the Wellness Center, nine residence halls, consisting of one apartment complex, a 550-bed apartment and suite-style facility, seven traditional-style residence halls and two owned houses that are leased through a local property management company.

Housing continues to provide a safe environment where students can enjoy personal and social growth. The MUC serves as the hub for community engagement and houses our food services contracted through Aramark and the bookstore contracted through Barnes & Noble College.

Our Wellness Center educates and enhances lifelong wellness by offering quality diverse programming that fosters social engagement, personal satisfaction and healthy behaviors for its campus and community members.

USD's auxiliary system is in good financial condition as demonstrated by the parity ratio exceeding the 1.20 requirement for bond covenants. The fiscal year 2017 financials for each area within the auxiliary system are included below, followed by the past five years and 2018 projected for the system as a whole. USD's parking services operations, marketing retail operations and other auxiliary business services are not part of the auxiliary revenue system, however have been included as part of the FY17 business plan.

### Current year auxiliary system revenue and expense statement

#### University of South Dakota Auxiliary System Revenue and Expense Statement for Fiscal Year 2017

	Residence Halls	Union	Wellness Center	Revenue System Total	Parking	Marketing Retail	Other Auxiliary Operations	Total
<b>REVENUE</b>								
General Revenue	\$9,590,323	\$7,553,828	\$366,684	\$17,510,835	\$609,125	\$401,469	\$1,480,019	\$20,001,448
Facility Support Fee	\$0	\$369,267	\$0	\$369,267	\$0	\$0	\$0	\$369,267
GAF Revenue – Operations	\$0	\$856,004	\$1,007,449	\$1,863,453	\$0	\$0	\$0	\$1,863,453
GAF Revenue – Bond Support	\$0	\$752,593	\$864,008	\$1,616,601	\$0	\$0	\$0	\$1,616,601
Interest Earnings	\$41,460	\$2,521	\$20,954	\$64,935	\$0	\$0	\$0	\$64,935
BAB Revenue	\$536,351	\$0	\$209,071	\$745,422	\$0	\$0	\$0	\$745,422
Other Revenue	\$0	\$0	\$0	\$0	\$0	\$184,754	\$226,591	\$411,345
<b>Total Revenue</b>	<b>\$10,168,134</b>	<b>\$9,534,214</b>	<b>\$2,468,165</b>	<b>\$22,170,514</b>	<b>\$609,125</b>	<b>\$586,224</b>	<b>\$1,706,610</b>	<b>\$25,072,472</b>
<b>EXPENDITURES</b>								
<b>Personal Services</b>								
Full Time Staff	\$818,745	\$305,536	\$214,758	\$1,339,039	\$306,064	\$115,376	\$345,014	\$2,105,493
Student Labor	\$244,698	\$44,374	\$377,554	\$666,626	\$7,584	\$23,213	\$0	\$697,422
Facilities and Maintenance	\$0	\$0	\$85,377	\$85,377	\$0	\$0	\$0	\$85,377
Contracted Facilities & Maintenance	\$985,376	\$291,206	\$14,475	\$1,291,057	\$0	\$0	\$0	\$1,291,057
<b>Operating</b>								
Student Support	\$937,709	\$6,524,251	\$128,299	\$7,590,259	\$0	\$388,549	\$873,440	\$8,852,248
Facilities and Maintenance	\$376,584	\$158,595	\$17,615	\$552,795	\$247,892	\$53,387	\$90,474	\$944,548
Utilities	\$543,249	\$236,550	\$45,880	\$825,679	\$4,805	\$2,957	\$0	\$833,441
Overhead Paid to University	\$810,134	\$728,321	\$151,761	\$1,690,216	\$0	\$0	\$0	\$1,690,216
<b>Total Expenditures</b>	<b>\$4,716,496</b>	<b>\$8,288,833</b>	<b>\$1,035,720</b>	<b>\$14,041,048</b>	<b>\$566,345</b>	<b>\$583,481</b>	<b>\$1,308,928</b>	<b>\$16,499,803</b>
<b>Net Revenue Generated</b>	<b>\$5,451,638</b>	<b>\$1,245,381</b>	<b>\$1,432,446</b>	<b>\$8,129,465</b>	<b>\$42,780</b>	<b>\$2,742</b>	<b>\$397,682</b>	<b>\$8,572,669</b>
<b>Debt Service</b>	<b>\$3,570,442</b>	<b>\$848,327</b>	<b>\$1,071,325</b>	<b>\$5,490,094</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$5,490,094</b>
<b>Coverage Ratio*</b>	<b>1.53</b>	<b>1.47</b>	<b>1.34</b>	<b>1.48</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>
<b>Net Income After Debt Service</b>	<b>\$1,881,196</b>	<b>\$397,054</b>	<b>\$361,121</b>	<b>\$2,639,371</b>	<b>\$42,780</b>	<b>\$2,742</b>	<b>\$397,682</b>	<b>\$3,082,576</b>

\* to calculate the student union coverage you have to combine the revenues from Union, Food Service, and Bookstore and then divide by the union debt service amount

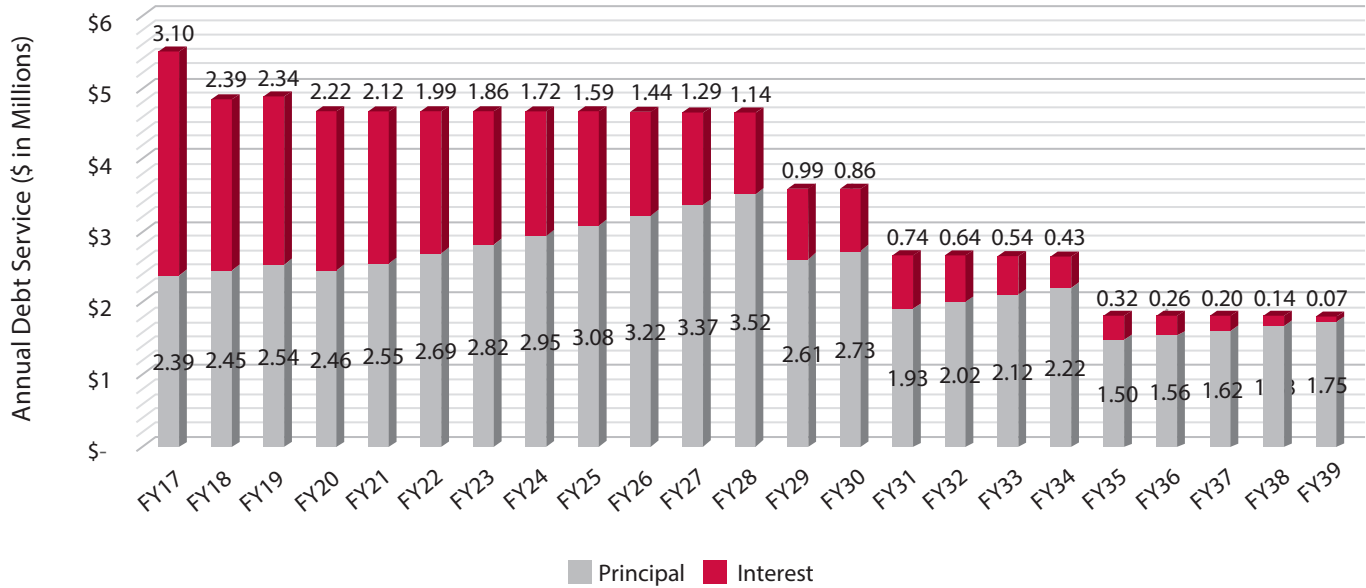
## Five-year history and projection for current year

### 5 Year History of Revenues and Expenditures & Current Year Projected (Revenue System Only)

	2013	2014	2015	2016	2017	2018
<b>REVENUE</b>						
General Revenue	\$15,437,386	\$16,076,796	\$16,964,649	\$17,478,637	\$17,510,835	\$17,784,062
Facility Support Fee	\$316,203	\$330,655	\$339,797	\$358,756	\$369,267	\$384,638
GAF Revenue – Operations	\$1,684,804	\$1,735,846	\$1,795,229	\$1,905,088	\$1,863,453	\$1,881,398
GAF Revenue – Bond Support	\$1,591,938	\$1,634,795	\$1,614,032	\$1,632,390	\$1,616,601	\$1,627,026
Interest Earnings	\$111,697	\$87,564	\$59,526	\$41,461	\$64,935	\$63,901
BAB Revenue	\$861,157	\$781,621	\$774,326	\$761,096	\$745,422	\$704,095
<b>Total Revenue</b>	<b>\$20,003,184</b>	<b>\$20,647,277</b>	<b>\$22,547,559</b>	<b>\$22,177,428</b>	<b>\$22,170,514</b>	<b>\$22,445,121</b>
<b>EXPENDITURES</b>						
<b>Personal Services</b>						
Full-Time Staff	\$1,161,006	\$1,235,329	\$1,303,876	\$1,232,956	\$1,339,039	\$1,416,837
Student Labor	\$446,081	\$475,669	\$522,432	\$607,441	\$666,626	\$681,503
Facilities and Maintenance	\$67,294	\$67,304	\$77,125	\$72,745	\$85,377	\$85,377
Contracted Facilities and Maintenance	\$1,069,666	\$1,107,433	\$1,248,906	\$1,241,139	\$1,291,057	\$1,276,709
<b>Operating</b>						
Student Support	\$6,375,902	\$6,538,456	\$6,973,310	\$7,445,672	\$7,590,259	\$8,294,586
Facilities and Maintenance	\$385,651	\$555,193	\$408,845	\$573,351	\$552,795	\$566,278
Utilities	\$900,045	\$1,004,902	\$917,305	\$851,687	\$825,679	\$893,376
Overhead Paid to University	\$986,206	\$1,027,827	\$995,545	\$1,694,652	\$1,690,216	\$1,712,696
<b>Total Expenditures</b>	<b>\$11,391,853</b>	<b>\$12,012,113</b>	<b>\$12,447,345</b>	<b>\$13,719,643</b>	<b>\$14,041,048</b>	<b>\$14,926,937</b>
<b>Net Revenue Generated</b>	<b>\$8,611,331</b>	<b>\$8,635,163</b>	<b>\$9,100,214</b>	<b>\$8,457,785</b>	<b>\$8,129,465</b>	<b>\$7,518,183</b>
<b>Debt Service</b>	<b>\$5,638,480</b>	<b>\$5,543,485</b>	<b>\$5,522,319</b>	<b>\$5,281,711</b>	<b>\$5,490,094</b>	<b>\$4,840,604</b>
<b>Coverage Ratio</b>	<b>1.53</b>	<b>1.56</b>	<b>1.65</b>	<b>1.60</b>	<b>1.48</b>	<b>1.55</b>
<b>Net Income After Debt Service</b>	<b>\$2,972,851</b>	<b>\$3,091,678</b>	<b>\$3,577,895</b>	<b>\$3,176,074</b>	<b>\$2,639,371</b>	<b>\$2,677,580</b>

## Revenue System Debt Service

### Auxiliary Revenue System Debt Service Outstanding



#### Auxiliary System Component

#### Principal & Interest

Residence Halls	\$ 56,958,690
Student Union/Campus Dining	\$ 11,868,726
Wellness Center	\$ 15,277,270

#### Total Debt Service Outstanding

**\$ 84,104,685**

The above chart provides a summary of the total annual debt service outstanding for the Auxiliary Revenue System. Amounts include the 2017 Series bonds, which provide for the refinancing of the 2009 Series bonds. Each of the bond series will have the outstanding debt satisfied in the

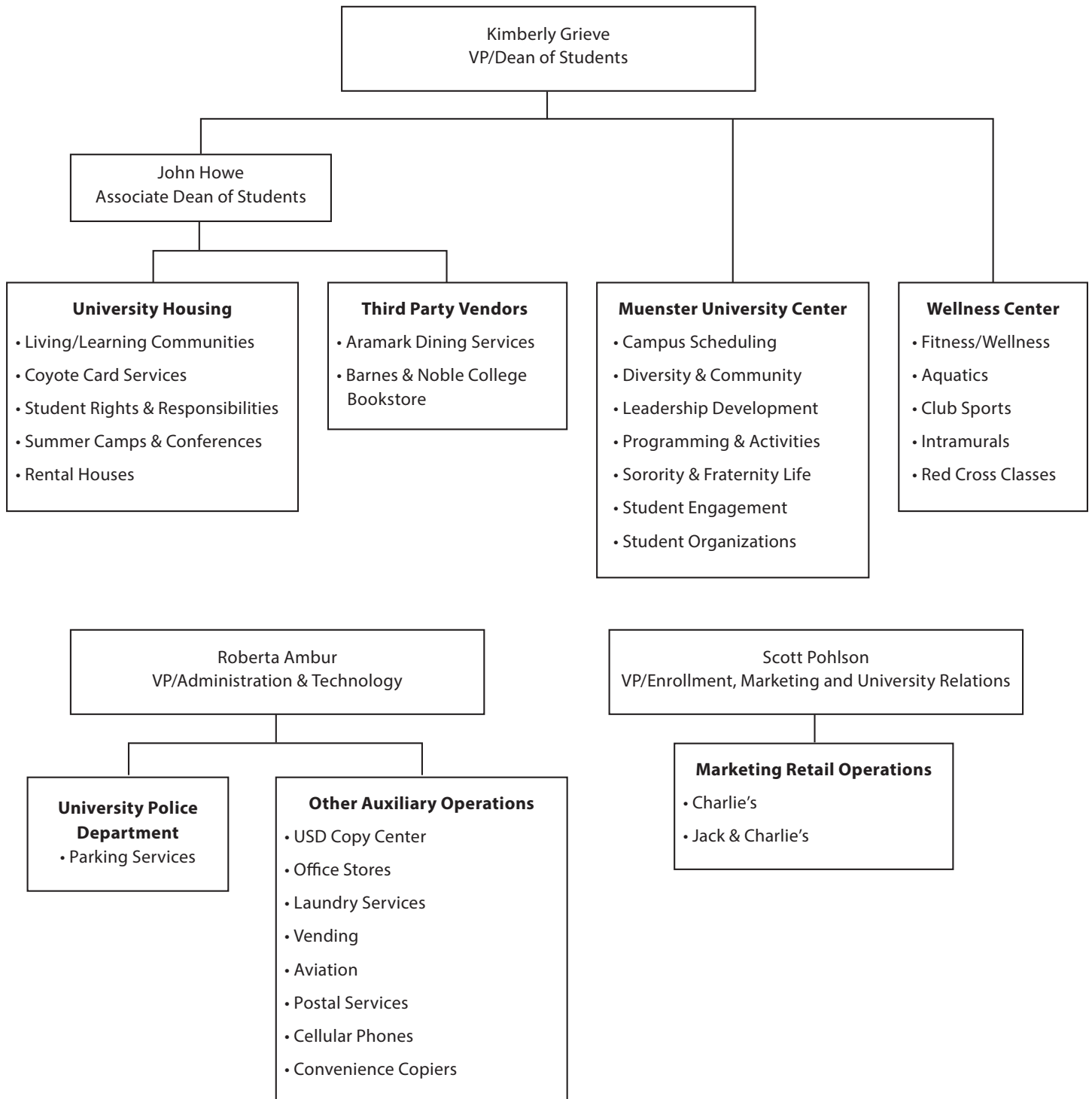
following fiscal years: Series 2013A debt will be paid in full in FY28, the Series 2015 debt in FY30, the portion of the Wellness Center included in the Series 2017 debt in FY34 and the portion of Coyote Village included in the Series 2017 debt will be satisfied in FY39.

## Organizational Chart

The following organizational chart provides an overview of the services provided and funded within the Auxiliary System. University housing employs 16.1 FTE and 6.6 Graduate Assistants. The Muenster University Center employs 5.7 FTE and 2.4 graduate assistants. The Wellness Center has 7.0 FTE and 4 graduate assistants. Two of the seven FTE within the Wellness Center include facility workers, whereas the custodial and maintenance staff for Housing and the MUC contract services with Facilities

Management through a service level agreement. In addition, all areas utilize student labor to help support the day-to-day operations. In FY17, the revenue system employed 255 students.

Parking services are not pledged under the revenue system, however, they act as a self-supporting operation to maintain and enforce campus parking operations. Parking services employs 5.2 FTE and had 12 student workers in FY17.



## Major plans and changes for system

At the August 2017 board meeting, a resolution was approved to remove the USD Commons from the Auxiliary Facilities System. As the Commons is no longer producing revenue, or suitable space within the revenue system, it was converted to academic space. It will be renovated to suitable space for academic support areas.

With a slight increase in housing occupancy from fall 2016, the revenue from housing has continued to be stable over the last several years. The USD strategic plan calls for an increase in enrollment for the next five years. During this same period, the capital projects for housing include major renovations for McFadden, Burgess and Norton Halls. By focusing on one hall each summer, planned projects can be worked on without interfering with students, summer camps and conferences. We are also exploring options for

Phase III of the card access project to extend to the residence hall room level.

USD recommends demolition of Julian and Brookman halls. Julian addition was removed from the revenue system at the May 2011 Board of Regents meeting. Brookman Hall continues to operate as one of our nine residence halls and as of fall 2017 census, has an occupancy rate of 100%. Due to the required renovations, replacement of this residence hall is the desired direction. The timing of this next phase will be dependent on student enrollment.

In the next five years USD would like to expand the Wellness Center. Phase II and Phase III of the initial design include additional basketball courts, fitness studios, additional open space for cardio and weights, and indoor pool.





# HOUSING SYSTEM

## Narrative overview of past year and improvements over last five years

The University of South Dakota revenue system has a long history of fiscal stewardship and strong financial performance. Much of that success can be attributed to the attentiveness to student desires and demands while remaining conscious of financial realities. The University of South Dakota strives to utilize M&R and RRR funded projects that address not only aspects of building integrity, but couple these essential maintenance projects with upgrades that more directly enhance the living experience of students. For instance, students may not fully appreciate the building and utility efficiencies found in a window replacement project, but they identify and appreciate the installation of new window shades. When these

items are installed in tandem, structures are revitalized and the student experience is improved through the enhanced aesthetics of their living environment.

USD recently completed the first stage of a multi-stage process toward card access for University Housing facilities as a means to improve security. In this first phase, all exterior doors to residence halls are now accessible to students via their student ID card. In the North Complex (Richardson, Olson, Mickelson, & Beede Halls) and Burgess/Norton Halls, card access continues to the floor level. The next stages (card access to student room level) of this long-term project continues to be explored.

### The following facilities upgrades are currently planned for Fiscal Year 2018:

Facility	Project Name
Brookman Hall	Interior/exterior lighting upgrades
Brookman Hall	Floor abatement and carpeting
Coyote Village	Security camera replacement
McFadden Hall	Exterior improvements
Burgess Hall	Replace front desk
Burgess Hall	Tuckpoint and caulk
Burgess Hall	Upgrade mechanical systems
Burgess Hall	Lobby window replacement
Burgess Hall	Apartment sewer
Burgess Hall	Upgrade restrooms
Burgess Hall	Interior/exterior lighting upgrade
Burgess Hall	Room door replacement
Burgess Hall	Replace roof
Burgess Hall	Replace security cameras
Norton Hall	Replace roof
Norton Hall	Replace water heaters
North Complex	Upgrade exterior pole lights
Richardson Hall	New flooring basement lobby
Richardson Hall	Front desk replacement

The following chart summarizes major improvements to University Housing over the previous five years:

#### Fiscal Year 2017

Facility	Project Name
Brookman Hall	Steam water heater
Burgess/Norton Halls	Water main repairs
Burgess Hall	Transformer
Campus – Housing	Replace desk chairs in student rooms
Coyote Village	Laundry/electrical room renovation
Coyote Village	Lightning strike repairs
Coyote Village	Replace water heaters (A Wing)
Coyote Village	Flooring replacement – Phase 1
McFadden Hall	Interior renovations
Richardson/Olson Halls	Replace generator
Beede/Mickelson Halls	Upgrade mechanical systems
Beede/Mickelson Halls	Hot water converter

#### Fiscal Year 2016

Facility	Project Name
Beede Hall	Beede Bump (Convenience Store)
Campus – Housing	FM equipment replacement
Campus – Housing	Laundry blackboard upgrade
Campus - Housing	Fiber run
McFadden Hall	IT closet
Olson Hall	Replace window treatments
Olson Hall	Replace windows
Olson Hall	Upgrade staff kitchen and bathroom
McFadden Hall	Floor replacement in bathrooms
McFadden Hall	Common room repair
North Complex	North Complex security cameras
North Complex, Burgess and Norton Halls	Paint common areas
Norton Hall	Upgrade staff apartment bathroom and kitchen
Richardson Hall	Replace window treatments
Richardson Hall	Replace windows
Richardson Hall	Upgrade staff kitchen and bathroom
Richardson Hall	Replace windows
Richardson/Olson Halls	Upgrade mechanical systems
Richardson/Olson Halls	Repair roof
Richardson/Olson Halls	Replace HVAC chiller

**Fiscal Year 2015**

Facility	Project Name
Beede Hall	Beede Bump (Convenience Store)
Campus – Housing	FM equipment replacement
Campus – Housing	Laundry blackboard upgrade
Campus – Housing	Fiber run
McFadden Hall	IT closet
Olson Hall	Replace window treatments
Olson Hall	Replace windows
Olson Hall	Upgrade staff kitchen and bathroom

**Fiscal Year 2014**

Facility	Project Name
Beede Hall	Beede Bump – 2A1415
Beede/Mickelson Halls	Upgrade mechanical systems – Beede and Mickelson
Campus – Housing	Housing office furniture
Campus – Housing	FM equipment replacement
McFadden Hall	Replace roof
Mickelson Hall	Replace window treatments
Mickelson Hall	Mattress replacement
Mickelson Hall	Replace windows
Mickelson Hall	Room door replacement
Mickelson Hall	Upgrade door access – hall and rooms
Mickelson Hall	Upgrade staff kitchen and bathroom

**Fiscal Year 2013**

Facility	Project Name
Beede/Mickelson Halls	Replace Roofs – Beede/Mickelson
Beede/Mickelson Halls	Beede/Mickelson – Tuck-point and caulk
Beede Hall	Beede Hall – replace windows
Beede Hall	Beede Hall – Replace Window Treatments
Beede Hall	Beede Hall – Room door replacement
Campus - Housing	Evacuation signage
McFadden Hall	Upgrade fire alarm system – Output devices in bedrooms
McFadden Hall	McFadden – Replacement windows
McFadden Hall	McFadden – Replace window treatments
McFadden Hall	McFadden – Carpet replacement
Norton Hall	Basement – upgrade ventilation system
Richardson/Olson Halls	Tuck-point and caulk – Richardson/Olson
Richardson/Olson Halls	Chiller replacement

In addition to the above listed projects, Cypress and Redwood Courts were removed from the revenue system in August 2010 followed by demolition in the summer of 2012.



## M & R Spending

Building Values					
Residence Halls	2014	2015	2016	2017	2018
Beede	\$8,201,578	\$8,423,021	\$8,667,288	\$8,667,288	\$8,667,288
Brookman	\$6,087,113	\$6,251,465	\$6,432,757	\$6,432,757	\$6,432,757
Burgess	\$4,933,049	\$5,066,242	\$5,213,163	\$5,213,163	\$5,213,163
Coyote Village	\$22,486,990	\$28,867,673	\$29,704,835	\$29,704,835	\$29,704,835
McFadden	\$8,618,723	\$8,851,428	\$9,108,120	\$9,108,120	\$9,108,120
Mickelson	\$15,472,084	\$15,889,831	\$16,350,636	\$16,350,636	\$16,350,636
Norton	\$6,588,777	\$6,766,674	\$6,962,907	\$6,962,907	\$6,962,907
Olson	\$12,231,040	\$12,561,278	\$12,925,556	\$12,925,556	\$12,925,556
Richardson	\$11,386,849	\$11,694,294	\$12,033,429	\$12,033,429	\$12,033,429
Total Replacement Cost	\$96,006,203	\$104,371,906	\$107,398,691	\$107,398,691	\$107,398,691
Average (4yr)	\$103,793,873				
2% of Building Replacement Value	2.00%				
Spending Goal	\$2,075,877				
Average (5yr)	\$104,514,836				
2% of Building Replacement Value	2.00%				
Spending Goal	\$2,090,297				
	<b>M &amp; R Spending</b>	<b>% of BRV</b>			
FY17	\$1,318,926	1.23%			
FY16	\$2,498,569	2.33%			
FY15	\$1,921,736	1.84%			
FY14	\$1,489,858	1.55%			
Total 4-Year M&R Spending	\$7,229,089				
<b>Average (4yr) M&amp;R Spending</b>	<b>\$1,807,272</b>	<b>1.74%</b>			
Projected FY18	\$2,846,700	2.65%			
<b>Average (5yr) M&amp;R Spending</b>	<b>\$2,015,158</b>	<b>1.93%</b>			

## Summary of facilities and operations in revenue system

Residence Hall Facility Inventory			
Name of Building	Year Built	Type of Space	Capacity
Beede Hall	1966	Traditional	283
Brookman Hall	1963	Traditional	98
Burgess Hall	1960	Traditional	154
Coyote Village	2010	Apartment/Suite	548
McFadden Hall	1991	Apartment	100
Mickelson Hall	1966	Traditional	289
Norton Hall	1964	Traditional	180
Olson Hall	1968	Traditional	289
Richardson Hall	1968	Traditional	283
<b>Total Capacity</b>			<b>2,224</b>

Facilities Management (FM) provides operations and maintenance, custodial, landscape and grounds staff to the Auxiliary System through a service level agreement. Operations and Maintenance uses 3.5 FTE to perform periodic preventive maintenance in University Housing across campus, excluding Coyote Village. University Housing custodians are staffed at 16.50 FTE. Landscape and Grounds uses 0.75 FTE to cover snow removal and mowing.

### Coyote Village

Through the service level agreement, FM provides two building maintenance FTE for Coyote Village. Routine maintenance services including kitchen and bathroom maintenance, electrical service that does not require electrical license and changing light bulbs. Any service work that can be performed without modifying or demolishing existing structures and any cleaning of HVAC units, filters and thermostats are covered by these two FTE. Additional maintenance and ground services are provided by FM to the Auxiliary System on a contracted, as-needed basis.



## Housing system revenue and expense statement

### University of South Dakota Residence Halls

	Actual FY13	Actual FY14	Actual FY15	Actual FY16	Actual FY17	Estimated FY18
<b>REVENUES</b>						
General Revenue	\$8,914,027	\$9,214,074	\$9,628,933	\$9,731,613	\$9,590,323	\$9,657,181
Interest Earnings	\$76,791	\$36,680	\$36,680	\$34,470	\$41,460	\$43,100
BAB Revenue	\$616,551	\$555,702	\$555,702	\$45,721	\$536,351	\$510,003
<b>Total Revenue</b>	<b>\$9,607,369</b>	<b>\$9,806,455</b>	<b>\$10,224,002</b>	<b>\$10,311,804</b>	<b>\$10,168,134</b>	<b>\$10,210,284</b>
<b>EXPENDITURES</b>						
<b>Personal Services</b>						
Full Time Staff	\$696,597	\$676,407	\$698,756	\$726,330	\$818,745	\$858,950
Student Labor	\$198,304	\$192,009	\$209,239	\$217,964	\$244,698	\$273,355
Contracted Facilities and Maintenance	\$852,685	\$886,551	\$924,274	\$930,021	\$985,376	\$979,874
<b>Operating</b>						
Student Support	\$803,685	\$739,670	\$776,324	\$883,690	\$937,709	\$1,130,670
Facilities and Maintenance	\$260,350	\$287,505	\$259,441	\$359,427	\$376,584	\$389,378
Utilities	\$598,477	\$671,542	\$615,251	\$549,394	\$543,249	\$592,906
Overhead Paid to University	\$469,285	\$488,386	\$508,891	\$822,187	\$810,134	\$813,375
<b>Total Expenditures</b>	<b>\$3,879,383</b>	<b>\$3,942,071</b>	<b>\$3,992,175</b>	<b>\$4,489,012</b>	<b>\$4,716,496</b>	<b>\$5,038,508</b>
<b>Net Revenue Generated</b>	<b>\$5,727,986</b>	<b>\$5,864,384</b>	<b>\$6,231,827</b>	<b>\$5,822,792</b>	<b>\$5,451,638</b>	<b>\$5,171,775</b>
<b>Debt Service</b>	<b>\$3,691,757</b>	<b>\$3,600,901</b>	<b>\$3,590,742</b>	<b>\$3,562,154</b>	<b>\$3,570,442</b>	<b>\$3,103,224</b>
<b>Coverage Ratio</b>	<b>1.55</b>	<b>1.63</b>	<b>1.74</b>	<b>1.63</b>	<b>1.53</b>	<b>1.67</b>

## Five-year history and projection for current year for housing system

	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017
Actual Fall Census Totals	2,202	2,182	2,178	2,189	2,105	2,151
Designed Capacity	2,204	2,204	2,204	2,224*	2,224*	2,224*
Utilization	99.9%	99.0%	98.8%	98.4%	94.6%	96.7%

\*Occupancy increased with reclassification of 16 double rooms as triples (16 spaces) and adding one apartment (four spaces).

## Detailed housing utilization

### Capacity and utilization by housing unit

Fall 2017 Capacity and Utilization by Hall			
Name of Building	Capacity	Occupancy	Utilization
Beede Hall	283	282	99.6%
Brookman Hall	98	98	100.0%
Burgess Hall	154	145	94.2%
Coyote Village	548	539	98.4%
McFadden Hall	100	99	99.0%
Mickelson Hall	289	287	99.3%
Norton Hall	180	148	82.2%
Olson Hall	289	285	98.6%
Richardson	283	268	94.7%
<b>Total Capacity</b>	<b>2,224</b>	<b>2,151</b>	<b>96.7%</b>

### Student class level standing and numbers being housed

#### Fall 2017 Residence Hall Population

#### Break Down by Student Classification Required by Policy

Freshman	1,288
Sophomore	470
Junior	38
Senior	1
<b>Total</b>	<b>1,797</b>

#### Not Required by Policy

Freshman	40
Sophomore	87
Junior	123
Senior	84
Non-Deg Seeking	0
<b>Undergraduate Total</b>	<b>334</b>

Graduate Deg-Seeking	20
Grad Non-Deg Seeking	0
<b>Graduate Total</b>	<b>20</b>

<b>Total Fall 2017 Occupancy</b>	<b>2,151</b>
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**Identify numbers of students counted in utilization at no or reduced cost**

Resident Assistants	61
Graduate Assistants	2
Residence Hall Directors	5
Housing Scholarship Students	305

**Major plans and changes for housing system**

In continuing our institutional efforts to meet and exceed the expectations of our current and future University of South Dakota students, University Housing has worked closely with the Departments of Facilities Management and Planning and Construction in order to maintain and improve residential options for students.

To assure safe and secure living environments, USD is continuing to explore avenues to move toward card access for University Housing facilities to the student room level. USD is also continuing to explore planning and proposing a new 300–450 bed residence facility to replace Brookman Hall as a means to meet projected enrollment increases. USD has been focused on maintaining costs at an affordable level while still providing attractive and well-maintained housing options for current and future students. This proposed new residential offering is consistent with USD's Strategic Plan of increasing enrollment and aiding the creation and development of a vibrant campus that engages students and fosters ongoing connection to the campus community.









# UNION & CAMPUS DINING

## Narrative overview of past year and improvements over last five years



In 2009, the Muenster University Center (MUC) opened to become the community hub where many facets of student life exist, including food service, bookstore, the Center for Diversity and Community, Student Government Association and Student Services offices. Additionally, the MUC houses a number of conference rooms and a large ballroom which hosts many campus and external events and programs.

As the university continued to grow, so did the Muenster University Center. A major renovation was completed, and the building expansion opened in January 2014. More than 30,000 square feet was added which included expanded seating, new dining areas, and three national brand restaurants: Chick-fil-A, Qdoba and Einstein Bros. Bagels. This expanded dining and seating area replaced the Commons located in the North Complex. The additional square footage cost \$11.6 million and was funded by the students of the university with the assistance of a grant from the J.B. and M.K. Pritzker Family Foundation. In July 2014, the first floor of the MUC received a facelift to match the expansion. All of the carpet was replaced and furniture recovered to make the building even more aesthetically pleasing.

One of the most popular areas of the MUC is the East Wing, home to the MUC's media wall. The media wall consists of 16 60" televisions and hosts many programming events including MUC Bingo and the campus-wide Super Bowl party. The media wall is the

place to watch a football game (or four) on Saturdays and Sundays or when any of the Coyotes athletic teams are on the road.

The MUC Pit Lounge is a very popular gathering space for students, faculty, staff, alumni and guests. It is located next to Einstein Bros. Bagels and the U.Brew coffee shop. Some of the extremely popular Student Services programs such as Mocktails and Canvas and Pinterest in the Pit are hosted here. The weekly free root beer floats, dubbed "Yote Floats," can be found in the Pit every Tuesday at 3 p.m. The Pit is also home to many campus fairs including a study abroad fair, work study and part time job fair, and the Office of Admissions' academic fairs during their visit days.

The MUC main hallway is home to the daily tabling where student organizations and university departments can advertise for an event, sell merchandise and recruit individuals to join their respective organizations. Sometimes outside vendors will table and sell products from their local businesses. Tabling is just one way to advertise in the MUC. Other advertising options include posters, banners, napkin holder inserts and the Four Winds digital displays.

Some of the additions over the last two years have been the implementation of mtvU and three Kwikboost freestanding mobile phone charging stations, upgraded technology in the Ballroom and the purchase of campus labs CollegiateLink Co-Curricular software. For the safety of the community more

cameras have been added as well as card access door locks to the MUC main doors.

The Muenster University Center screams school pride, especially on Fridays. Fridays in the MUC there is a DJ playing music, everyone wears red Coyote gear, and Student Services provides free popcorn. Every day, especially Friday, is a great day to be a Coyote.

USD partners with Aramark, a national third party food service vendor, for institutional dining and catering services. This strategic partnership allows USD to offer traditional residential dining and catering options to the campus and surrounding community, but also provide national brands such as Einstein Bros. Bagels, Chick-fil-A, Qdoba and Papa John's for additional selection. This past year a new online ordering service (Tapingo) was released for many dining areas. This mobile application allows students

to order and pay for their meals online and bypass any lines by collecting their food or drink from their selected vendors. This app has proven to be helpful for students with limited time between classes.

The expanded dining options located in the recently renovated and expanded Muenster University Center have enhanced overall dining satisfaction and increased the sense of community throughout the USD campus. The results from the fall 2017 administration of Aramark's dining survey (presented below) demonstrate that the level of satisfaction in USD respondents' perception of overall experience, cleanliness, freshness of food, food quality, affordability, food variety, welcoming/friendly dining staff and availability of nutrition information had increased from the fall 2016 survey administration.

#### 2017 Aramark Dining Survey – University of South Dakota

	2017 Mean* (n=1044)	2016 Mean* (n=952)	% Responding Excellent (6 or 7) in 2017
Overall experience	5.76	5.69	63%
Cleanliness	5.82	5.72	66%
Freshness of food	5.55	5.49	57%
Food quality	5.65	5.53	58%
Comfortable and fun dining atmosphere	5.27	5.40	49%
Availability of health options	5.13	5.13	43%
Organic / sustainably sourced products	4.50	n/a	29%
Availability of nutrition information	5.42	5.31	52%
Availability of vegetarian / vegan options	4.91	5.0	43%
Convenience	5.80	5.75	65%
Speed of service	5.51	5.43	56%
Hours of operation	5.0	4.82	43%
Place to socialize	5.06	5.27	46%
Affordability	4.82	4.63	36%
Food variety	4.94	4.82	36%
Price / value	4.67	4.49	31%
Welcoming / friendly dining staff	5.70	5.66	62%
Knowledgeable / helpful dining staff	5.51	5.48	55%

\*Likert scale of 1 (poor) to 7 (excellent) utilized for responses



USD partners with Barnes & Noble College, a national book retailer that serves students and faculty members at 770 campus stores nationwide. Through partnering with a national retailer, USD students are provided with a host of options to meet textbook needs ranging from the purchase of new, used or electronic formats as well as the option to rent many texts. This array of options and a recently implemented price matching policy allows students further avenues for savings. In a survey administered by Barnes & Noble College in February 2017 yielded the following results (n=320):

- 71% were extremely (23%) or very (48%) satisfied with customer service;
- 76% were extremely (23%) or very (53%) satisfied with the check-out process;
- 87% were extremely (30%) or very (57%) satisfied with the store appearance;
- 78% were extremely (23%) or very (55%) satisfied with the organization of the store.

### Summary of facilities and operations

Similar to the residence life operations, FM provides operations and maintenance, custodial, landscape and grounds staff for the student union through a service level agreement. Operations and Maintenance at the MUC uses .5 FTE to perform maintenance services

and preventive maintenance services within the areas that are not occupied by Aramark or Barnes & Noble College within the Muenster University Center. Custodial is staffed with 7.5 FTE. Grounds and landscape will perform snow removal and mowing as needed.



## Union revenue and expense statement

### University of South Dakota Student Union

	Actual FY13	Actual FY14	Actual FY15	Actual FY16	Actual FY17	Estimated FY18
<b>REVENUES</b>						
General Revenue	\$ 6,129,938	\$6,441,982	\$6,880,434	\$7,369,839	\$7,553,828	\$7,781,463
Facility Support Fee	\$316,203	\$330,655	\$339,797	\$358,756	\$369,267	\$384,638
GAF Revenue – Operations	\$761,477	\$785,999	\$811,331	\$859,913	\$856,004	\$858,626
GAF Revenue – Bond Support	\$742,611	\$762,587	\$752,780	\$767,552	\$752,593	\$756,000
Interest Earnings	—	\$23,837	\$5,368	\$1,414	\$2,521	\$841
<b>Total Revenue</b>	<b>\$7,950,229</b>	<b>\$7,950,229</b>	<b>\$8,345,060</b>	<b>\$9,357,280</b>	<b>\$9,534,214</b>	<b>\$9,781,568</b>
<b>EXPENDITURES</b>						
<b>Personal Services</b>						
Full Time Staff	\$252,231	\$ 315,718	\$308,769	\$302,233	\$305,536	\$332,310
Student Labor	\$61,245	\$51,963	\$52,796	\$48,361	\$44,374	\$68,863
Contracted Facilities and Maintenance	\$192,204	\$197,736	\$295,514	\$291,206	\$291,206	\$281,575
<b>Operating</b>						
Student Support	\$5,444,992	\$5,643,315	\$6,054,450	\$6,406,462	\$ 6,524,251	\$6,928,642
Facilities and Maintenance	\$110,090	\$103,166	\$127,536	\$201,843	\$158,595	\$159,658
Utilities	\$225,838	\$246,383	\$235,443	\$53,695	\$236,550	\$253,449
Overhead Paid to University	\$397,333	\$416,057	\$405,003	\$715,090	\$728,321	\$748,244
<b>Total Expenditures</b>	<b>\$6,683,932</b>	<b>\$6,974,336</b>	<b>\$7,479,511</b>	<b>\$8,218,889</b>	<b>\$8,288,833</b>	<b>\$8,772,741</b>
<b>Net Revenue Generated</b>	<b>\$1,266,297</b>	<b>\$1,371,421</b>	<b>\$1,310,466</b>	<b>\$1,138,585</b>	<b>\$1,245,381</b>	<b>\$1,008,827</b>
<b>Debt Service</b>	<b>\$852,848</b>	<b>\$851,563</b>	<b>\$849,727</b>	<b>\$639,107</b>	<b>\$848,327</b>	<b>\$844,012</b>
<b>Coverage Ratio</b>	<b>1.48</b>	<b>1.61</b>	<b>1.54</b>	<b>1.78</b>	<b>1.47</b>	<b>1.20</b>

## Five-year history and projection for current year

All first year students required by board policy to reside in USD residence halls must select from a menu of board plans (Yote Pack 70, Yote Pack 120, Coyote 10, or Coyote 70 meal plans). Second year, upper class, and graduate students have an expanded selection of meal plan options based on their housing assignment. Upon meeting their residency requirements, students residing in university apartments are not required to have a meal plan. The following chart provides the five year history of the total meal plans sold along with the projected FY18 plans.

	2013	2014	2015	2016	2017	2018*
Total Meal Plans	4,331	4,442	4,434	4,580	4,579	4,625

\*Budgeted meal plans for FY18

## Major plans and changes

The Muenster University Center has been established and has evolved over the past five years. As we look forward to the next five years of the MUC, we do not see any major changes. A major recent project included water softener system replacement. Kitchen equipment was inventoried and replacement schedules for large scale kitchen equipment are being prepared. We will continue to maintain the building's aesthetics to provide everyone an amazing experience. We will also continue to strive to be the premier gathering space for students, faculty, staff, alumni, and guests to gather and build a sense of community. This year, per the request of the Student Government Association, changing tables, a room for nursing moms and two gender inclusive restrooms were added.





# WELLNESS CENTER

## Narrative overview of past year and improvements over last five years

The Wellness Center is a state-of the-art facility opened in February 2011 that provides activities to assist the community in developing healthy lifelong habits and making good choices, which contributes to one's overall well-being.

In the past year USD was able to make significant improvements to the Wellness Center for the safety and enjoyment of its members.

For the safety of the community, risk management was increased in all areas. For example, the number of employee drills and training around safety increased including CPR, first aid and AED training. The field conditions at the softball complex have been improved. Radios and medical health kits are issued to each part-time employee while on duty to make sure there is quick communication between employees and emergency medical personal. The medical health kits enable student employees to carry a mini first aid package for minor injury and issues. Additionally, the

rock wall manager was certified, and increased safety protocols on the climbing wall were put in place. The wall was also inspected for safety by Eldorado Climbing Walls.

For increased satisfaction of members during the last year, we have increased our specialty programming and added more community themed events. Programming continues to be enhanced based on survey and focus group feedback. We replaced fans in all three studios, tinted the south windows of the gymnasium and refinished all the wood floors in the facility.

The Wellness Center is available to all students. In addition the membership at the Wellness Center continues to hold steady with approximately 750 active memberships, including 300 faculty/staff and 450 community members. On average 6,000 card swipes for entrance are logged per week, oftentimes leaving the Wellness Center very crowded.

### Summary of facilities and operations

Operations and Maintenance does repairs and maintenance on a contracted, as-needed basis. Custodial is staffed at two FTE. Grounds and landscape will perform snow removal and mowing on a contracted, as-needed basis.



## Wellness Center revenue and expense statement

### University of South Dakota Wellness Center

	Actual FY13	Actual FY14	Actual FY15	Actual FY16	Actual FY17	Estimated FY18
<b>REVENUES</b>						
General Revenue	\$393,421	\$420,606	\$455,282	\$377,185	\$366,684	\$345,418
GAF Revenue – Operations	\$923,327	\$949,847	\$983,898	\$1,045,175	\$1,007,449	\$1,194,522
GAF Revenue – Bond Support	\$849,326	\$872,208	\$861,252	\$864,838	\$864,008	\$699,275
Interest Earning	\$34,905	\$26,349	\$14,022	\$6,055	\$20,954	\$19,960
BAB Revenue	\$244,606	\$225,919	\$219,127	\$215,375	\$209,071	\$194,093
<b>Total Revenue</b>	<b>\$2,445,586</b>	<b>\$2,495,064</b>	<b>\$2,533,580</b>	<b>\$2,508,628</b>	<b>\$2,468,165</b>	<b>\$2,453,269</b>
<b>EXPENDITURES</b>						
<b>Personal Services</b>						
Full Time Staff	\$212,178	\$243,204	\$296,351	\$204,393	\$214,758	\$225,578
Student Labor	\$186,533	\$231,697	\$260,397	\$341,117	\$377,554	\$339,285
Facilities and Maintenance	\$67,294	\$67,304	\$77,125	\$72,745	\$85,377	\$85,377
Contracted Facilities and Maintenance	\$24,777	\$23,146	\$29,118	\$19,912	\$14,475	\$15,260
<b>Operating</b>						
Student Support	\$127,226	\$155,471	\$142,537	\$155,521	\$128,299	\$235,274
Facilities and Maintenance	\$15,212	\$20,483	\$21,869	\$12,081	\$17,615	\$17,242
Utilities	\$75,730	\$81,930	\$66,611	\$48,598	\$45,880	\$47,021
Overhead Paid to University	\$119,588	\$123,383	\$81,652	\$157,375	\$151,761	\$150,652
<b>Total Expenditures</b>	<b>\$828,538</b>	<b>\$946,619</b>	<b>\$975,659</b>	<b>\$1,011,741</b>	<b>\$1,035,720</b>	<b>\$1,115,688</b>
<b>Net Revenue Generated</b>	<b>\$1,617,048</b>	<b>\$1,548,445</b>	<b>\$1,557,921</b>	<b>\$1,496,886</b>	<b>\$1,432,446</b>	<b>\$1,337,581</b>
<b>Debt Service</b>	<b>\$1,093,875</b>	<b>\$1,091,531</b>	<b>\$1,081,850</b>	<b>\$1,080,450</b>	<b>\$1,071,325</b>	<b>\$893,368</b>
<b>Coverage Ratio</b>	<b>1.48</b>	<b>1.42</b>	<b>1.44</b>	<b>1.39</b>	<b>1.34</b>	<b>1.50</b>

## Five-year history and projection for current year

During its five-year history the Wellness Center has grown to capacity. From the original design, 15–20 pieces of equipment have been added, a software system to manage day-to-day operations has been implemented, two full-time staff members have been added, fitness programs have been refined and new popular classes like Body Pump and Hot Yoga have been added. Risk management programs have been instituted for all areas. Intramural and club sports offerings have increased each year with more participants, teams and games played.

The Wellness Center plans to keep the membership level at 750 active cards each week, support student staff and continue to provide ongoing training for them, supply risk management scenarios to staff to keep them prepared in case of an emergency. The Wellness Center will continue to offer the best programs for the group fitness classes, intramurals, climbing wall and personal training. We will also promote and market the Wellness Center to the surrounding community. In 2017, we have added strength equipment (both free weights and machines along with dumbbells), contactless readers and replaced ceiling fans in studios.

## Major plans and changes

We plan to convert one racquetball court into a functional training room in the summer of 2018. In the current year we are replacing 75% of our strength equipment with the newest equipment from three different vendors that will meet the members' needs in the ever changing strength and functional training world. In the next five years, pending student growth, USD would like to expand the Wellness Center. The Wellness Center was constructed with the intent to grow the facility with two additional phases. Phase II would add basketball courts, fitness studios and more open space for cardio and weights, while Phase III includes an L-shaped pool for open swim and competition along with a steam room, Jacuzzi and sauna.





# PARKING SERVICES

## Summary of facilities and operations

Facilities Management and the University Police Department work very closely together to coordinate maintenance, improvements, replacement and snow removal of 38 parking lots on the campus of the University of South Dakota. The University Police Department monitors all campus parking enforcement, designations of lots, event set up and monitoring.

The University Police Department uses officers and security guards to enforce campus parking. During the academic year student employees are utilized to monitor parking enforcement, although it is typically hard to maintain student help throughout the school year, due to competing priorities for students.

New parking management software allows the online purchase of parking permits and payment of parking violation fines. All permit sales and payment of parking violations are handled through the campus Business Office. A parking committee was established and is used to determine lot designations and hear campus requests. Parking rules and regulations are established and posted the university's website.

Annual maintenance and improvements to parking lots are completed to ensure safety and security. The major improvements/changes to campus parking lots over the past five years and proposed improvements up to summer of 2018 are presented below.

## Revenue and expense statement

University of South Dakota Parking						
	Actual FY13	Actual FY14	Actual FY15	Actual FY16	Actual FY17	Estimated FY18
<b>REVENUES</b>						
General Revenue	\$554,230	\$560,777	\$574,427	\$626,315	\$609,125	\$716,792
<b>Total Revenue</b>	\$554,230	\$560,777	\$574,427	\$626,315	\$609,125	\$716,792
<b>EXPENDITURES</b>						
<b>Personal Services</b>						
Full Time Staff	\$205,541	\$295,616	\$290,929	\$272,010	\$306,064	\$339,555
Student Labor	\$16,426	\$16,346	\$7,063	\$6,653	\$7,584	\$7,230
<b>Operating</b>						
Facilities and Maintenance	\$297,496	\$144,040	\$179,647	\$338,125	\$247,892	\$298,382
Utilities	\$5,005	\$5,047	\$5,001	\$4,012	\$4,805	\$4,949
<b>Total Expenditures</b>	\$524,468	\$461,049	\$482,640	\$620,800	\$566,345	\$650,116
<b>Net Revenue Generated</b>	\$29,762	\$99,728	\$91,787	\$5,515	\$42,780	\$66,676
<b>Debt Service</b>	—	—	—	—	—	—

## Major Improvements/Changes to the Parking System

### Fiscal Year 2013

Facility	Project Name
Lot 1 – Neuharth North	Asphalt patch
Lot 4 – Delzell East	Asphalt patch
Lot 5 – Burgess North	Asphalt overlay
Lot 7 – Julian East	Restriping
Lot 8 – Akeley East	Asphalt patch
Lot 17 – Fine Arts North	Restriping
Lot 31 – Vucurevich	Asphalt patch
Campus	Handicap spaces, crosswalks and curbs

### Fiscal Year 2014

Facility	Project Name
Lot 8 – Akeley East	Restriping
Lot 23 – Brookman East	Restriping
Lot 29 – Burgess/Norton East	Restriping
Lot 31 – Vucurevich	Restriping
Lot 33 – McFadden	Restriping
Campus	Handicap spaces, crosswalks and curbs

### Fiscal Year 2015

Facility	Project Name
Lot 8 – Akeley East	Mill and Overlay
Lot 20 C, E, & F Dakota Dome	New Construction – lost 202 spaces
Campus	Handicap spaces, crosswalks and curbs

### Fiscal Year 2016

Facility	Project Name
Lot 38 – Track/Soccer	New Construction – 58 spaces added
Lot 1 – Neuharth North	Restriping
Lot 3 – Muenster West	Restriping
Lot 11 – Slagle	Restriping
Lot 18 – National Music Museum East	Restriping
Lot 22 – Delzell South	Restriping
Lot 27 – Lee Medical East	Restriping
Lot 29 – Burgess/Norton East	Restriping
Lot 37 – Wellness North	Restriping
Campus	Handicap spaces, crosswalks and curbs



## Major Improvements/Changes to the Parking System (cont.)

### Fiscal Year 2017

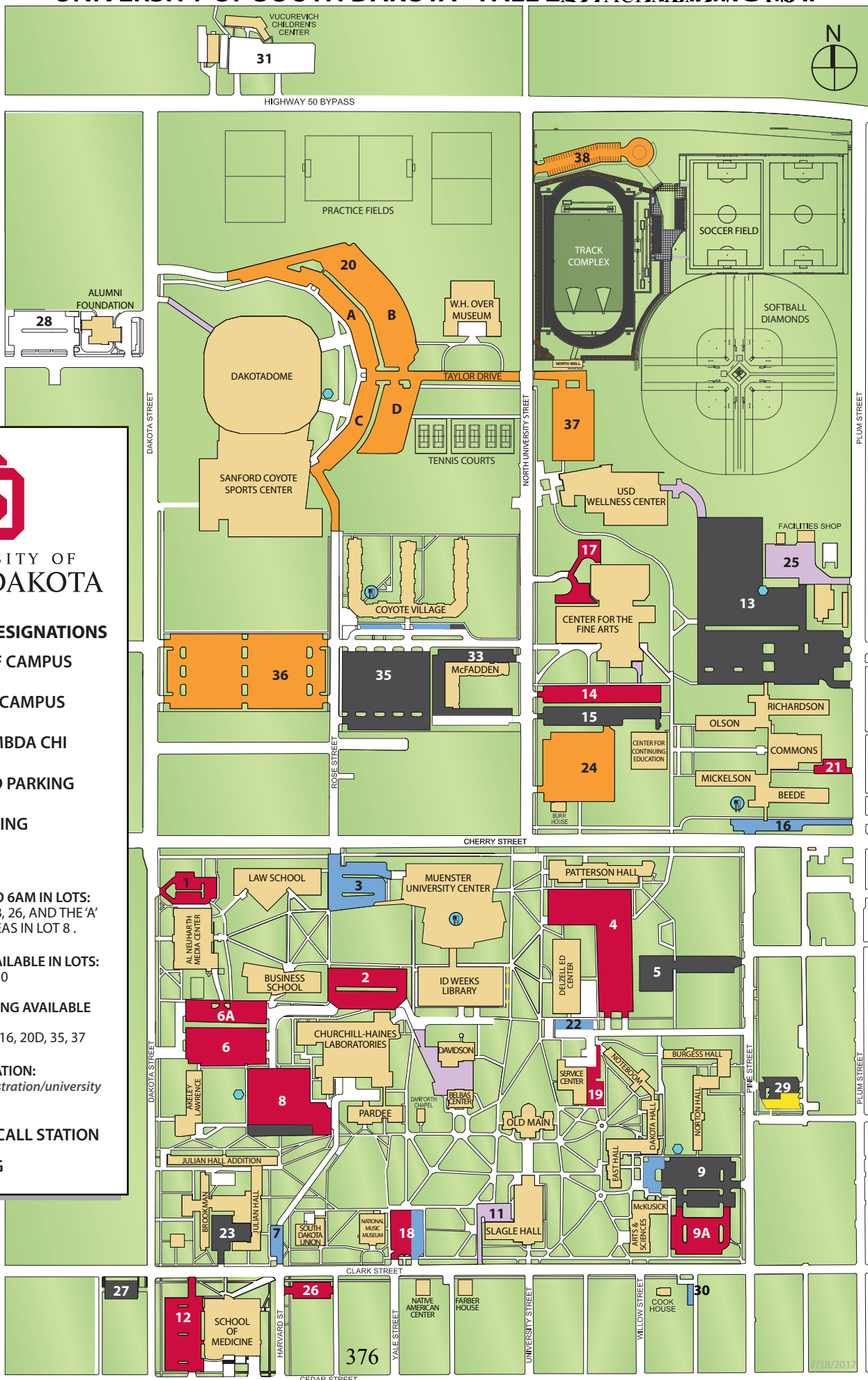
Facility	Project Name
Lot 2 – I.D. Weeks West	Restriping
Lot 4 – Delzell East	Restriping
Lot 6 – Akeley North	Restriping
Lot 6A – Neuharth North	Restriping
Lot 7 – Julian East	Restriping
Lot 11 – Slagle	Restriping
Lot 14 – Fine Arts South	Restriping
Lot 18 – National Music Museum East	Restriping
Lot 19 – Service Center East	Restriping
Campus	Handicap spaces, crosswalks and curbs

### Fiscal Year 2018 – Projected

Facility	Project Name
Lot 4 – Delzell East	Asphalt resurface
Campus	Handicap spaces, crosswalks and curbs



# UNIVERSITY OF SOUTH DAKOTA - FALL 2017 FACILITY PARKING MAP



UNIVERSITY OF  
SOUTH DAKOTA

## PARKING LOT DESIGNATIONS

- A PERMIT OFF CAMPUS
- B PERMIT ON CAMPUS
- L PERMIT LAMBDA CHI
- R RESTRICTED PARKING
- VISITOR PARKING
- ALL PERMITS

**NO PARKING 2AM TO 6AM IN LOTS:**  
1, 6, 6A, 9A, 12, 14, 18, 26, AND THE 'A'  
PERMIT PARKING AREAS IN LOT 8.

**METER PARKING AVAILABLE IN LOTS:**  
3, 7, 16, 18, 20D, 22, 30

**MOTORCYCLE PARKING AVAILABLE  
IN LOTS:**  
2, 4, 6A, 8, 12, 13, 15, 16, 20D, 35, 37

**FOR MORE INFORMATION:**  
[www.usd.edu/administration/university-police/parking.cfm](http://www.usd.edu/administration/university-police/parking.cfm)

- EMERGENCY CALL STATION
- FOOD/DINING

# OTHER AUXILIARY SERVICES

## Summary of facilities and operations

The Auxiliary Services business operations consist of a number of service centers that support university departments as well as students. In general, the net revenue generated from these operations support student scholarships. Each individual business operation is described below.

### Office Stores

USD operates a central store for the sale of office supplies to university departments. Office Stores is located in the Service Center and is scheduled to move to the renovated Commons area in 2018. Office Stores includes one FTE. Revenue generated through sales at Office Stores is used to cover operational costs and to support student scholarships.

### USD Copy Center

USD operates a copy center to provide printing services to faculty, staff and students. The copy center is located in the Center for Continuing Education building and is scheduled to move to the renovated Commons area in 2018. The copy center includes two FTE. Equipment located in the center includes a high production digital color copier which was replaced in 2017 and a high production B&W digital copier which will be replaced in 2018. Other equipment includes; folders, cutters, inserters, binders, etc. Revenue generated from printing jobs is used to cover operational costs and to support student scholarships.

### Convenience Copiers

75 copiers are located in nearly every building on campus for departments to use for copying, printing and scanning. Copiers are leased on a three-year program through the state of South Dakota. Most of the copiers will be replaced in 2018. Revenue generated from sales is used to cover operational costs and to support student scholarships.

### Aviation Services

USD leases a 1990 Beechcraft King Air 90 airplane from the USD Foundation to transport faculty and staff from USD, BOR, BOR institutions and state agencies to various meetings and events. The airplane was purchased by the Foundation in 2011 and was updated with new paint and interior at that time. USD also leases a hangar from the USD Foundation which is located at the Harold Davidson Field in Vermillion. Revenue generated from flights and allocated

funds are used to cover operational costs, to plan for major upgrades in the future as required by the FAA and to cover the cost of the lease for the airplane and hangar.

### Laundry Services

USD provides laundry equipment in all student housing areas for student use. USD currently has 112 machines and all have been converted to card access only. Forty-seven of the machines were replaced in 2017, and 65 were replaced in 2015. Revenue generated from sales is used to cover operational costs and to support student scholarships.

### Vending

USD contracts with Linpepco out of Lincoln, NE to provide soda, juice and candy machines across campus. Currently 80 machines are located on campus. The contract with Linpepco began in 2014. Revenue generated from sales is used to support student scholarships.

### Postal Services

USD operates a mail center located the Temporary Student Center and includes two FTE. This operation is scheduled to move to the renovated Commons area in 2018. Incoming departmental mail is sorted and delivered to departments on campus. Outgoing mail is collected, metered and deposited with the USPS. Incoming student mail is not handled by Postal Services. The postage machine was replaced in 2017. The postage cost for mailings is passed on to the departments through a monthly billing process. Allocated funds are used to cover operational costs.

### Cellular Phones

USD currently has 81 cell phones distributed to faculty and staff to be used for business purposes. Departments are billed for the actual phone charges on a monthly basis. Phones are upgraded when necessary.

The financial statements for the above operations have been combined and are included on the following page.





## Revenue and expense statement

### University of South Dakota Other Auxiliary Operations

	Actual FY13	Actual FY14	Actual FY15	Actual FY16	Actual FY17	Estimated FY18
<b>REVENUES</b>						
General Revenue	\$1,756,768	\$1,739,411	\$1,659,845	\$1,532,934	\$1,480,019	\$1,475,000
Other	\$303,651	\$309,115	\$326,659	\$322,048	\$226,591	\$311,103
<b>Total Revenue</b>	<b>\$2,060,419</b>	<b>\$2,048,526</b>	<b>\$1,986,504</b>	<b>\$1,854,982</b>	<b>\$1,706,610</b>	<b>\$1,786,103</b>
<b>EXPENDITURES</b>						
<b>Personal Services</b>						
Full Time Staff	\$360,537	\$366,316	\$374,335	\$376,816	\$345,014	\$392,906
<b>Operating</b>						
Student Support	\$1,190,076	\$1,149,904	\$1,045,065	\$990,453	\$873,440	\$905,500
Facilities and Maintenance	\$100,263	\$118,218	\$89,951	\$103,976	\$90,474	\$91,000
<b>Total Expenditures</b>	<b>\$1,650,876</b>	<b>\$1,634,438</b>	<b>\$1,509,351</b>	<b>\$1,471,245</b>	<b>\$1,308,928</b>	<b>\$1,389,406</b>
<b>Net Revenue Generated</b>	<b>\$409,543</b>	<b>\$414,088</b>	<b>\$477,153</b>	<b>\$383,737</b>	<b>\$397,682</b>	<b>\$396,697</b>
<b>Debt Service</b>	—	—	—	—	—	—

# MARKETING RETAIL OPERATIONS

## Narrative overview of past year and improvements over last five years

USD's Department of Marketing & University Relations has been working since 2013 to increase sales of USD logo merchandise for one main reason: advertising. Every red T-shirt worn by a USD fan is like a walking billboard for the university. After moving to NCAA Division I in 2012, USD needed to increase its visibility and provide a better selection of Coyote merchandise for fans. The sales of USD logo items were far below those of other universities in our athletic conferences.

USD's campus bookstore is leased by Barnes & Noble College and provides books and a selection of merchandise to students through a retail outlet inside the Muenster University Center. However, that store serves mainly customers on campus, not USD friends, fans and the general public. USD needed to expand availability beyond the campus in order to recruit new students and build Coyote pride.

Marketing diverted some advertising funds to hire an experienced buyer of collegiate merchandise to work on increasing availability of Coyote gear in retail stores. She contacted manufacturers and encouraged them to produce as many USD products as possible. USD also helped local retailers stock USD goods and visited regional merchants like Scheel's and Hy-Vee and asked them to carry Coyote gear in their retail stores.

The USD Alumni Association was interested in providing more merchandise geared at alumni, so Marketing worked with them to offer a selection of merchandise for the whole family at tailgating and online. The success of that venture led to more customer demand for a broader selection including home décor, pet supplies and holiday gifts.

By 2016 the USD Alumni Association terminated its merchandise sales. At that point the USD Marketing Department expanded its merchandise operation in three ways:

1. USD partnered with the bookstore at South Dakota State University to open Jack & Charlie's, a year-round collegiate store in the Empire Mall featuring logo wear from both schools.

2. USD Marketing opened a retail store called Charlie's in downtown Vermillion to continue offering a broader selection of logo merchandise to fans and visitors.

3. USD Marketing also purchased a vending trailer to offer Coyote merchandise during tailgating at the DakotaDome. The trailer is staffed on football game days through a partnership with students in a business school fraternity, Delta Sigma Pi.

While the mall store received good publicity and was popular with fans, sales were not high enough to meet profit goals. USD and SDSU mutually agreed to close Jack & Charlie's by early 2018. However, the USD Marketing outreach to alums and fans outside Vermillion will continue through an online Charlie's store launched toward the end of 2017. The online store uses the same inventory as the Vermillion Charlie's store, and orders are fulfilled by store employees.

In 2017 the Vermillion Chamber and Development Company purchased the historic building housing the Charlie's store and is remodeling the space to include a permanent home for the store. The building also will provide collaborative working space for economic development and will house VCDC offices on the second floor. During the remodel Charlie's has relocated to another location on Vermillion's Main Street, but it plans to occupy the remodeled space in the first half of 2018.

The success of the retail development effort is evidenced by the increased logo revenue for all sales of Coyote merchandise. Ten percent of the product cost is remitted by the manufacturer to pay the logo royalty. Royalty receipts have grown from \$58,298 in 2012 to an estimated \$132,403 in 2017. The logo royalties, along with a share of profits from the Charlie's store, go to support student scholarships.



## Revenue and expense statement

### University of South Dakota Marketing Retail Operations

	Actual FY14	Actual FY15	Actual FY16	Actual FY17	Estimated FY18
<b>REVENUES</b>					
General Revenue	\$60,148	\$90,299	\$111,719	\$401,469	\$350,000
Other	\$0	\$135,753	\$106,759	\$184,754	\$184,664
<b>Total Revenue</b>	<b>\$60,148</b>	<b>\$226,053</b>	<b>\$218,478</b>	<b>\$586,224</b>	<b>\$534,664</b>
<b>EXPENDITURES</b>					
<b>Personal Services</b>					
Full Time Staff	\$6,158	\$54,398	\$54,145	\$115,376	\$79,788
Student Labor	\$0	\$3,562	\$3,592	\$23,213	\$40,300
<b>Operating</b>					
Student Support	\$98,919	\$74,606	\$165,357	\$388,549	\$291,778
Facilities and Maintenance	\$26,308	\$22,201	\$27,098	\$53,387	\$26,050
Utilities	\$0	\$0	\$0	\$2,957	\$5,100
<b>Total Expenditures</b>	<b>\$131,384</b>	<b>\$154,766</b>	<b>\$250,191</b>	<b>\$583,481</b>	<b>\$443,016</b>
<b>Net Revenue Generated</b>	<b>-\$71,236</b>	<b>\$71,287</b>	<b>-\$31,714</b>	<b>\$2,742</b>	<b>\$91,648</b>
<b>Debt Service</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>









South Dakota State University • Fiscal 2017  
**AUXILIARY BUSINESS PLAN**







## EXECUTIVE SUMMARY

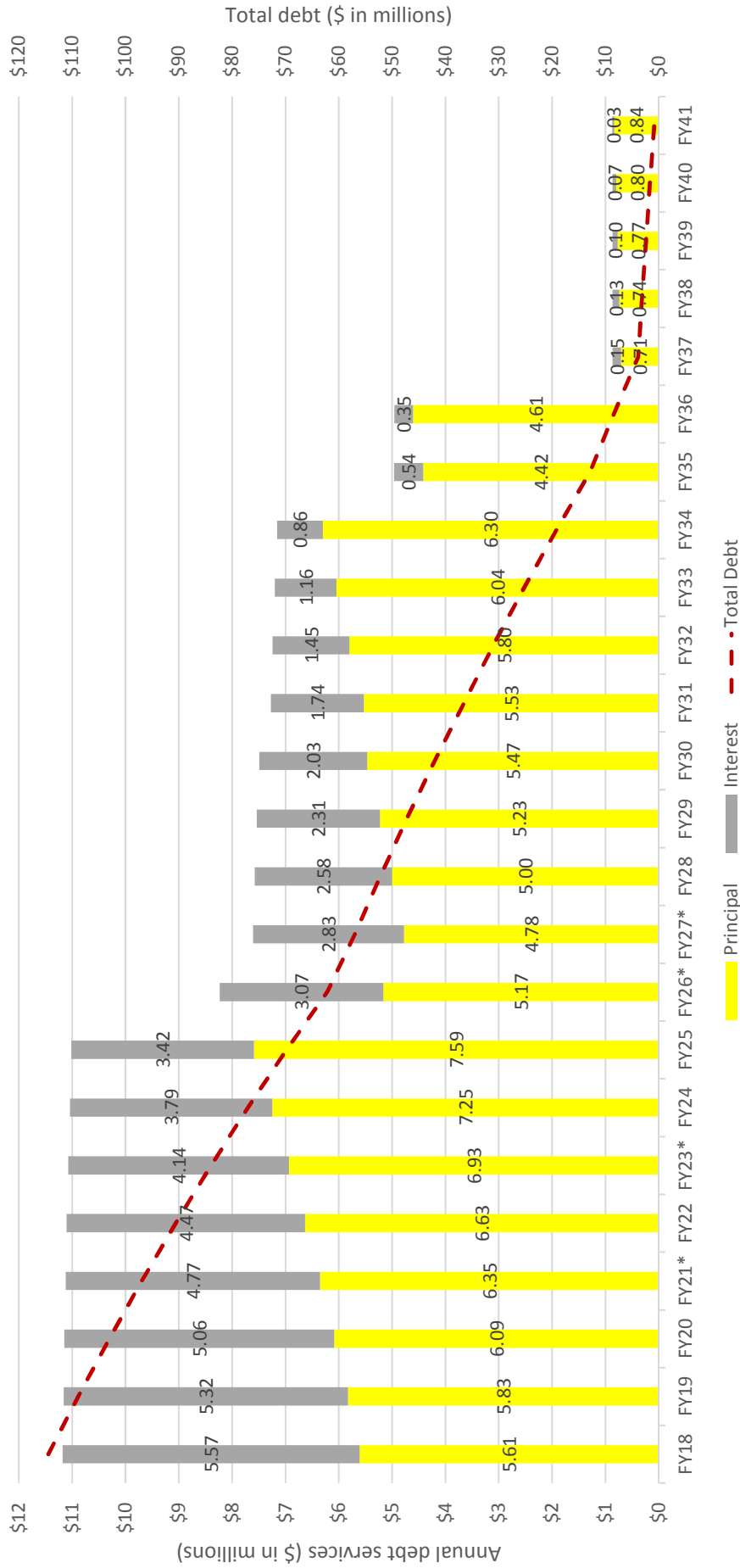
It has been a year of intense activity within the South Dakota State University (SDSU) auxiliary system. Four major auxiliary system projects -- the Wellness Center expansion, the Residential Life apartment complex; a potential Union renovation; and Parking System lot expansion -- each described in last year's plan continue to move forward. Brief updates on the status of these major projects are provided below.

- The Wellness Center a \$14 million expansion (34,000 sq. ft.) and renovation (9,000 sq. ft.) project began construction in August 2017 and is slated to open in early 2019. At the time of compiling this report the structure is at 50% completion and remains on schedule and on budget. The Wellness Center expansion is student fee funded through the General Activity Fee.
- The Residential Life department realized plans to upgrade apartment housing availability for Juniors, Seniors and graduate students on campus. Obsolete and undersized apartment units on the southeast corner of campus will be razed to create space for a contemporary apartment complex with student-preferred amenities. Bonds for this apartment project have been issued and a design firm selected partnering with Architecture Incorporated from Sioux Falls. The Building Committee also selected Journey Group, based in Sioux Falls to serve as the construction-manager-at risk.
- The Union conducted a space study during fall semester in anticipation of a reconfiguring existing office and meeting rooms to create an updated Multicultural Center responding to SDSU's increasingly diverse student population. If approved, current plans indicate this renovation would take place entirely within the building's existing footprint and be student fee funded.

- The Parking System continues to plan for an additional commuter lot proximate to the expanded Performing Arts Center and Frost Arena. This lot will provide 300 additional spaces for students and University guests attending events at these major public venues. Intramural fields previously occupying this space have already been relocated anticipating a construction start in spring 2018.

Another important accomplishment for the SDSU auxiliary revenue system is approval of the 2% M&R Plan at the October 2107 BOR meeting. This plan assures 2% of building valuations will be expended annually to avoid an expensive back-log of deferred maintenance. With input from BOR staff, SDSU crafted a plan which allocates the Brown Hall renovation, targeted staff reductions and planned occupancy management potentially coupled with modest rate increases not to exceed 1.5% which taken together produce compliance with the BOR's maintenance and repair requirements.

The financial performance of the auxiliary system has permitted the institution to consistently meet or exceeded parity metrics as required by the Board of Regents. Chart 1 on the following page illustrates SDSU's auxiliary system debt amortization schedule. Total debt includes the recent sale of bonds to finance the construction of the apartment project referenced above. Even with this inclusion of \$18 million in debt the SDSU Auxiliary System total debt owed shows a strong downward trajectory and realizes a substantial decrease by fiscal year 2026, fiscal year 2035 and fiscal year 2037 as several outstanding bonds are paid in full at each of these junctures. Additionally Table 1 (on page 4) provides a record of the SDSU Auxiliary System component performance in the current fiscal year and evidences the overall system compliance with required coverage ratios. Table 2 (on page 4) provides aggregate numbers for the entire system and a five-year historical record.

**CHART 1: AUXILIARY PROGRAM DEBT SERVICE OUTSTANDING**

	RES LIFE**	FOOD SERVICE / STUDENT UNION	WELLNESS***	PARKING	TOTAL
Debt(Principal)**	\$81,814,672	\$12,630,407	\$15,309,527	\$4,700,394	\$114,455,000
Replacement Value***	\$224,701,021	\$54,405,981	\$31,400,000	\$21,976,250	\$332,483,252

\* Refinancing of debt opportunity via the "call" privilege

\*\*Reflects the construction of 8 new residence halls totaling 1,902 beds constructed or renovated between 2005-2016

\*\*\*Includes wellness center project to be constructed via bonds issued in Dec 2016

**TABLE 1: AUXILIARY SYSTEM REVENUE AND EXPENSE STATEMENT (FY18)**

	RESIDENCE HALLS	UNION	FOOD SERVICE	WELLNESS CNTR	PARKING	BOOKSTORE	TOTAL
<b>REVENUE</b>							
General Revenue	\$18,216,355	\$90,286	\$12,278,875	\$624,477	\$1,650,000	\$7,000,000	\$39,859,992
Facility Support Fee	\$0	\$0	\$1,524,661	\$0	\$0	\$0	\$1,524,661
GAF Revenue - Operations	\$0	\$0	\$0	\$292,985	\$0	\$0	\$292,985
GAF Revenue - Bond Support	\$0	\$692,533	\$284,475	\$1,810,591	\$0	\$0	\$2,787,599
Interest Earnings	\$155,897	\$35,803	\$41,637	\$1,744	\$28,229	\$10,484	\$273,793
Capitalized Interest	\$0	\$0	\$0	\$0	\$0	\$0	\$0
BAB Revenue	\$316,467	\$0	\$135,105	\$0	\$25,248	\$0	\$476,821
Other Revenue	\$0	\$0	\$0	\$0	\$10,000	\$410,000	\$420,000
<b>TOTAL REVENUE</b>	<b>\$18,688,719</b>	<b>\$818,621</b>	<b>\$14,264,753</b>	<b>\$2,729,797</b>	<b>\$1,713,477</b>	<b>\$7,420,484</b>	<b>\$45,635,850</b>
<b>EXPENDITURES</b>							
<b>PERSONAL SERVICES</b>							
Full Time Staff	\$2,571,271	\$2,249	\$116,594	\$411,368	\$157,000	\$675,000	\$3,933,482
Student Labor	\$621,655	\$170,595	\$0	\$327,918	\$45,000	\$155,000	\$1,320,168
Facilities and Maintenance	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Contracted Facilities and Maintenance	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<b>OPERATING</b>							
Student Support	\$2,744,533	(\$168,214)	\$11,223,079	\$340,946	\$40,000	\$5,814,200	\$19,994,543
Facilities and Maintenance	\$661,528	\$1,050	\$121,030	\$23,253	\$225,000	\$7,500	\$1,039,361
Utilities	\$1,189,396	\$34,328	\$257,552	\$66,725	\$6,000	\$9,500	\$1,563,501
Overhead Paid to University	\$603,456	\$0	\$61,390	\$0	\$0	\$597,000	\$1,261,846
<b>TOTAL EXPENDITURES</b>	<b>\$8,391,838</b>	<b>\$40,008</b>	<b>\$11,779,645</b>	<b>\$1,170,210</b>	<b>\$473,000</b>	<b>\$7,258,200</b>	<b>\$29,112,901</b>
<b>NET REVENUE GENERATED</b>	<b>\$10,296,881</b>	<b>\$778,613</b>	<b>\$2,485,108</b>	<b>\$1,559,587</b>	<b>\$1,240,477</b>	<b>\$162,284</b>	<b>\$16,522,949</b>
<b>DEBT SERVICE</b>	<b>\$7,333,744</b>	<b>\$431,933</b>	<b>\$1,440,252</b>	<b>\$1,213,608</b>	<b>\$548,667</b>	<b>\$0</b>	<b>\$10,968,204</b>
<b>COVERAGE RATIO</b>	<b>140.40%</b>	<b>180.26%</b>	<b>172.55%</b>	<b>128.51%</b>	<b>226.09%</b>		<b>150.64%</b>
<b>NET INCOME AFTER DEBT SERVICE</b>	<b>\$2,963,137</b>	<b>\$346,680</b>	<b>\$1,044,856</b>	<b>\$345,979</b>	<b>\$691,810</b>	<b>\$162,284</b>	<b>\$5,554,745</b>

**TABLE 2: AUXILIARY SYSTEM REVENUE AND EXPENSE STATEMENT (FY13-FY18)**

	2013	2014	2015	2016	2017	PROJECTED 2018
<b>REVENUE</b>						
General Revenue	\$31,593,784	\$35,283,522	\$36,930,786	\$37,590,446	\$39,394,497	\$39,859,992
Facility Support Fee	\$1,168,899	\$1,349,659	\$1,416,203	\$1,440,727	\$1,524,661	\$1,524,661
GAF Revenue - Operations	\$0	\$0	\$219,545	\$317,400	\$292,985	\$292,985
GAF Revenue - Bond Support	\$1,812,800	\$1,930,447	\$1,970,153	\$1,779,826	\$1,958,753	\$2,787,599
Interest Earnings	\$337,673	\$207,097	\$155,965	\$224,609	\$258,206	\$273,793
Capitalized Interest	\$1,251,524	\$0	\$0	\$0	\$0	\$0
BAB Revenue	\$615,458	\$558,083	\$549,893	\$537,283	\$524,107	\$476,821
Other Revenue	\$431,599	\$424,047	\$421,847	\$421,809	\$426,878	\$420,000
<b>TOTAL REVENUE</b>	<b>\$37,211,736</b>	<b>\$39,752,855</b>	<b>\$41,664,392</b>	<b>\$42,312,100</b>	<b>\$44,380,087</b>	<b>\$45,635,850</b>
<b>EXPENDITURES</b>						
<b>PERSONAL SERVICES</b>						
Full Time Staff	\$3,432,138	\$3,901,812	\$3,729,904	\$3,654,335	\$3,848,439	\$3,933,482
Student Labor	\$859,270	\$1,119,404	\$1,103,374	\$1,018,609	\$1,305,001	\$1,320,168
Facilities and Maintenance	\$0	\$0	\$0	\$0	\$0	\$0
Contracted Facilities and Maintenance	\$0	\$0	\$0	\$0	\$0	\$0
<b>OPERATING</b>						
Student Support	\$17,140,971	\$18,394,902	\$18,564,842	\$19,025,293	\$19,642,583	\$19,994,543
Facilities and Maintenance	\$1,617,619	\$1,021,404	\$1,370,813	\$1,183,226	\$1,097,823	\$1,039,361
Utilities	\$1,413,932	\$1,649,037	\$1,621,407	\$1,540,017	\$1,547,495	\$1,563,501
Overhead Paid to University	\$1,156,887	\$1,209,546	\$1,142,434	\$1,077,045	\$1,261,862	\$1,261,846
<b>TOTAL EXPENDITURES</b>	<b>\$25,620,817</b>	<b>\$27,296,104</b>	<b>\$27,532,773</b>	<b>\$27,498,525</b>	<b>\$28,703,204</b>	<b>\$29,112,901</b>
<b>NET REVENUE GENERATED</b>	<b>\$11,590,919</b>	<b>\$12,456,751</b>	<b>\$14,131,618</b>	<b>\$14,813,576</b>	<b>\$15,676,883</b>	<b>\$16,522,949</b>
<b>DEBT SERVICE</b>	<b>\$8,636,024</b>	<b>\$9,946,261</b>	<b>\$10,133,043</b>	<b>\$10,243,182</b>	<b>\$10,489,364</b>	<b>\$10,968,204</b>
<b>COVERAGE RATIO</b>	<b>134.22%</b>	<b>125.24%</b>	<b>139.46%</b>	<b>144.62%</b>	<b>149.46%</b>	<b>150.64%</b>
<b>NET INCOME AFTER DEBT SERVICE</b>	<b>\$2,954,895</b>	<b>\$2,510,490</b>	<b>\$3,998,575</b>	<b>\$4,570,394</b>	<b>\$5,187,519</b>	<b>\$5,554,745</b>



## ORGANIZATIONAL CHART

Two vice presidents share the oversight of the administrative units which comprise the Auxiliary System. Administrative units with substantial student contact such as Dining Services, Housing and Residential Life, the Union and the Wellness Center report through the Vice President for Student Affairs. Other business-oriented units such as the Bookstore and Parking Services components report through the Vice President for Business and Finance. Taken together, these auxiliary system components employ 108 FTE in Student Affairs, (note Student Affairs provides custodial and maintenance services for all residence halls, the Union and the Wellness Center), and 14.7 FTE in Business and Finance. An additional 395 employees (120 FTE, 275 students) are on the Dining Services payroll, but these positions are the financial responsibility of the food service provider, Aramark. The organization charts on page 6 detail the configuration of these auxiliary system components.

## MAJOR PLANS AND CHANGES FOR THE SYSTEM

The Wellness Center is essentially at the half-way point in the construction of the 34,000 square foot expansion project and was fully enclosed by December 2017. The construction continues to progress smoothly and remains on schedule for the projected January 2019 completion date. The project also includes a 9,000 square foot remodel to the Student Health and Counseling Clinics. These renovations will move the pharmacy to the building's central corridor, and provide students increased access to behavioral health counselors and medical providers. Some phases of new construction such as additional fitness space are now available to students and staff as of January 2018.

Also poised for a potential renovation is the Union facility. An architecture firm completed a space study to determine the most effective configuration of offices, meeting rooms and service spaces within the existing footprint of the facility. Dining Services space in the Hansen Hall lobby also completed an upgrade to respond to student demand for a more varied menu including hot food options from the current location. Larson Commons received a new air conditioning system at the start of fall semester and a new commercial dishwasher was installed in January 2018.

An important accomplishment for the Housing and Residential Life system has been the approval of the 2% M&R plan for the has removed of nine of the ten apartment structures comprising the former State Village complex. Removal of the last structures is expected to complete in March 2108. The former State Village buildings have been repurposed to storage facilities at the campus perimeter. This "building-level" recycling saved the institution \$30,000 in demolition and disposal costs. The State Village site is undergoing final preparation for the construction of a new Greek chapter house. Chapter houses are funded by the housing corporations of the respective Greek organizations and do not rely on state or university funds.



## Vice President for Student Affairs

Dr. Michaela L. Willis

### Associate Vice President

Dr. Douglas R. Wermedal

#### Wellness Center

- Club Sports
- Counseling Center
- Fitness Program
- Health Clinic/Pharmacy
- Intramurals
- Wellness Facility Management

#### Residential Life

- Student Development
- Living/Learning Communities
- Residential Halls
- Facility Management
- Meet State
- Campus/Conferences

#### The Union

- Student Engagement (UPC, Greek Life, Career Center, Student Organizations)
- Union Facility Management
- New Student Orientation
- Student Media (KSDJ, The Collegian)
- Event Services

#### Dining Services

- Contract Management

## Vice President for Business & Finance

Wesley Tschetter

### Director for Business and Auxiliary Operations

Derek Peterson

- Parking Services/Enforcement

- University Bookstore



# HOUSING SYSTEM

## FACILITY IMPROVEMENTS DURING THE LAST FIVE YEARS

As the initial Auxiliary Business Plan filed last year established a baseline of projects completed within the last five years, this year’s report will delete the projects completed in 2012 and add the anticipated projects for 2018. An overarching theme in facility planning for SDSU will be to replicate the modernization of Brown Hall completed last year in the remaining traditional halls of Binnewies, Hansen, Pierson, and Young. This effort will bring

energy efficient air conditioning, reduce life cycle maintenance costs and eliminate the use of window units throughout the residence system. Initial steps creating HVAC chiller lines to the traditional halls will be part of the planned projects this summer with Pierson Hall scheduled to receive an air conditioning upgrade in FY 19. Table 3 below and on the following pages details additional projects. While Table 4 (on page 9) provides construction and occupancy data for each of the facilities in the residence hall system.

TABLE 3: MAJOR IMPROVEMENTS TO UNIVERSITY HOUSING (FY13-FY18)

FISCAL YEAR 2018	
FACILITY	PROJECT
Binnewies Hall.....	Replace domestic water heater convertor
Binnewies Hall.....	Ceiling replacement
Hansen Hall.....	Move desk, mailroom and hall director office
Hansen Hall.....	Foundation repair
Meadows South .....	Replace domestic hot water heater
Meadows South .....	Carpet replacement
Pierson Hall.....	Chiller line connection



**FISCAL YEAR 2017**

<b>FACILITY</b>	<b>PROJECT</b>
Brown Hall .....	Relocation of Veterans' Services
Hansen Hall.....	Classroom and office relocation
Meadows North.....	Window replacement
Meadows South .....	Re-carpet apartments and hallways
Meadows South .....	Interior sewer main replacement
Meadows North.....	Interior sewer main replacement
Pierson Hall.....	Hobo Hangout remodel
All Halls .....	Conversion to sustainable materials

**FISCAL YEAR 2016**

<b>FACILITY</b>	<b>PROJECT</b>
Ben Reifel Hall .....	Constructed Cottonwood Coffee Shop
Brown Hall .....	Phase II – renovation of common area
Jackrabbit Village.....	Shower waterproofing project

**FISCAL YEAR 2015**

<b>FACILITY</b>	<b>PROJECT</b>
Brown Hall .....	Phase I – renovation of restrooms
Caldwell Hall.....	Central offices remodel
Caldwell Hall.....	Conversion to trash compactor collection site
Hansen Hall.....	Conversion to trash compactor collection site
Hansen Hall.....	C-store and food service venue
Hansen Hall.....	Water heater relocation
Hansen Hall.....	Water softener relocation
Larson Commons/Binnewies/Young.....	Conversion to trash compactor collection site
Meadows North.....	Roof replacement
Meadows South .....	Carpet replacement
Meadows South .....	Roof replacement
Meadows South .....	Window Replacement
University Housing .....	Shop relocation and remodel

**FISCAL YEAR 2014**

<b>FACILITY</b>	<b>PROJECT</b>
Binnewies, Brown, Hansen, Mathews, Pierson, Waneta Halls .....	Addition of window air conditioning units
Hansen Hall.....	Kitchen remodel
Jackrabbit Grove .....	Completion of 800-bed construction
Larson Commons.....	Project Search and Labor Dept. Offices

## FISCAL YEAR 2013

### FACILITY

### PROJECT

Jackrabbit Grove .....	Continuation of 800-bed construction
State Court and Village.....	Apartment remodels (10)
Waneta Hall .....	Desk, kitchen and laundry remodel

**TABLE 4: SUMMARY OF FACILITIES AND OPERATIONS IN REVENUE SYSTEM**

CONSTRUCTED	HALL /APTS	DESIGN CAPACITY
1949	Waneta Annex <sup>1</sup>	77
1959	Brown	390
1959	Waneta	264
1959	State Court Apartments <sup>2</sup>	48
1962	Mathews	358
1964	Pierson	446
1967	Hansen	436
1969	Binnewies	496
1969	Young	488
1971	State Village Apartments <sup>3</sup>	40
1996	Meadows North	160
1996	Meadows South	160
2005	Caldwell	300
2010	Abbott	148
2010	Spencer	148
2010	Thorne	116
2013	Ben Reifel	256
2013	Hyde	190
2013	Schultz	156
2013	Honors	198

<sup>1</sup>Removed from Revenue and Capacity calculations in FY 2015.

<sup>2</sup>Structures currently being relocated to clear site for Greek Village Phase II.

<sup>3</sup>Structures will be razed for construction of Southeast Apartment Project.



Data presented in the following tables (Table 5 – Table 10) report financial performance and occupancy data for the various buildings which comprise the SDSU housing system. Tables 5 and 6 demonstrate the historical (Table 5) and projected (Table 6) performance of the residence hall system relative to the required 1.2 parity test. A range of historical parity results are indicated with the

best historical ratio achieved in the most recently completed fiscal year with a 1.57 mark. Projections for the next four year period are all above this FY17 mark with a top projection of 1.76 occurring during FY22. Table 7 presents a five-year record of all available housing including off campus apartment managed by SDSU.

**TABLE 5: FIVE-YEAR RESIDENTIAL LIFE REVENUE AND EXPENSES (FY13-FY18)**

	ACTUAL FY13	ACTUAL FY14	ACTUAL FY15	ACTUAL FY16	ACTUAL FY17	ESTIMATED FY18
<b>REVENUES</b>						
General Revenue	\$12,866,920	\$15,935,101	\$16,687,396	\$16,775,919	\$18,095,117	\$18,216,355
Facility Support Fee	\$0	\$0	\$0	\$0	\$0	\$0
GAF Revenue - Operations	\$0	\$0	\$0	\$0	\$0	\$0
GAF Revenue - Bond Support	\$0	\$0	\$0	\$0	\$0	\$0
Interest Earnings	\$162,185	\$90,337	\$67,547	\$127,200	\$154,859	\$155,897
Capitalized Interest	\$1,094,257	\$0	\$0	\$0	\$0	\$0
BAB Revenue	\$431,124	\$356,359	\$350,950	\$342,293	\$332,150	\$316,467
Other	\$0	\$0	\$0	\$0	\$0	\$0
<b>Total Revenue</b>	<b>\$14,554,486</b>	<b>\$16,381,797</b>	<b>\$17,105,894</b>	<b>\$17,245,412</b>	<b>\$18,582,127</b>	<b>\$18,688,719</b>
<b>EXPENDITURES</b>						
<b>PERSONAL SERVICES</b>						
Full-Time Staff	\$2,395,733	\$2,670,935	\$2,529,596	\$2,416,784	\$2,554,158	\$2,571,271
Student Labor	\$297,529	\$441,256	\$442,407	\$411,818	\$617,518	\$621,655
Facilities and Maintenance	\$0	\$0	\$0	\$0	\$0	\$0
Contracted Facilities and Maintenance*	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL PERSONAL SERVICES</b>	<b>\$2,693,262</b>	<b>\$3,112,191</b>	<b>\$2,972,003</b>	<b>\$2,828,601</b>	<b>\$3,171,675</b>	<b>\$3,192,926</b>
<b>OPERATING</b>						
Student Support	\$2,317,078	\$2,998,195	\$2,848,281	\$2,524,583	\$2,726,267	\$2,744,533
Facilities and Maintenance	\$913,261	\$617,444	\$651,535	\$701,236	\$657,125	\$661,528
Utilities	\$1,055,827	\$1,346,511	\$1,282,913	\$1,196,068	\$1,181,480	\$1,189,396
Overhead Paid to University	\$311,774	\$257,223	\$274,884	\$0	\$301,728	\$603,456
<b>TOTAL OPERATING</b>	<b>\$4,597,940</b>	<b>\$5,219,373</b>	<b>\$5,057,613</b>	<b>\$4,421,887</b>	<b>\$4,866,600</b>	<b>\$5,198,912</b>
<b>TOTAL EXPENDITURES</b>	<b>\$7,291,202</b>	<b>\$8,331,564</b>	<b>\$8,029,616</b>	<b>\$7,250,489</b>	<b>\$8,038,275</b>	<b>\$8,391,838</b>
<b>NET REVENUE GENERATED</b>	<b>\$7,263,284</b>	<b>\$8,050,233</b>	<b>\$9,076,278</b>	<b>\$9,994,924</b>	<b>\$10,543,852</b>	<b>\$10,296,881</b>
<b>DEBT SERVICE (PULL FROM DEBT SERVICE PAGE)</b>	<b>\$5,767,645</b>	<b>\$6,784,627</b>	<b>\$7,181,004</b>	<b>\$7,262,663</b>	<b>\$7,351,666</b>	<b>\$7,333,744</b>
<b>COVERAGE RATIO</b>	<b>1.26</b>	<b>1.19</b>	<b>1.26</b>	<b>1.38</b>	<b>1.43</b>	<b>1.40</b>

**TABLE 6: PROJECTED RESIDENTIAL LIFE REVENUE AND EXPENSE (FY19-FY22)**

	PROJECTED FY19	PROJECTED FY20	PROJECTED FY21	PROJECTED FY22
<b>REVENUES</b>				
General Revenue	\$18,817,494	\$19,438,472	\$20,079,941	\$20,742,579
Facility Support Fee	\$0	\$0	\$0	\$0
GAF Revenue - Operations	\$0	\$0	\$0	\$0
GAF Revenue - Bond Support	\$0	\$0	\$0	\$0
Interest Earnings	\$161,042	\$166,356	\$169,683	\$173,077
Capitalized Interest	\$0	\$0	\$0	\$0
BAB Revenue	\$303,500	\$289,749	\$275,530	\$261,311
Other	\$0	\$0	\$0	\$0
<b>TOTAL REVENUE</b>	<b>\$19,282,036</b>	<b>\$19,894,577</b>	<b>\$20,525,155</b>	<b>\$21,176,967</b>
<b>EXPENDITURES</b>				
<b>PERSONAL SERVICES</b>				
Full-Time Staff	\$2,571,271	\$2,622,696	\$2,675,150	\$2,728,653
Student Labor	\$635,953	\$650,580	\$663,592	\$676,863
Facilities and Maintenance	\$0	\$0	\$0	\$0
Contracted Facilities and Maintenance*	\$0	\$0	\$0	\$0
<b>TOTAL PERSONAL SERVICES</b>	<b>\$3,207,224</b>	<b>\$3,273,276</b>	<b>\$3,338,742</b>	<b>\$3,405,516</b>
<b>OPERATING</b>				
Student Support	\$2,835,102	\$2,928,661	\$2,987,234	\$3,046,979
Facilities and Maintenance	\$683,358	\$705,909	\$720,027	\$734,428
Utilities	\$1,228,646	\$1,269,191	\$1,294,575	\$1,320,467
Overhead Paid to University	\$603,456	\$603,456	\$603,456	\$603,456
<b>TOTAL OPERATING</b>	<b>\$5,350,563</b>	<b>\$5,507,217</b>	<b>\$5,605,292</b>	<b>\$5,705,329</b>
<b>TOTAL EXPENDITURES</b>	<b>\$8,557,786</b>	<b>\$8,780,493</b>	<b>\$8,944,034</b>	<b>\$9,110,845</b>
<b>NET REVENUE GENERATED</b>	<b>\$10,724,250</b>	<b>\$11,114,084</b>	<b>\$11,581,121</b>	<b>\$12,066,122</b>
<b>DEBT SERVICE (PULL FROM DEBT SERVICE PAGE)</b>	<b>\$8,312,555</b>	<b>\$8,173,292</b>	<b>\$8,167,668</b>	<b>\$8,169,246</b>
<b>COVERAGE RATIO</b>	<b>1.29</b>	<b>1.36</b>	<b>1.42</b>	<b>1.48</b>

**TABLE 7: FIVE-YEAR HISTORY AND PROJECTION FOR HOUSING SYSTEM UTILIZATION(FY13-FY17)**

	FALL 2013	FALL 2014	FALL 2015	FALL 2016	FALL 2017
<b>FALL CENSUS</b>	4,356	4,131 <sup>1</sup>	4,023 <sup>1,2</sup>	4,153 <sup>2</sup>	4,126
<b>DESIGN CAPACITY</b>	4,453	4,329	4,359	4,359	4,459
Traditional	3,510	3,293	3,137	3,368	3,313
Suite-Style	482	453	415	421	411
Apartments	352	379	377	364	402
Leased Property	0	0	0	0	0
Overflow	12	6	94	0	0
<b>UTILIZATION</b>	97.8%	95.4%	92.3%	95.3%	92.5%

<sup>1</sup>Capacity varied due to reconfiguration of rooms in Hansen and Waneta Halls as single occupancy, and discontinued use of the Waneta Annex.

<sup>2</sup>Staff rooms previously reported as doubles reflected as single occupancy.

Table 8 below breaks down the housing capacity and utilization by individual building. This includes only on-campus facilities. Off-campus properties are reported in Other Housing section on this report which is detailed on page 13.

**TABLE 8: CAPACITY AND UTILIZATION BY HOUSING UNIT (FALL 2017)**

BUILDING	CAPACITY	OCCUPANCY	UTILIZATION
Abbott Hall	148	139	93.9
Ben Reifel Hall	248	237	95.6
Binnewies Hall	480	468	97.5
Brown Hall	374	313	83.7
Caldwell Hall	294	261	88.8
Hansen Hall	270	251	92.9
Honors Hall	194	177	91.2
Hyde Hall	184	173	94.0
Mathews Hall	346	317	91.6
Pierson Hall	434	409	94.2
Schultz Hall	152	145	95.4
Spencer Hall	148	142	95.9
Thorne Hall	115	103	89.6
Waneta Hall	132	125	94.7
Young Hall	480	464	96.7
Meadows North	160	143	89.4
Meadows South	160	147	91.9
State Court <sup>1</sup>	46	42	91.3
Total Capacity	4,365	4,056	92.9

<sup>1</sup>State Village structures were removed from the site, and re-allocated to storage. State Court structures will be razed for the new apartment project in July 2018.





**TABLE 9: STUDENT UTILIZATION  
FALL 2017**

CLASSIFICATION	CAPACITY
Freshman .....	2103
Sophomore .....	1589
Junior.....	349
Senior .....	0
Graduate .....	43 <sup>1</sup>
Community Assistants.....	146 <sup>2</sup>
Total Students.....	4,084 <sup>3</sup>

<sup>1</sup>Includes two Graduate Assistants employed by Residential Life.

<sup>2</sup>Included in Classification breakdown.

<sup>3</sup>Includes student living in Huggins, and Skylight apartments.

**TABLE 10: OTHER UTILIZATION  
FALL 2017**

CLASSIFICATION	CAPACITY
No or Reduced Cost.....	11 <sup>1</sup>
Housing Scholarship .....	77 <sup>1, 2</sup>
Non-Students .....	0
Hall Directors.....	10
Other Faculty/Staff .....	11 <sup>3</sup>
Family Members .....	44 <sup>4</sup>

<sup>1</sup>Included in Table 9.

<sup>2</sup>Does not include Community Assistants.

<sup>3</sup>Temporarily rented unused RHD apartments.

<sup>4</sup>RHD and Family Housing family members.

Tables 9 and 10 above report occupancy by class standing and includes two apartment complexes (Huggins and Skylight apartments) because of the exclusively student occupants in these facilities.

## MAJOR PLANS AND CHANGES FOR HOUSING SYSTEM (FY18-FY19)

- Larson Commons
  - HVAC
  - Commercial dishwasher installation
- Dining Hall service line cabinet repair/reface.
- Pierson Hall windows.
- Hansen Hall classrooms, office relocation, and food service expansion project.
- Binnewies and Young Halls domestic hot water and heater convertor replacement.
- Permanent shop construction and relocation.
- Refine marketing approach to encapsulate traditional “required to live-on” students, traditional “non-required” students, additional housing opportunities for faculty/staff/graduate students, summer operations, and employment opportunities for student and non-student staff.
  - Recruit a full-time marketing professional
  - Enhance information available on the HRL website
  - Improve communication regarding the process for requesting approval to have an emotional assistance/support animal on the HRL website
- Develop a damage deposit, including parameters for returning it partially or in full, for residence hall students.
- Propose a buy-out clause to terminate a campus residence hall agreement.
- Propose a fee for students who petition to be exempt from the BOR residency requirement.
- Begin to convert traditional halls to campus central air conditioning system beginning with chiller line installs in 2018, followed by building conversion in Pierson in 2019, and Binnewies/Young in 2020.
- Explore cost benefits of converting some or all of Hansen Hall to efficiency apartments or “hostel” type units used for visiting scholars, post-doctoral students, other campus guests, short-term ESL students, and emergency housing (e.g. weather related).
- Consider the repurposing of Waneta Hall to academic and/or administrative support space.
- Re-develop a rate friendly housing community conducive to families and other adult students on the west campus.
- Construction of the Southeast housing project.
- Development of Greek Village Phase II with initial chapter house construction.



One of ten former State Village apartment units is moved to a new location on campus to serve as storage and create a site for Greek Village Phase II.

## OTHER HOUSING OPERATIONS

SDSU currently manages four properties immediately adjacent to campus: Garden Square Townhouses, Huggins Apartments, Skylight Apartments , and the Sundal Apartments. Capacity for these properties are aggregated and reported in Table 8 on page 9 under Other Apartments. These properties were initially purchased using Foundation funds and then deeded to the University. The Huggins, Skylight and Sundal units are used primarily to house upper division and graduate students with two units rented to housing staff who have specific job responsibilities that necessitate their immediate access to campus. Garden Square is a complex of two and three bedroom townhomes that are individually owned. SDSU currently owns 12 of the 25 units with plans to continue purchasing properties as owners opt to sell. Table 11 below provides an overview of occupancy.

**TABLE 11: OTHER HOUSING CAPACITY AND UTILIZATION**

BUILDING	UNITS	UNITS OCCUPIED
Garden Square <sup>1</sup>	12	23
Huggins <sup>2</sup>	7	11
Skylight <sup>2</sup>	9	13
Sundal <sup>2</sup>	5	3

<sup>1</sup> Reflects the acquisition of five additional units during the last year. An additional 12 units are non-University owned in this complex.

<sup>2</sup> Occupancy of these units varies throughout the academic and fiscal year.

**TABLE 12: APARTMENT HOUSING IMPROVEMENT PROJECTS FY17**

BUILDING	CONDITION	PROJECTS NEEDED
Garden Square	Good	Two units completely remodeled; one unit with a new kitchen; one unit with a water heater replacement new flooring and interior paint in all 12 units.
Huggins South	Fair	Carpet replacement in all units.
Skylight Apartments	Fair	Carpet replacement and painting in all units.
Sundal Apartments	Poor	Two units off line for repair.



# THE UNION

## SUMMARY OF FACILITIES AND OPERATIONS

The Union serves the campus community as event space, and the Event Services Office supports these events with room reservations, catering services, and technical reinforcement. The Volstorff Ballroom hosts approximately of 200 “special” events which often require advanced planning services and 500-1,200 event attendees. About 140 student organization reservations in the facility populate more than 2,300 bookings annually, and 75 department-driven events populate more than 1,800 bookings annually. SDSU’s New Student Orientation program utilizes the entire facility during the month of June, and other additional dates that are registration related, and this comprises over 1,200 bookings.

Just under five years ago, the Hobo Day Committee leadership and The Union staff developed a pop-up shop for Hobo Day retail to boost the committee’s awareness building efforts and school spirit raising activities. The SDSU Foundation reported to the staff following the first year’s operation that their weekend’s financial commitment soared that year by gifts from Hobo-proud alums. Named “The Hobo Shoppe,” this 750 square foot space, staffed by students and several staff for a brief window annually preceding the Hobo Week, creates a magnificent buzz around campus, oftentimes creating a standing-room-only environment while students and staff line up to purchase the year’s official buttons, t-shirt, and unique Hobo Day accoutrements.

The Main Street is the clearstory enclosed central artery that offers a thoroughfare of tabling available to student organizations and efforts of which they sponsor. Campus departmental efforts are also showcased in this space, and offers a number of opportunities for students to get connected to campus. This area is web friendly and often hosts presentations, and event details.

The Dining Services team (Aramark) and the event services staff of The Union partner in a variety of programmatic efforts throughout the academic year to increase students’ satisfaction and overall use of the spaces. Co-hosting the “Cereal Bowl” and a variety of creative multicultural menus, (e.g. Soul Food Day during Black History Month) as well as hosting specials and offering themed event menus are among some of the educational efforts occurring through the dining services space in the Union.

## FIVE-YEAR HISTORY AND PROJECTION FOR CURRENT YEAR

In the past calendar year, 1,682,105 people passed through the doors of the University Student Union (The Union). This facility is home to administrative offices (Dining Services, Card Services, Career Development, Center for Student Engagement, Disability Services, Multicultural Center, Union Event Services, University Bookstore, and Student Media), student organization space, dining destinations, and space for events, study, social interaction and conference needs. The Union has expanded three times since its original structure was built in 1973. It has grown in size and scope, growing to 160,000 square feet, and welcoming up to 9,000 visitors to the building daily, and serving as the hosting site for approximately 5,500 events annually. This facility provides employment and leadership opportunities for students at SDSU, and 60+ student employment positions provide excellent skill set development for students and support the overall operation of this active facility.

National brands such as Chick-fil-A, Extreme Pita, Papa Johns, Einstein Bros. Bagels and Panda Express, are among the many dining options available to students who frequent the building. In addition, a campus-branded “Weary Wil’s Sports Grille” and “The Market” offer a wide range of unique menu items ranging from



appetizer menu to health conscious menus. Each dining venue offers some degree of lounge space that doubles as “study space” for students.

In addition, in the past several years, the phased completion of the Hobo Day Plaza on the north side of The Union offers premiere event space with a homecoming-alumni flair, and a glass encased 1912 Model T Ford alongside a library of archived photographs from Hobo Days and committee accomplishments of the past and present. SDSU donors have gifted the space with memorabilia from their SDSU and Hobo Day experiences with considerable generosity and campus pride.

The building hosts a variety of student tenants in a more permanent office setting. These student organizations plan events, produce media (newspaper and radio), and host student participation at a variety of engaging Main Street and university programs.

### MAJOR PLANS AND CHANGES

The University Student Union has embarked on a comprehensive space study which will provide support for any facility changes to be implemented in the coming year. The study will also help to articulate additional needs that may be implemented in the five

years to come that will continue to enrich to the student experience and provide convenient services to the campus community.

The study engaged key user groups, reviewed the current space usage and provided potential solutions. The end goal of the study was to determine the feasibility of relocating various programmatic elements, provide concept blocking diagrams, and preliminary orders of magnitude cost projections and phasing plans. The study further determined that the scope of work will be limited to the existing footprint of the building. Conceptual cost opinions were derived from anticipated quality and scope of work needed. The highest priority determined was a more prominent location for the Office of Multicultural Affairs and the student services linked with this office. Subsequent priorities include adjacencies for student engagement, event services, dining services, card services and career development. Collaborative, visible, and integrated service spaces were also identified in the study for further consideration and development. Finally, the study reviewed current ballroom capacity and amenities as well as industry standard aesthetics for multipurpose spaces such as this. Enhancements to the building will be phased optimally to minimize intrusion to the student experience, and may be tied to other needed and scheduled M&R projects.

**TABLE 13: FIVE-YEAR HISTORICAL STUDENT UNION  
REVENUE AND EXPENSES (FY13-FY18)**

	ACTUAL FY13	ACTUAL FY14	ACTUAL FY15	ACTUAL FY16	ACTUAL FY17	PROJECTED FY18
<b>REVENUES</b>						
General Revenue	\$77,273	\$94,630	\$106,222	\$232,797	\$89,685	\$90,286
Facility Support Fee	\$0	\$0	\$0	\$0	\$0	\$0
GAF Revenue - Operations	\$0	\$0	\$0	\$0	\$0	\$0
GAF Revenue - Bond Support	\$772,500	\$629,994	\$847,970	\$672,625	\$692,533	\$692,533
Interest Earnings	\$67,598	\$48,222	\$34,851	\$36,308	\$35,564	\$35,803
Capitalized Interest	\$0	\$0	\$0	\$0	\$0	\$0
BAB Revenue	\$0	\$0	\$0	\$0	\$0	\$0
Other	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL REVENUE</b>	<b>\$917,370</b>	<b>\$772,846</b>	<b>\$989,043</b>	<b>\$941,730</b>	<b>\$817,782</b>	<b>\$818,621</b>
<b>EXPENDITURES</b>						
<b>PERSONAL SERVICES</b>						
Full-Time Staff	\$7,303	\$2,610	\$3,554	\$2,582	\$2,234	\$2,249
Student Labor	\$40,454	\$150,169	\$153,007	\$130,652	\$169,460	\$170,595
Facilities and Maintenance	\$0	\$0	\$0	\$0	\$0	\$0
Contracted Facilities and Maintenance*	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL PERSONAL SERVICES</b>	<b>\$47,758</b>	<b>\$152,779</b>	<b>\$156,561</b>	<b>\$133,234</b>	<b>\$171,694</b>	<b>\$172,844</b>
<b>OPERATING</b>						
Student Support	-\$57,967	-\$45,791	\$30,069	-\$178,313	-\$167,095	-\$168,214
Facilities and Maintenance	\$17,398	\$20,821	\$2,708	\$4,469	\$1,043	\$1,050
Utilities	\$50	\$30	\$12,212	\$22,234	\$34,099	\$34,328
Overhead Paid to University	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL OPERATING</b>	<b>-\$40,518</b>	<b>-\$24,940</b>	<b>\$44,990</b>	<b>-\$151,610</b>	<b>-\$131,952</b>	<b>-\$132,836</b>
<b>TOTAL EXPENDITURES</b>	<b>\$7,239</b>	<b>\$127,839</b>	<b>\$201,550</b>	<b>-\$18,376</b>	<b>\$39,741</b>	<b>\$40,008</b>
<b>NET REVENUE GENERATED</b>	<b>\$910,131</b>	<b>\$645,007</b>	<b>\$787,493</b>	<b>\$960,106</b>	<b>\$778,041</b>	<b>\$778,613</b>
<b>DEBT SERVICE (PULL FROM DEBT SERVICE PAGE)</b>	<b>\$461,025</b>	<b>\$378,406</b>	<b>\$387,762</b>	<b>\$421,180</b>	<b>\$432,431</b>	<b>\$431,933</b>
<b>COVERAGE RATIO</b>	<b>1.97</b>	<b>1.70</b>	<b>2.03</b>	<b>2.28</b>	<b>1.80</b>	<b>1.80</b>



**TABLE 14: PROJECTED STUDENT UNION  
REVENUE AND EXPENSE (FY19-FY22)**

	PROJECTED FY19	PROJECTED FY20	PROJECTED FY21	PROJECTED FY22
<b>REVENUES</b>				
General Revenue	\$91,911	\$93,749	\$95,624	\$97,536
Facility Support Fee	\$0	\$0	\$0	\$0
GAF Revenue - Operations	\$0	\$0	\$0	\$0
GAF Revenue - Bond Support	\$692,533	\$692,533	\$692,533	\$692,533
Interest Earnings	\$36,447	\$37,176	\$37,920	\$38,678
Capitalized Interest	\$0	\$0	\$0	\$0
BAB Revenue	\$0	\$0	\$0	\$0
Other	\$0	\$0	\$0	\$0
<b>TOTAL REVENUE</b>	<b>\$820,891</b>	<b>\$823,458</b>	<b>\$826,076</b>	<b>\$828,747</b>
<b>EXPENDITURES</b>				
<b>PERSONAL SERVICES</b>				
Full-Time Staff	\$2,249	\$2,294	\$2,340	\$2,386
Student Labor	\$174,519	\$178,533	\$182,104	\$185,746
Facilities and Maintenance	\$0	\$0	\$0	\$0
Contracted Facilities and Maintenance*	\$0	\$0	\$0	\$0
<b>TOTAL PERSONAL SERVICES</b>	<b>\$176,768</b>	<b>\$180,827</b>	<b>\$184,443</b>	<b>\$188,132</b>
<b>OPERATING</b>				
Student Support	-\$171,242	-\$174,667	-\$178,160	-\$181,724
Facilities and Maintenance	\$1,069	\$1,090	\$1,112	\$1,135
Utilities	\$34,946	\$35,645	\$36,358	\$37,085
Overhead Paid to University	\$0	\$0	\$0	\$0
<b>TOTAL OPERATING</b>	<b>-\$135,227</b>	<b>-\$137,932</b>	<b>-\$140,691</b>	<b>-\$143,504</b>
<b>TOTAL EXPENDITURES</b>	<b>\$41,540</b>	<b>\$42,895</b>	<b>\$43,753</b>	<b>\$44,628</b>
<b>NET REVENUE GENERATED</b>	<b>\$779,350</b>	<b>\$780,563</b>	<b>\$782,324</b>	<b>\$784,120</b>
<b>DEBT SERVICE (PULL FROM DEBT SERVICE PAGE)</b>	<b>\$431,001</b>	<b>\$432,742</b>	<b>\$432,275</b>	<b>\$433,363</b>
<b>COVERAGE RATIO</b>	<b>1.81</b>	<b>1.80</b>	<b>1.81</b>	<b>1.81</b>



New Hansen Hall food service site provides sandwich, menu, soup and home-style foods.

## DINING SERVICES

### INNOVATION AND IMPROVEMENTS SINCE PREVIOUS REPORT

Dining services at South Dakota State University are operated by Aramark Higher Education Services. Aramark provides service at twenty-two sites throughout campus including two athletic locations; nine national franchise locations; six proprietary brands; two c-store sites; the Dairy Bar; and one traditional residential cafeteria in Larson Commons. National franchises operated by Aramark include Chick-fil-A, Einstein Bros Bagels, Erberts & Gerberts, Java City, Panda Express, Starbucks, and X-treme Pita.

Contemporary students expect variety and innovation in their food service offerings. To be responsive this aspect of student life without heavy investments in signage, cabinetry, and equipment, SDSU has devised a method to provide “pop-up” restaurants in two campus venues, one in The Union and another in the newly upgraded site at Hansen Hall. The concept is straight forward; for two weeks each month the regular home-style “meat and potatoes” menu is offered and for two weeks a student-selected “pop-up” menu is provided. The first rotation implemented was Barbecue District which featured Kansas City, St. Louis and other regional barbecue flavors. Other rotations include Taco Del Seoul

(Korean/Mexican fusion) and an Asian Zing which features offers a vegetable-focused menu. In each of the fall semester rotations the “pop-up” menu out-sold the traditional offerings.

Plans to improve daily food offerings to west-side residence hall facilities were realized with the installation of hot food options in the Hansen Hall lobby. An Erbert's & Gerbert's sandwich shop was upgraded and an entire hot food option was added. This remodel opened in January 2018 and has been well received by residents and faculty who have offices in the area.

The Larson Commons dining area remodel completed in 2013 did not address back-of-house equipment needs. Replacement and installation of a new commercial quality dishwasher was completed during the semester break and was operational as students returned for spring semester. Purchase and installation of the machine was performed by in-house Residential Life maintenance personnel and totalled about \$320,000. Also replaced this summer was the HVAC system serving the dining room, C-store and offices in Larson Commons. This work was completed in August 2017 and its cost of \$950,000 will be part of the annual contribution to the \$4.5 M&R requirement.



6.7% growth in year-over-year sales when rates only increase 4.59 percent.

Projected revenue and expenses show the Dining Services unit continuing to exceed the required coverage ratio, at an average of 1.45 during the five-year projection. Table 17 below details the anticipated financial performance of the Dining Services unit and assumes an annual increase of 2.95 percent in meal plan rates and an 3.0% in expenses.

### MAJOR PLANS AND CHANGES

Growth of catering demands and increased catering venues with in the Stadium, McCrory Gardens and the new Alumni/Foundation building have pushed the capacity of the current catering kitchen which also serves The Union Market, to capacity. The next most compelling need for the Dining Services operation will be to develop a catering location on campus which serves these need without a cost-prohibitive investment. Alternative locations where kitchen facilities already exist, but are under-utilized may provide answers to this growing need. Another future consideration will be what type of dining service (if any) will be offered associated with the new apartment site being developed on the southeast corner of campus. Potential for a food site on this major campus thoroughfare should be examined as part of the developing design work which will be finalizes in the spring 2018 semester.



Installation of the \$150,000 commercial grade dishwasher in Larson Commons replaced original 1965 equipment.

### FIVE-YEAR HISTORY AND PROJECTION FOR CURRENT YEAR

Approximately 9,500 meals are prepared and delivered through these various sites each day. Resulting in gross sales averaging \$12,577,320 across the last five years. Approximately 4,000 students are on required meal plans annually with the balance of revenue from catering and cash sales to faculty, staff and campus visitors. The success of Dining Services is demonstrated by general revenue increase noted in Table 15 below with an increase of \$874,371 or

**TABLE 15: FIVE-YEAR HISTORICAL DINING SERVICES REVENUE AND EXPENSES (FY13-FY18)**

	ACTUAL FY13	ACTUAL FY14	ACTUAL FY15	ACTUAL FY16	ACTUAL FY17	ESTIMATED FY18
<b>REVENUES</b>						
General Revenue	\$9,216,577	\$10,158,556	\$11,079,553	\$11,157,060	\$11,936,303	\$12,278,875
Facility Support Fee	\$1,168,899	\$1,349,659	\$1,416,203	\$1,440,727	\$1,524,661	\$1,524,661
GAF Revenue - Operations	\$0	\$0	\$0	\$0	\$0	\$0
GAF Revenue - Bond Support	\$257,500	\$278,144	\$274,005	\$276,801	\$284,475	\$284,475
Interest Earnings	\$61,817	\$41,164	\$27,069	\$34,806	\$41,360	\$41,637
Capitalized Interest	\$157,267	\$0	\$0	\$0	\$0	\$0
BAB Revenue	\$128,917	\$147,034	\$145,417	\$142,828	\$139,795	\$135,105
Other	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL REVENUE</b>	<b>\$10,990,978</b>	<b>\$11,974,558</b>	<b>\$12,942,247</b>	<b>\$13,052,223</b>	<b>\$13,926,594</b>	<b>\$14,264,753</b>
<b>EXPENDITURES</b>						
<b>PERSONAL SERVICES</b>						
Full-Time Staff	\$100,945	\$107,094	\$111,081	\$113,219	\$113,199	\$116,594
Student Labor	\$0	\$0	\$0	\$1,363	\$0	\$0
Facilities and Maintenance	\$0	\$0	\$0	\$0	\$0	\$0
Contracted Facilities and Maintenance*	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL PERSONAL SERVICES</b>	<b>\$100,945</b>	<b>\$107,094</b>	<b>\$111,081</b>	<b>\$114,583</b>	<b>\$113,199</b>	<b>\$116,594</b>
<b>OPERATING</b>						
Student Support	\$8,336,951	\$9,201,450	\$10,190,141	\$10,337,048	\$10,896,193	\$11,223,079
Facilities and Maintenance	\$100,898	\$128,347	\$141,789	\$183,316	\$117,505	\$121,030
Utilities	\$321,599	\$264,892	\$245,046	\$237,033	\$250,050	\$257,552
Overhead Paid to University	\$0	\$0	\$0	\$283,131	\$363,118	\$61,390
<b>TOTAL OPERATING</b>	<b>\$8,759,448</b>	<b>\$9,594,689</b>	<b>\$10,576,976</b>	<b>\$11,040,528</b>	<b>\$11,626,866</b>	<b>\$11,663,051</b>
<b>TOTAL EXPENDITURES</b>	<b>\$8,860,393</b>	<b>\$9,701,784</b>	<b>\$10,688,057</b>	<b>\$11,155,111</b>	<b>\$11,740,065</b>	<b>\$11,779,645</b>
<b>NET REVENUE GENERATED</b>	<b>\$2,130,585</b>	<b>\$2,272,774</b>	<b>\$2,254,190</b>	<b>\$1,897,112</b>	<b>\$2,186,529</b>	<b>\$2,485,108</b>
<b>DEBT SERVICE (PULL FROM DEBT SERVICE PAGE)</b>	<b>\$1,544,491</b>	<b>\$1,830,928</b>	<b>\$1,612,256</b>	<b>\$1,608,574</b>	<b>\$1,604,982</b>	<b>\$1,440,252</b>
<b>COVERAGE RATIO</b>	<b>1.38</b>	<b>1.24</b>	<b>1.40</b>	<b>1.18</b>	<b>1.36</b>	<b>1.73</b>

**TABLE 16: FIVE-YEAR PROJECTED DINING SERVICES REVENUE AND EXPENSES (FY19-FY22)**

	PROJECTED FY19	PROJECTED FY20	PROJECTED FY21	PROJECTED FY22
<b>REVENUES</b>				
General Revenue	\$12,628,823	\$12,988,744	\$13,358,924	\$13,739,653
Facility Support Fee	\$1,524,661	\$1,524,661	\$1,524,661	\$1,524,661
GAF Revenue - Operations	\$0	\$0	\$0	\$0
GAF Revenue - Bond Support	\$284,475	\$284,475	\$284,475	\$284,475
Interest Earnings	\$42,886	\$44,173	\$45,498	\$46,863
Capitalized Interest	\$0	\$0	\$0	\$0
BAB Revenue	\$131,228	\$127,116	\$122,864	\$118,612
Other	\$0	\$0	\$0	\$0
<b>TOTAL REVENUE</b>	<b>\$14,612,073</b>	<b>\$14,969,169</b>	<b>\$15,336,422</b>	<b>\$15,714,264</b>
<b>EXPENDITURES</b>				
<b>PERSONAL SERVICES</b>				
Full-Time Staff	\$120,092	\$123,695	\$127,406	\$131,228
Student Labor	\$0	\$0	\$0	\$0
Facilities and Maintenance	\$0	\$0	\$0	\$0
Contracted Facilities and Maintenance*	\$0	\$0	\$0	\$0
<b>TOTAL PERSONAL SERVICES</b>	<b>\$120,092</b>	<b>\$123,695</b>	<b>\$127,406</b>	<b>\$131,228</b>
<b>OPERATING</b>				
Student Support	\$11,559,771	\$11,906,564	\$12,263,761	\$12,631,674
Facilities and Maintenance	\$124,661	\$128,401	\$132,253	\$136,221
Utilities	\$265,278	\$273,237	\$281,434	\$289,877
Overhead Paid to University	\$61,390	\$61,390	\$61,390	\$61,390
<b>TOTAL OPERATING</b>	<b>\$12,011,101</b>	<b>\$12,369,592</b>	<b>\$12,738,838</b>	<b>\$13,119,161</b>
<b>TOTAL EXPENDITURES</b>	<b>\$12,131,193</b>	<b>\$12,493,287</b>	<b>\$12,866,244</b>	<b>\$13,250,390</b>
<b>NET REVENUE GENERATED</b>	<b>\$2,480,880</b>	<b>\$2,475,882</b>	<b>\$2,470,178</b>	<b>\$2,463,874</b>
<b>DEBT SERVICE (PULL FROM DEBT SERVICE PAGE)</b>	<b>\$1,412,419</b>	<b>\$1,372,318</b>	<b>\$1,371,762</b>	<b>\$1,371,566</b>
<b>COVERAGE RATIO</b>	<b>1.76</b>	<b>1.80</b>	<b>1.80</b>	<b>1.80</b>





Architect's rendering of the new northeast entrance for the Wellness Center.

## WELLNESS CENTER

### WELLNESS CENTER EXPANSION PROJECT DETAILS

The Wellness Center expansion and renovation project broke ground in August 2017. This ambitious project essentially doubles the fitness and recreation space available to students and community members (34,000 sq. ft.). Additionally the project remodels 9,000 sq. ft. of the Student Health and Counseling Clinic. Specific spaces included in this remodel are:

- Additional courts space, e.g. Multi-Activity Court, basketball court, racquetball courts (2)
- Outdoor Activity Center e.g. camping, hiking, skiing fishing, rock climbing
- Additional studio for fitness classes and other instruction
- Expanded fitness space for individual and equipment-based activity

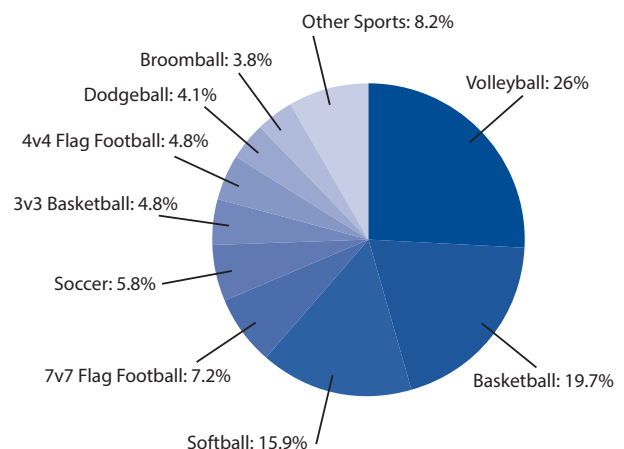
Construction is at mid-point with the building being fully enclosed. Interior HVAC, electrical and plumbing installation is the current focal point of construction efforts. Remodel work has also begun in the Student Health and Counseling Clinic. Clinic operations will continue throughout construction, but administrative functions, reception and pharmacy operations have been relocated to allow for remodeling efforts.

### PROGRAM OFFERINGS AND CAMPUS UTILIZATION

The Wellness Center is a vital retention asset for students and the university community. Services provided by the Wellness Center help students maintain optimal physical and behavioral health even

as they respond to the demands of college life. The opportunity to socialize and exercise provides a venue to build connections between students which is amongst of the most powerful drivers of student success. One method the Wellness Center is employs to achieve this connectivity is offering fitness and nutrition instruction, along with intramural activities. The Wellness Center provides 55 fitness classes per week, 17 sports clubs (e.g. rugby, cricket and hockey) and its 50 intramural sports with 2,513 games have 8,238 annual participants. Chart 2 below shows participation in the various intramural offerings.

**CHART 2: PARTICIPATION BREAKDOWN IN INTRAMURAL ACTIVITIES FY17**





**TABLE 17: FIVE YEAR HISTORICAL WELLNESS CENTER  
REVENUE AND EXPENSES (FY13-FY18)**

	ACTUAL FY13	ACTUAL FY14	ACTUAL FY15	ACTUAL FY16	ACTUAL FY17	ESTIMATED FY18
<b>REVENUES</b>						
General Revenue	\$526,004	\$570,685	\$555,572	\$575,930	\$620,320	\$624,477
Facility Support Fee	\$0	\$0	\$0	\$0	\$0	\$0
GAF Revenue - Operations			\$219,545	\$317,400	\$292,985	\$292,985
GAF Revenue - Bond Support	\$782,800	\$1,022,309	\$848,178	\$830,400	\$981,745	\$1,810,591
Interest Earnings	\$6,410	\$2,575	\$1,450	\$1,852	\$1,733	\$1,744
Capitalized Interest	\$0	\$0	\$0	\$0	\$0	\$0
BAB Revenue	\$0	\$0	\$0	\$0	\$0	\$0
Other	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL REVENUE</b>	<b>\$1,315,214</b>	<b>\$1,595,569</b>	<b>\$1,624,745</b>	<b>\$1,725,582</b>	<b>\$1,896,783</b>	<b>\$2,729,797</b>
<b>EXPENDITURES</b>						
<b>PERSONAL SERVICES</b>						
Full-Time Staff	\$320,776	\$428,391	\$419,742	\$395,756	\$408,630	\$411,368
Student Labor	\$329,773	\$362,649	\$347,470	\$323,901	\$325,735	\$327,918
Facilities and Maintenance	\$0	\$0	\$0	\$0	\$0	\$0
Contracted Facilities and Maintenance*	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL PERSONAL SERVICES</b>	<b>\$650,549</b>	<b>\$791,040</b>	<b>\$767,212</b>	<b>\$719,657</b>	<b>\$734,366</b>	<b>\$739,286</b>
<b>OPERATING</b>						
Student Support	\$207,451	\$243,736	\$285,254	\$340,006	\$338,676	\$340,946
Facilities and Maintenance	\$35,363	\$17,566	\$31,118	\$50,196	\$23,098	\$23,253
Utilities	\$23,741	\$23,717	\$68,654	\$69,890	\$66,281	\$66,725
Overhead Paid to University	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL OPERATING</b>	<b>\$266,556</b>	<b>\$285,019</b>	<b>\$385,026</b>	<b>\$460,092</b>	<b>\$428,056</b>	<b>\$430,924</b>
<b>TOTAL EXPENDITURES</b>	<b>\$917,105</b>	<b>\$1,076,059</b>	<b>\$1,152,238</b>	<b>\$1,179,749</b>	<b>\$1,162,422</b>	<b>\$1,170,210</b>
<b>NET REVENUE GENERATED</b>	<b>\$398,110</b>	<b>\$519,510</b>	<b>\$472,507</b>	<b>\$545,833</b>	<b>\$734,361</b>	<b>\$1,559,587</b>
<b>DEBT SERVICE (PULL FROM DEBT SERVICE PAGE)</b>	<b>\$457,893</b>	<b>\$459,205</b>	<b>\$460,055</b>	<b>\$460,444</b>	<b>\$600,325</b>	<b>\$1,213,608</b>
<b>COVERAGE RATIO</b>	<b>0.87</b>	<b>1.13</b>	<b>1.03</b>	<b>1.19</b>	<b>1.22</b>	<b>1.29</b>

**TABLE 18: PROJECTED WELLNESS CENTER REVENUE AND EXPENSE (FY19-FY22)**

	PROJECTED FY19	PROJECTED FY20	PROJECTED FY21	PROJECTED FY22
<b>REVENUES</b>				
General Revenue	\$635,717	\$648,431	\$661,400	\$674,628
Facility Support Fee	\$0	\$0	\$0	\$0
GAF Revenue - Operations	\$569,785	\$569,785	\$569,785	\$569,785
GAF Revenue - Bond Support	\$1,810,591	\$1,810,591	\$1,810,591	\$1,810,591
Interest Earnings	\$1,776	\$1,811	\$1,847	\$1,884
Capitalized Interest	\$0	\$0	\$0	\$0
BAB Revenue	\$0	\$0	\$0	\$0
Other	\$0	\$0	\$0	\$0
<b>TOTAL REVENUE</b>	<b>\$3,017,869</b>	<b>\$3,030,618</b>	<b>\$3,043,623</b>	<b>\$3,056,888</b>
<b>EXPENDITURES</b>				
<b>PERSONAL SERVICES</b>				
Full-Time Staff	\$499,252	\$509,237	\$519,421	\$529,810
Student Labor	\$405,515	\$414,842	\$423,139	\$431,601
Facilities and Maintenance	\$0	\$0	\$0	\$0
Contracted Facilities and Maintenance*	\$0	\$0	\$0	\$0
<b>TOTAL PERSONAL SERVICES</b>	<b>\$904,767</b>	<b>\$924,079</b>	<b>\$942,560</b>	<b>\$961,411</b>
<b>OPERATING</b>				
Student Support	\$419,921	\$428,319	\$436,886	\$445,624
Facilities and Maintenance	\$28,639	\$29,212	\$29,796	\$30,392
Utilities	\$82,182	\$83,825	\$85,502	\$87,212
Overhead Paid to University	\$0	\$0	\$0	\$0
<b>TOTAL OPERATING</b>	<b>\$530,742</b>	<b>\$541,357</b>	<b>\$552,184</b>	<b>\$563,228</b>
<b>TOTAL EXPENDITURES</b>	<b>\$1,435,509</b>	<b>\$1,465,435</b>	<b>\$1,494,744</b>	<b>\$1,524,639</b>
<b>NET REVENUE GENERATED</b>	<b>\$1,582,360</b>	<b>\$1,565,183</b>	<b>\$1,548,879</b>	<b>\$1,532,249</b>
<b>DEBT SERVICE (PULL FROM DEBT SERVICE PAGE)</b>	<b>\$1,215,944</b>	<b>\$1,218,503</b>	<b>\$1,216,247</b>	<b>\$1,218,562</b>
<b>COVERAGE RATIO</b>	<b>1.30</b>	<b>1.28</b>	<b>1.27</b>	<b>1.26</b>



**STUDENT HEALTH AND COUNSELING CLINIC OPERATIONS**

The Student Health Clinic schedules more than 1,645 distinct students annually in 5,204 appointments. Behavioral Health services (e.g. personal counseling, substance abuse prevention) are provided to 725 distinct students through 5,204 individual appointments annually at the Counseling Center. Outreach presentations to academic classes and residence halls were delivered to 1,320 students and faculty/staff by the counseling staff and health promotion program. New in January 2018 will be tobacco cessation counseling offered at no cost to students and SDSU staff as part of the institution's tobacco-free campus policy. Two certified tobacco cessation counselors are available to provide personal support to individuals wanting to quit their tobacco use. No new FTE were added to provide tobacco cessation counseling, rather existing staff wanting to provide the service sought the training provided by Mayo Health Systems.

Tables 17 and 18 demonstrate the historical (Table 17) and projected (Table 18) performance of the Wellness Center relative to the 1.2 parity test. A range of historical parity results are indicated with the best ratio achieved in the most recently completed fiscal year with a 1.22 mark.

Tables 19 demonstrates the robust usage of the Wellness Center since its inception up 14%, or 38,684 customer visits in the last five years. There has been an anticipated modest downturn in facility usage during construction.



**Above:** Second floor interior construction showing fitness space, atrium and instruction studio at rear.

**Above right:** North-looking, aerial view of distinct program spaces in Wellness Center expansion.

**Right:** SDSU operates a pharmacy in its student clinic which provides prescription and OTC service.

**TABLE 19: ANNUAL VISITS FOR FITNESS AND RECREATION (FY12-FY17)**

	STUDENTS	MEMBERS	TOTAL
<b>FY12</b>	198,165	77,129	275,294
<b>FY13</b>	225,854	85,840	311,694
<b>FY14</b>	239,989	81,995	321,984
<b>FY15</b>	247,978	80,239	328,307
<b>FY16</b>	249,138	87,285	336,423
<b>FY17</b>	234,983	78,959	313,942

Table 20 below reports clinic usage and shows essentially steady usage since FY14 fluctuating roughly with enrollment changes.

**TABLE 20: ANNUAL VISITS FOR CLINIC AND COUNSELING (FY14-FY17)**

	CLINIC*	FAMILY PLANNING	COUNSELING**	TOTAL
<b>FY14</b>	5,724	1,703	4,415	11,842
<b>FY15</b>	6,553	1,651	3,761	11,965
<b>FY16</b>	5,980	1,657	4,210	11,847
<b>FY17</b>	5,204	1,398	4,521	11,123

\*Clinic includes Nutrition appointments

\*\*Counseling includes Alcohol/Chemical Dependency appointments





# PARKING SERVICES

## SUMMARY OF OPERATIONS AND FACILITIES

The Department of Parking Services serves the campus community by providing parking for students, faculty, staff and visitors to campus. The department reports to the Vice President of Finance and Business. Parking Services is a self-funded auxiliary enterprise collecting monies through permit sales, gate fees, and citation fines to fund the cost of operations and maintenance of the University's parking facilities.

Parking Services is responsible for managing parking and traffic demand of 66 parking lots encompassing approximately 79.4 acres of asphalt and 4.12 miles of streets on campus, customer service functions focusing on permit sales, parking enforcement and event parking operations. The office works closely with the University Administration and the University Parking and Traffic Committee to make decisions based on four goals, which support the Campus Master Plan:

- Sustainability
- Communication and Education
- Operations and Costs
- Safety and Security

## SUMMARY FOR LAST YEAR AND PROJECTION FOR CURRENT YEAR

Fiscal year 2017 ended with the campus moving to a 12-month permitting and enforcement period from the previous nine-month model. In fiscal year 2018, the campus completed maintenance and repair projects on seven parking lots, upgraded two lots from gravel to asphalt and resurfaced one campus road. These improvements impacted 3,340 spaces to the benefit of both resident and commuting students and staff. Parking Services continues to work closely with Facilities and Services with the logistics of building projects and their impact to campus parking. This year saw the start of two

major construction projects, Performing Arts Center phase II and the Stanley J. Marshall athletic facility phase I. These two projects removed 413 parking spaces, which will be replaced with a newly constructed lot located at the intersection of Jackrabbit Avenue and University Drive, scheduled to be completed August 2018. This new lot will not only provide parking for commuting students and staff, but will create a centralized parking area to support the many campus visitors and guests attending events in the Performing Arts Center, Frost Arena and Dykhouse Stadium.

## MAJOR PLANS AND CHANGES

Administratively, the Office of Parking Services will be combined with the SDSU Motor Pool to create a new Office of Transportation Services. This move will allow SDSU to gain efficiencies in staffing and support dollars while providing a one-stop shop for all transactions related to vehicles and transportation. The office will be located in the current Motor Pool building with an expected operational date of July 1, 2018.

Projects for maintenance and repair will on going with annualized budgeted expenditures of \$300,000 to ensure the quality of the parking assets. Construction will begin in April 2018 on the new parking facility at the intersection of Jackrabbit Avenue and University Drive, with completion scheduled prior to classes starting in August 2018. Planning and design will continue in regards to the parking relocation needed for the Animal Disease and Diagnostic Research Laboratory and Precision Agriculture Building pending approval in this year's Legislative Session.

Utilizing data from the 2016 Parking Master Plan Update, the office will gather input from campus constituent groups in evaluating the feasibility of adding one additional gated control lot to the campus system. This lot would be operated in the same manner as the current lot east of the Student Union, allowing for students and staff with permits, guest with event access privileges and pay-by-hour patrons.

**TABLE 21: THE FOLLOWING CHART SUMMARIZES MAJOR IMPROVEMENTS/  
CHANGES TO THE PARKING SYSTEM DURING THE LAST FIVE YEARS:**

## FISCAL YEAR 2018

FACILITY	PROJECT
Lot 106 East McFadden .....	Mill & Overlay Complete Lot – 6 spaces
Lot 115 West Ag Museum .....	Mill & Overlay Complete Lot – 132 spaces
Lot 117 West Remote .....	Mill & Overlay Complete Lot – 147 spaces
Lot 126 North Scobey .....	Mill & Overlay Complete Lot – 15 spaces
Lot 137 East Pugsley Hall .....	Mill & Overlay Complete Lot – 15 spaces
Lot 139 North Pugsley Hall .....	Mill & Overlay Complete Lot – 57 spaces
Lot 141, North Harding Hall .....	Removed from system – 17 spaces
Lot 142 South Harding Hall .....	Removed from system – 30 spaces
Lot 151 East Frost Arena .....	Mill & Overlay Drop Off Lane
Lot 158 South East Resident General Parking .....	Overlay Complete Lot – 2,540 spaces
Lot 152 South HPER .....	Frost Arena Bldg. Project – 195 spaces removed
Lot 155 State Village .....	Removed from system – 61 spaces
Lot 161 East Performing Arts Center .....	PACII Bldg. Project – 176 spaces removed
Lot 170 North Central Remote - North .....	Asphalt Surfaced – 209 spaces
Lot 164 North Performing Arts Center .....	PACII Bldg. Project – 42 spaces removed
Lot 173 West Motor Pool Bldg. ....	Asphalt Surfaced – 192 spaces
Lot 174 Plant Science Bldg. ....	New Construction – 27 spaces
13th Street - Hansen Hall to 6th Street .....	Mill & Overlay

## FISCAL YEAR 2017

Lot 131 North Yeager Hall .....	Mill & Overlay Complete Lot- 64 spaces
Lot 164 North Briggs Library .....	Mill & Overlay Complete Lot – 226 spaces
Lot 166 168, 169 Dykhous Stadium West .....	Reconstruction – 85 spaces removed

## FISCAL 2016

Lot 101 North Animal Science .....	North Chill Plant Bldg. Project – 25 spaces removed
Lot 103 West ADRDL .....	Mill & Overlay Complete Lot – 26 spaces
Lot 127 South Scobey Hall .....	President's Home/Alumni Bldg. Project – 96 spaces removed
Lot 128 Testing Center .....	President's Home/Alumni Bldg. Project – 54 spaces removed
Lot 167 SJAC East .....	Asphalt Surfaced – 104 spaces
Lot 173 North Motor Pool .....	New Construction – 160 spaces
North Campus Dr. – Stadium Dr. to Jackrabbit Ave .....	Mill & Overlay

## FISCAL 2015

Lot 172 Dykhous Stadium East .....	New Construction – 227 spaces
Jackrabbit Ave - 8th Street to North Campus Drive .....	Mill & Overlay



**FISCAL 2014**

Lot 135 North AME .....AME Bldg. Project – 51 spaces removed  
 Lot 136 Admin Lane .....Removed from system – 123 spaces

**FISCAL 2013**

Lot 21 Grove Hall .....Removed from system – 41 spaces  
 Lot 145 Ben Reifel Hall.....Reconstruction – 78 spaces  
 Lot 147 Hyde Hall .....Reconstruction – 226 spaces  
 Lot 150 Student Union East.....Reconstruction – 6 spaces  
 Lot 150 Student Union East.....Installation of Revenue Control Gates  
 Lot 176 9th St. & 13 Ave. .... New Construction – 19 spaces

**TABLE 22: FIVE-YEAR HISTORICAL PARKING SERVICES  
 REVENUE AND EXPENSES (FY13-FY18)**

	ACTUAL FY13	ACTUAL FY14	ACTUAL FY15	ACTUAL FY16	ACTUAL FY17	ESTIMATED FY18
<b>REVENUES</b>						
General Revenue	\$1,128,458	\$1,393,355	\$1,390,943	\$1,500,709	\$1,609,064	\$1,650,000
Facility Support Fee	\$0	\$0	\$0	\$0	\$0	\$0
GAF Revenue - Operations	\$0	\$0	\$0	\$0	\$0	\$0
GAF Revenue - Bond Support	\$0	\$0	\$0	\$0	\$0	\$0
Interest Earnings	\$6,368	\$4,500	\$7,081	\$11,550	\$11,722	\$28,229
Capitalized Interest	\$44,989	\$0	\$0	\$0	\$0	\$0
BAB Revenue	\$57,969	\$55,417	\$54,690	\$53,526	\$52,162	\$25,248
Other	\$2,055	\$2,043	\$1,688	\$7,710	\$6,335	\$10,000
<b>TOTAL REVENUE</b>	<b>\$1,239,840</b>	<b>\$1,455,315</b>	<b>\$1,454,402</b>	<b>\$1,573,495</b>	<b>\$1,679,283</b>	<b>\$1,713,477</b>
<b>EXPENDITURES</b>						
<b>PERSONAL SERVICES</b>						
Full-Time Staff	\$118	\$95,581	\$114,524	\$133,174	\$154,228	\$157,000
Student/Temp Labor	\$16,349	\$29,915	\$11,013	\$12,533	\$33,455	\$45,000
Facilities and Maintenance	\$0	\$0	\$0	\$0	\$0	\$0
Contracted Facilities and Maintenance*	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL PERSONAL SERVICES</b>	<b>\$16,467</b>	<b>\$125,496</b>	<b>\$125,537</b>	<b>\$145,707</b>	<b>\$187,683</b>	<b>\$202,000</b>
<b>OPERATING</b>						
Unit Operations	-\$92,633	\$24,032	\$7,954	\$59,295	\$36,665	\$40,000
Facilities and Maintenance	\$604,646	\$543,472	\$205,559	\$538,144	\$227,995	\$225,000
Utilities	\$1,940	\$3,415	\$3,080	\$4,003	\$5,745	\$6,000
Overhead Paid to University	\$20,101	\$0	\$0	\$0	\$0	\$0
<b>TOTAL OPERATING</b>	<b>\$534,054</b>	<b>\$570,919</b>	<b>\$216,592</b>	<b>\$601,443</b>	<b>\$270,405</b>	<b>\$271,000</b>
<b>TOTAL EXPENDITURES</b>	<b>\$550,521</b>	<b>\$696,415</b>	<b>\$342,129</b>	<b>\$747,149</b>	<b>\$458,088</b>	<b>\$473,000</b>
<b>NET REVENUE GENERATED</b>	<b>\$689,319</b>	<b>\$758,900</b>	<b>\$1,112,273</b>	<b>\$826,346</b>	<b>\$1,221,195</b>	<b>\$1,240,477</b>
<b>DEBT SERVICE (PULL FROM DEBT SERVICE PAGE)</b>	<b>\$404,969</b>	<b>\$493,095</b>	<b>\$491,966</b>	<b>\$490,321</b>	<b>\$499,960</b>	<b>\$548,667</b>
<b>COVERAGE RATIO</b>	<b>1.70</b>	<b>1.54</b>	<b>2.26</b>	<b>1.69</b>	<b>2.44</b>	<b>2.26</b>



**TABLE 23: PROJECTED PARKING SERVICES REVENUE  
AND EXPENSE (FY19-FY22)**

	PROJECTED FY19	PROJECTED FY20	PROJECTED FY21	PROJECTED FY22
<b>REVENUES</b>				
General Revenue	\$1,650,000	\$1,674,750	\$1,699,871	\$1,725,369
Facility Support Fee	\$0	\$0	\$0	\$0
GAF Revenue - Operations	\$0	\$0	\$0	\$0
GAF Revenue - Bond Support	\$0	\$0	\$0	\$0
Interest Earnings	\$28,737	\$29,168	\$29,605	\$30,049
Capitalized Interest	\$0	\$0	\$0	\$0
BAB Revenue	\$25,248	\$25,248	\$25,248	\$25,248
Other	\$10,000	\$10,000	\$10,000	\$10,000
<b>TOTAL REVENUE</b>	<b>\$1,713,985</b>	<b>\$1,739,166</b>	<b>\$1,764,725</b>	<b>\$1,790,667</b>
<b>EXPENDITURES</b>				
<b>PERSONAL SERVICES</b>				
Full-Time Staff	\$160,140	\$164,944	\$169,893	\$174,989
Student/Temp Labor	\$45,900	\$47,277	\$48,695	\$50,156
Facilities and Maintenance	\$0	\$0	\$0	\$0
Contracted Facilities and Maintenance*	\$0	\$0	\$0	\$0
<b>TOTAL PERSONAL SERVICES</b>	<b>\$206,040</b>	<b>\$212,221</b>	<b>\$218,588</b>	<b>\$225,145</b>
<b>OPERATING</b>				
Unit Operations	\$41,200	\$42,436	\$43,709	\$45,020
Facilities and Maintenance	\$451,750	\$245,303	\$252,662	\$260,241
Utilities	\$6,180	\$6,365	\$6,556	\$6,753
Overhead Paid to University	\$0	\$0	\$0	\$0
<b>TOTAL OPERATING</b>	<b>\$499,130</b>	<b>\$294,104</b>	<b>\$302,927</b>	<b>\$312,015</b>
<b>TOTAL EXPENDITURES</b>	<b>\$705,170</b>	<b>\$506,325</b>	<b>\$521,515</b>	<b>\$537,160</b>
<b>NET REVENUE GENERATED</b>	<b>\$1,008,815</b>	<b>\$1,232,841</b>	<b>\$1,243,210</b>	<b>\$1,253,506</b>
<b>DEBT SERVICE (PULL FROM DEBT SERVICE PAGE)</b>	<b>\$543,929</b>	<b>\$528,950</b>	<b>\$528,813</b>	<b>\$528,599</b>
<b>COVERAGE RATIO</b>	<b>1.85</b>	<b>2.33</b>	<b>2.35</b>	<b>2.37</b>



# UNIVERSITY BOOKSTORE

## SUMMARY OF FACILITIES AND OPERATIONS

The University Bookstore diligently works to serve the campus community by providing students, faculty, staff, alumni and the public with timely and convenient access to official course materials, trade books, academic supplies and licensed South Dakota State University merchandise and gifts in professional and customer-friendly retail environments. The University Bookstore operates as a self-supporting auxiliary of South Dakota State University, reporting to the Vice President of Finance and Business.

At the beginning fiscal year 2018, operations were conducted in five retail locations with three stores in Brookings, one in Rapid City and one in Sioux Falls. The largest store, located on the main concourse of the SDSU Student Union, is comprised of 9,600 square feet of retail space with an additional 5,600 square feet of office and storage space. The retail space was remodeled in FY12 with the office space being relocated during the Student Union project in FY14. Many of the store's vendor representatives have commented on the store's appearance and layout as being a leader in the collegiate retail market in the Upper Midwest. Beyond the physical retail space, the University Bookstore operates a robust online store front through two URLs, [www.sdstatebookstore.com](http://www.sdstatebookstore.com) and [www.jackrabbitcentral.com](http://www.jackrabbitcentral.com). Through these two portals, the University Bookstore is able to sell a majority of its items located in the Union location to customers throughout the country and the world. Staffing in fiscal year 2017 for the University Bookstore was provided by 9.4 permanent FTE and 7.0 FTE of student and temporary labor. Gross revenue for fiscal year 2017 totaled \$6,636,443.

The second retail location on the campus of South Dakota State University is the Jackrabbit Central Stadium Store housed in the Dana J. Dykhouse Stadium. This store consists of 1,625 square feet of retail space and first opened in August 2017 after being completed in the latter part of calendar year 2016. The stadium store operates during home football games each fall and is utilized for special event sales throughout the year. In its first year of operations, the

store generated \$88,269 in sales from 2,002 customer transactions, during eight home events. When comparing sales at the main location from the previous year's home football events, these sales were additional and did not reduce the Union store's market share. Staffing for the Stadium Store is provided by one full-time Union store employee with support from three students.

Jackrabbit Central located at 416 Main Ave, has been in operation since August 2009. This store was originally established in an effort to provide continued access to merchandise for the community, alumni and fans when the store was isolated due to the large scale construction efforts taking place with the Student Union expansion project. Now in its ninth year the store still provides opportunities for the campus to showcase campus-created products like SDSU-authored books, SDSU ice cream, SDSU beef sticks and SDSU licensed merchandise. Additionally this location appeals to individuals due to its ease of access. Sales over the last five fiscal years average \$193,340 while serving 4,339 customers annually. Staffing for Jackrabbit Central is provided by three, forty-percent time employees.

Jackets and Jacks is a retail location in Rapid City that is a cooperative venture with Black Hills State University. Now in its third year, this location is managed and staffed by employees from Black Hills State University. SDSU's only role with this operation is supplying licensed merchandise. Sales for the first two years averaged \$22,400.

Jack and Charlie's was a cooperative retail project between South Dakota State University and the University of South Dakota located in the Sioux Empire Mall in Sioux Falls. The 3,300 square feet store opened in August 2016, and offered licensed merchandise at a convenient location for SDSU's largest population of alumni and fans. All expenses of operation were split 50/50 with SDSU managing the human resources and USD overseeing operational controls and expenses. The store closed January 14, 2018 due to revenues not meeting expectations. Revenue through the seventeen months grossed \$321,800, with the major item effecting profitability



being location. The north entrance of the Dick's Sporting Goods wing did not produce the necessary traffic counts to general sales. At this location, the store was limited to being a destination for consumers, resulting in the loss of impulse sales that would be present for locations on the main east to west corridor. The store was staffed with one-full time FTE and 1.0 FTE of student and temporary employees.

## MAJOR PLANS AND CHANGES

The fall of 2018 was the initial roll out of First Day Access program, an inclusive access e-text program that offers students enrolled in participating class sections volume discount on electronic textbooks. During the fall 2018 semester, SDSU had seventeen sections with an enrollment of 2,624 students and a 94.9%

participation rate. Moving into spring 2019 the number of sections has grown to fifty-six sections containing 4,603 students with a participation rate of 97.2%. The margin obtained by the store on these units averaged 12% down from the traditional 20% on new and 33% on used books.

Looking forward, to fiscal year 2019, the Bookstore will continue its work in providing cost effective solutions for students' required educational content. First through expansion of the First Day Access program offerings by working to including additional publishers. Second, educating SDSU faculty of importance and ease of use of the First Day Access program, and third, working with the campus open educational resources work group to host an inclusive access and open educational resources workshop to SDSU faculty in May 2018.

**TABLE 24: FIVE-YEAR HISTORICAL UNIVERSITY BOOKSTORE  
REVENUE AND EXPENSES (FY13-FY18)**

	ACTUAL FY13	ACTUAL FY14	ACTUAL FY15	ACTUAL FY16	ACTUAL FY17	ESTIMATED FY18
<b>REVENUES</b>						
General Revenue	\$7,513,655	\$7,133,607	\$7,001,334	\$7,239,676	\$7,044,008	\$7,000,000
Facility Support Fee	\$0	\$0	\$0	\$0	\$0	\$0
GAF Revenue - Operations	\$0	\$0	\$0	\$0	\$0	\$0
GAF Revenue - Bond Support	\$0	\$0	\$0	\$0	\$0	\$0
Interest Earnings	\$35,162	\$17,717	\$13,497	\$12,721	\$12,968	\$10,484
Capitalized Interest	\$0	\$0	\$0	\$0	\$0	\$0
BAB Revenue	\$0	\$0	\$0	\$0	\$0	\$0
Other	\$48,422	\$47,038	\$57,441	\$51,590	\$50,745	\$50,000
Sales Tax Collected	\$381,135	\$375,321	\$356,696	\$362,509	\$369,797	\$360,000
<b>TOTAL REVENUE</b>	<b>\$7,978,373</b>	<b>\$7,573,683</b>	<b>\$7,428,968</b>	<b>\$7,666,496</b>	<b>\$7,477,518</b>	<b>\$7,420,484</b>
<b>COST OF GOODS SOLD</b>						
Merchandise Purchases	\$5,421,779	\$4,994,992	\$4,391,195	\$5,290,651	\$5,382,890	\$5,000,000
Freight/Shipping	\$70,384	\$64,274	\$73,701	\$66,930	\$79,741	\$73,000
Change in Inventory	-\$89,987	-\$210,124	\$10,177	\$107,440	\$402,982	\$0
<b>TOTAL COST OF GOODS SOLD</b>	<b>\$5,582,150</b>	<b>\$5,269,390</b>	<b>\$4,454,719</b>	<b>\$5,250,140</b>	<b>\$5,059,649</b>	<b>\$5,073,000</b>
<b>GROSS INCOME FROM SALES</b>	<b>\$2,396,224</b>	<b>\$2,304,293</b>	<b>\$2,974,249</b>	<b>\$2,416,355</b>	<b>\$2,417,869</b>	<b>\$2,347,484</b>
<b>EXPENDITURES</b>						
<b>PERSONAL SERVICES</b>						
Full-Time Staff	\$511,800	\$578,258	\$532,757	\$571,766	\$615,990	\$675,000
Student Labor	\$161,599	\$154,317	\$147,959	\$117,419	\$158,834	\$155,000
Facilities and Maintenance	\$0	\$0	\$0	\$0	\$0	\$0
Contracted Facilities and Maintenance*	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL PERSONAL SERVICES</b>	<b>\$673,398</b>	<b>\$732,575</b>	<b>\$680,715</b>	<b>\$689,185</b>	<b>\$774,824</b>	<b>\$830,000</b>
<b>OPERATING</b>						
Facilities and Maintenance	\$7,227	\$31,666	\$5,520	\$16,015	\$71,056	\$7,500
Utilities	\$9,300	\$10,807	\$8,576	\$9,046	\$9,840	\$9,500
Advertising	\$71,769	\$46,865	\$73,459	\$48,825	\$69,196	\$65,000
Credit Card Fees	\$88,871	\$90,604	\$77,982	\$85,733	\$84,885	\$82,000
Retail Software Lease	\$25,226	\$23,042	\$49,002	\$10,430	\$32,424	\$32,000
Rent Student Union	\$52,959	\$54,017	\$55,087	\$52,670	\$59,713	\$59,700
Rent Offcampus Retail Space	\$6,720	\$6,724	\$7,856	\$9,358	\$48,560	\$42,500
Sales Tax Remitted	\$380,861	\$374,325	\$351,112	\$358,157	\$370,427	\$360,000
Unit Operations	\$104,870	\$124,391	\$82,585	\$149,991	\$87,022	\$100,000
<b>TOTAL OPERATING</b>	<b>\$747,803</b>	<b>\$762,440</b>	<b>\$711,179</b>	<b>\$740,224</b>	<b>\$833,123</b>	<b>\$758,200</b>
<b>TOTAL EXPENDITURES</b>	<b>\$1,421,201</b>	<b>\$1,495,015</b>	<b>\$1,391,895</b>	<b>\$1,429,409</b>	<b>\$1,607,947</b>	<b>\$1,588,200</b>
<b>NET INCOME BEFORE CONTRIBUTIONS</b>	<b>\$975,022</b>	<b>\$809,277</b>	<b>\$1,582,354</b>	<b>\$986,946</b>	<b>\$809,921</b>	<b>\$759,284</b>
<b>OVERHEAD PAID TO UNIVERSITY</b>	<b>\$845,112</b>	<b>\$952,323</b>	<b>\$867,550</b>	<b>\$793,914</b>	<b>\$597,016</b>	<b>\$597,000</b>
<b>NET REVENUE (LOSS) AFTER CONTRIBUTIONS</b>	<b>\$129,910</b>	<b>-\$143,046</b>	<b>\$714,804</b>	<b>\$193,032</b>	<b>\$212,906</b>	<b>\$162,284</b>
<b>DEBT SERVICE (PULL FROM DEBT SERVICE PAGE)</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>COVERAGE RATIO</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>



**TABLE 25: PROJECTED UNIVERSITY BOOKSTORE  
REVENUE AND EXPENSE (FY19-FY22)**

	PROJECTED FY19	PROJECTED FY20	PROJECTED FY21	PROJECTED FY22
<b>REVENUES</b>				
General Revenue	\$6,650,000	\$6,317,500	\$6,001,625	\$5,701,544
Facility Support Fee	\$0	\$0	\$0	\$0
GAF Revenue - Operations	\$0	\$0	\$0	\$0
GAF Revenue - Bond Support	\$0	\$0	\$0	\$0
Interest Earnings	\$10,641	\$10,801	\$11,017	\$11,182
Capitalized Interest	\$0	\$0	\$0	\$0
BAB Revenue	\$0	\$0	\$0	\$0
Other	\$47,500	\$45,125	\$42,869	\$40,725
Sales Tax Collected	\$342,000	\$324,900	\$308,655	\$293,222
<b>TOTAL REVENUE</b>	<b>\$7,050,141</b>	<b>\$6,698,326</b>	<b>\$6,364,165</b>	<b>\$6,046,673</b>
<b>COST OF GOODS SOLD</b>				
Merchandise Purchases	\$4,750,000	\$4,512,500	\$4,286,875	\$4,072,531
Freight/Shipping	\$69,350	\$65,883	\$62,588	\$59,459
Change in Inventory	\$0	\$0	\$0	\$0
<b>TOTAL COST OF GOODS SOLD</b>	<b>\$4,819,350</b>	<b>\$4,578,383</b>	<b>\$4,349,463</b>	<b>\$4,131,990</b>
<b>GROSS INCOME FROM SALES</b>	<b>\$2,230,791</b>	<b>\$2,119,943</b>	<b>\$2,014,702</b>	<b>\$1,914,683</b>
<b>EXPENDITURES</b>				
<b>PERSONAL SERVICES</b>				
Full-Time Staff	\$651,000	\$670,530	\$690,646	\$711,365
Student Labor	\$140,500	\$144,715	\$149,056	\$153,528
Facilities and Maintenance	\$0	\$0	\$0	\$0
Contracted Facilities and Maintenance*	\$0	\$0	\$0	\$0
<b>TOTAL PERSONAL SERVICES</b>	<b>\$791,500</b>	<b>\$815,245</b>	<b>\$839,702</b>	<b>\$864,893</b>
<b>OPERATING</b>				
Facilities and Maintenance	\$7,725	\$7,957	\$8,195	\$8,441
Utilities	\$9,785	\$10,079	\$10,381	\$10,692
Advertising	\$65,000	\$65,000	\$65,000	\$65,000
Credit Card Fees	\$77,900	\$74,005	\$70,305	\$66,790
Retail Software Lease	\$32,960	\$33,949	\$34,967	\$36,016
Rent Student Union	\$61,491	\$63,336	\$65,236	\$67,193
Rent Offcampus Retail Space	\$9,500	\$9,500	\$9,500	\$9,500
Sales Tax Remitted	\$342,000	\$324,900	\$308,655	\$293,222
Unit Operations	\$103,000	\$106,090	\$109,273	\$112,551
<b>TOTAL OPERATING</b>	<b>\$709,361</b>	<b>\$694,815</b>	<b>\$681,512</b>	<b>\$669,405</b>
<b>TOTAL EXPENDITURES</b>	<b>\$1,500,861</b>	<b>\$1,510,060</b>	<b>\$1,521,214</b>	<b>\$1,534,299</b>
<b>NET INCOME BEFORE CONTRIBUTIONS</b>	<b>\$729,930</b>	<b>\$609,883</b>	<b>\$493,488</b>	<b>\$380,384</b>
<b>OVERHEAD PAID TO UNIVERSITY</b>	<b>\$542,000</b>	<b>\$487,000</b>	<b>\$432,000</b>	<b>\$377,000</b>
<b>NET REVENUE (LOSS) AFTER CONTRIBUTIONS</b>	<b>\$187,930</b>	<b>\$122,883</b>	<b>\$61,488</b>	<b>\$3,384</b>
<b>DEBT SERVICE (PULL FROM DEBT SERVICE PAGE)</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>COVERAGE RATIO</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>



**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**  
**Consent**

**AGENDA ITEM: 4 – A**  
**DATE: March 27-29, 2018**

\*\*\*\*\*

**SUBJECT**

**Student Organization Award Winners for 2017**

**CONTROLLING STATUTE, RULE, OR POLICY**

None

**BACKGROUND / DISCUSSION**

Each year, the Board of Regents approves the previous year's Student Organization Award winners. The nominations advanced to the Board are chosen by each institution in the categories of Academic Excellence, Community Service, and Organizational Leadership. Once approved, the Board presents these awards at its meetings throughout the year. The first award presentation is slated during the March BOR meeting as agenda item 5 – B.

**Award for Academic Excellence**

The purpose of this award is to recognize student organizations for outstanding contributions to the academic environment of their university or the academic performance of students. The following organizations have been chosen:

BHSU	KBHU-TV
DSU	Phi Beta Lambda Business Club
NSU	Project Pengyou Northern State University Chapter
SDSM&T	Graduate Student Society
SDSU	Kappa Epsilon Chi Chapter
USD	Sigma Alpha Epsilon

**Award for Community Service**

The purpose of this award is to recognize student organizations for community service external to the campus. When student groups engage in community service, they help to

(Continued)

\*\*\*\*\*

**DRAFT MOTION 20180327\_4-A:**

I move to accept the recommendations offered by each institution for student organization awards and announce the names of the award winners.

establish good relationships between the institution and the community, they provide necessary help to non-profit organizations, they develop the leadership skills of their members, and they instill an appreciation for service in our students. The following organizations have been chosen:

BHSU	University Honors Club
DSU	CybHER
NSU	Council for Exceptional Children (CEC)
SDSM&T	Lambda Chi Alpha Fraternity
SDSU	Alpha Xi Delta Epsilon Eta
USD	Student Occupational Therapy Association (SOTA)

### **Award for Organizational Leadership**

The purpose of this award is to recognize student organizations for outstanding activities that provide effective student or community leadership. The following organizations have been chosen:

BHSU	Environmental Sustainability Student Organization
DSU	Computer Club
NSU	Chinese Students Association
SDSM&T	Society of Physics Students (SPS)
SDSU	American Pharmacists Association – Academy of Student Pharmacists (APhA-ASP)
USD	Pi Beta Phi

### **IMPACT AND RECOMMENDATIONS**

The Board recognizes the important role that student organizations play in the regental system. Student organizations provide students the opportunity to connect with others who have similar interests as well as experience a sense of community, all of which increases the likelihood of successful college completion. They also provide students with opportunities for professional development by offering students practical opportunities to hone skills, including those in leadership and communication.

### **ATTACHMENTS**

None

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**  
**Consent**

**AGENDA ITEM: 4 – B**  
**DATE: March 27-29, 2018**

\*\*\*\*\*

**SUBJECT**

**Resolution of Recognition – DSU**

**CONTROLLING STATUTE, RULE, OR POLICY**

None

**BACKGROUND / DISCUSSION**

Dakota State University requests approval to recognize David Maher for 27 years of dedicated service to the students, to the University, to the community, and to his profession as the campus night watchman (Attachment I). Throughout his career, he has dedicated his time to the successful operation of DSU facilities and aid in the safety of DSU students.

**IMPACT AND RECOMMENDATION**

The faculty, staff, students, and alumni of Dakota State University support this request to recognize and express appreciation to Mr. Maher.

Board staff recommend approval.

**ATTACHMENTS**

Attachment I – Special Resolution: DSU – David Maher

\*\*\*\*\*

**DRAFT MOTION 20180327\_4-B:**

I move to recognize David Maher (DSU) for his years of dedicated service to South Dakota's system of public higher education.





## SPECIAL RESOLUTION

**WHEREAS**, David Maher, Facility Worker, has retired from active service at Dakota State University effective July 28, 2017; and

**WHEREAS**, Mr. Maher has devoted twenty-seven years of his career to Dakota State University, to help support the mission of the university by serving as the campus night watchman, offering safe travel to students across campus, maintaining overnight boiler operation, providing evening snow removal, and overseeing campus building security; and

**WHEREAS**, Mr. Maher has humbly shared his expertise with campus faculty, staff, as well as with students during his time at DSU, and has provided admirable service to the South Dakota System of Higher Education and to the alumni of the university through his hard work to ensure the successful operation of DSU facilities, and aid in the safety of DSU students; and

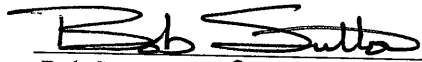
**WHEREAS**, the Board of Regents of the State of South Dakota and the faculty, staff, students, and alumni of Dakota State University wish to recognize and express appreciation to Mr. Maher for his many years of dedicated service to the students, to the University, to the community, and to the profession.

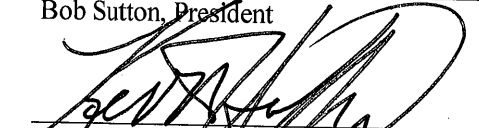
**THEREFORE, BE IT RESOLVED**, that Mr. David A. Maher be accorded special recognition for his outstanding service, and it is ordered that this Resolution be spread on the minutes of this Board and that a copy thereof be forwarded to Mr. Maher.

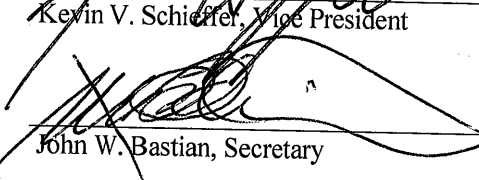
Adopted this 28<sup>th</sup> day of March 2018.

### SOUTH DAKOTA BOARD OF REGENTS



  
Bob Sutton, President

  
Kevin V. Schieffer, Vice President

  
John W. Bastian, Secretary

**ATTEST:**

\_\_\_\_\_  
Dr. José-Marie Griffiths, President  
Dakota State University

Special Resolution Number 02-2018

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**  
**Consent**

**AGENDA ITEM: 4 – C (1)**

**DATE: March 27-29, 2018**

\*\*\*\*\*

**SUBJECT**

**New Program: SDSU Minor in Apparel and Fashion Studies**

**CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 2:23](#) – Program and Curriculum Approval

**BACKGROUND / DISCUSSION**

South Dakota State University (SDSU) requests authority to offer a minor in Apparel and Fashion Studies. The minor will develop students to enter the workforce of fashion, apparel, and textiles. The intended audience includes students outside of the existing Apparel Merchandising major, especially Communication, Advertising, and Consumer Affairs majors and those in design fields, interested in understanding the impact of apparel and fashion design. SDSU notes the apparel industry is a multimillion dollar industry with the Bureau of Labor Statistics projecting growth between 3% and 9% for various related occupations through 2026.

The proposed minor consists of 18 credit hours of existing courses.

SDSU requests authorization to offer the minor on campus.

**IMPACT AND RECOMMENDATION**

SDSU does not request new resources to offer the minor. SDSU currently offers a related BS in Apparel Merchandising. SDSU projects 10 graduates per year after full implementation.

Board office staff recommend approval of the minor.

**ATTACHMENTS**

Attachment I – New Program Request Form: SDSU – Apparel and Fashion Studies Minor

\*\*\*\*\*

**DRAFT MOTION 20180327\_4-C(1):**

I move to approve SDSU's new program proposal for a minor in Apparel and Fashion Studies as described in Attachment I.



## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

### New Baccalaureate Degree Minor

<b>UNIVERSITY:</b>	<b>SDSU</b>
<b>TITLE OF PROPOSED MINOR:</b>	<b>Apparel and Fashion Studies</b>
<b>DEGREE(S) IN WHICH MINOR MAY BE EARNED:</b>	<b>Any</b>
<b>EXISTING RELATED MAJORS OR MINORS:</b>	<b>Apparel Merchandising (B.S.)</b>
<b>INTENDED DATE OF IMPLEMENTATION:</b>	<b>2018-2019 Academic Year</b>
<b>PROPOSED CIP CODE:</b>	<b>19.0901</b>
<b>UNIVERSITY DEPARTMENT:</b>	<b>Consumer Sciences (SCONS)</b>
<b>UNIVERSITY DIVISION:</b>	<b>Education &amp; Human Sciences (SEHS)</b>

#### University Approval

*To the Board of Regents and the Executive Director: I certify that I have read this proposal, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.*

*Barry H. Dunn*

\_\_\_\_\_  
President of the University

1/26/2018

\_\_\_\_\_  
Date

- 1. Do you have a major in this field?** ☐ Yes ☒ No
- 2. If you do not have a major in this field, explain how the proposed minor relates to your university mission.**

South Dakota State University (SDSU) requests authorization to offer a minor in Apparel and Fashion Studies. SDSU currently offers a B.S. in Apparel Merchandising. This minor will provide a focus on fashion studies and will develop students into professionals capable of entering the workforce of fashion, apparel, and textiles. The minor will allow students in majors outside of Apparel Merchandising, especially communication majors and those studying in the design fields, to take coursework that prepares them to better understand the impact of apparel and fashion design.

A minor in Apparel and Fashion Studies is a way for students to diversify their education and incorporate design thinking and design skills into their overall academic experience. The minor will appeal to students majoring in Advertising, Consumer Affairs, Entrepreneurial Studies, Family and Consumer Sciences Education, Graphic Design, Studio Art, Theatre, and any of a number of other majors. The coursework is designed to prepare them with a better understanding of the apparel and fashion industry, which will expand their awareness of aesthetics, allow them to analyze garment construction and identify textiles and fabrics, enable their understanding and

implementation of design elements and principles, and ensure their appreciation of the impact that dress has on the world.

The proposed minor in Apparel and Fashion Studies is within the statutory mission of South Dakota State University as provided in SDCL 13-58-1: *Designated as South Dakota's land grant university, South Dakota State University, formerly the state college of agriculture and mechanical arts, shall be under the control of the Board of Regents and shall provide undergraduate and graduate programs of instruction in the liberal arts and sciences and professional education in agriculture, education, engineering, home economics, nursing, and pharmacy, and other courses or programs as the Board of Regents may determine.*

SDSU does not intend to request new state resources.

### **3. What is the nature/purpose of the proposed minor?**

The apparel and fashion industry is a broad industry with interconnected areas of expertise, ranging from design and product development, to sourcing and procurement, retail management, and marketing. Each area performs an important role in the value chain that delivers the right product to the right consumer at the right time. While all areas require creativity, problem solving skills, and innovative risk taking ability, careers in this field can be grouped according to their focus on the creative aspect or analytical component of the fashion process:

- Careers that require solid understanding of the apparel product, visual merchandising skills, and the aesthetic value component of the fashion industry, and
- Careers that focus on the analytical and operational strategies of retailing.

The nature and purpose of this minor is to allow students in other majors who may be interested in apparel and fashion studies to explore those options and earn a minor in the field. The Apparel and Fashion Studies minor will provide students with basic information to supplement their major. The minor combines elements from across the Apparel Merchandising program, including studies in design that are both fulfilling and appeal to students' talents and interests. It is not the intention of the minor that students become professional designers, but rather to provide a basic set of skills and knowledge that can be employed when working with both fashion designers and non-designers. The courses for the minor will develop the students' knowledge of apparel products and fashion brands, foster their aesthetic awareness, and hone their visual merchandising skills. Certain courses in the minor should also develop in students a critical and historical understanding of fashion and material culture so that students will be better able to appreciate the field's intersections with identities and cultures.

### **4. How will the proposed minor benefit students?**

Students will have the opportunity to earn a minor in a growing field of study that is allied to other design, technical, and communication disciplines. Students will benefit through the opportunity to study apparel and fashion and methods for representing and reshaping a wide range of visual experiences using theory, innovative practice, aesthetics, and functional means. Because the apparel industry is a multi-million dollar industry, there is great opportunity for workforce development in this field. While students take courses in their major, they would benefit from an undergraduate minor in Apparel and Fashion Studies and could possibly pursue a career in apparel fashion studies.

**5. Describe the workforce demand for graduates in related fields, including national demand and demand within South Dakota.** *Provide data and examples; data sources may include but are not limited to the South Dakota Department of Labor, the US Bureau of Labor Statistics, Regental system dashboards, etc.*

Workforce demand for graduates with an understanding of the complexities of the global fashion industry is present in a wide variety of areas including museums and art galleries, which feature displays of apparel and textiles from across the globe and across history, as well as extensive archives of apparel/textiles. For example, SDSU and the South Dakota Art Museum have permanent holdings of textiles including the Snellman Hsia, Marghab Linen, and Native American Collections. Graduates with an understanding of the fashion industry are also needed to fill positions as buyers and store managers in the retail sector. Workforce demand for individuals with expertise in apparel and fashion are also needed in the performing arts, particularly that of theatre in costume design and curation. Writers/journalists with academic preparation in this area are needed in both print and online publications.

Thus, the minor is beneficial to employers seeking employees in design, technical, and communication disciplines with a focus on fashion and apparel in the following areas:

- Advertising or marketing manager
- Art director
- Assistant designer
- Buyer
- Costume designer
- Curator
- Design consultant
- Fashion writer or journalist
- Merchandiser
- Retail manager
- Sales representative
- Store manager
- Stylist
- Technical designer
- Visual merchandiser

Bureau of Labor Statistics employment projections through 2026 indicate a 9% growth for advertising, promotions, and marketing managers,<sup>1</sup> 13% growth for archivists, curators, and museum workers,<sup>2</sup> 7% growth for art directors,<sup>3</sup> 7% growth for sales managers,<sup>4</sup> and 8% growth for writers and authors.<sup>5</sup> The minor will allow students with an interest in apparel and fashion

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<sup>1</sup> Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook*, Advertising, Promotions, and Marketing Managers, on the Internet at <https://www.bls.gov/ooh/management/advertising-promotions-and-marketing-managers.htm> (visited October 27, 2017).

<sup>2</sup> Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook*, Archivists, Curators, and Museum Workers, on the Internet at <https://www.bls.gov/ooh/education-training-and-library/curators-museum-technicians-and-conservators.htm> (visited October 27, 2017).

<sup>3</sup> Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook*, Art Directors, on the Internet at <https://www.bls.gov/ooh/arts-and-design/art-directors.htm> (visited October 27, 2017).

<sup>4</sup> Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook*, Sales Managers, on the Internet at <https://www.bls.gov/ooh/management/sales-managers.htm> (visited October 27, 2017).

<sup>5</sup> Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook*, Writers and Authors, on the Internet at <https://www.bls.gov/ooh/media-and-communication/writers-and-authors.htm> (visited November 01, 2017).

studies to take coursework to equip them with additional knowledge and skills to complement their major, as well as potentially prepare them for a position, which requires a basic understanding of the fashion industry, knowledge of apparel products and fashion brands, aesthetic awareness, and visual merchandising skills.

**6. Provide estimated enrollments and completions in the table below and explain the methodology used in developing the estimates.**

The estimates below are based on student interest in Apparel and Fashion Studies. The minor will benefit and appeal to students majoring in Advertising, Consumer Affairs, Entrepreneurial Studies, Family and Consumer Sciences Education, Graphic Design, Studio Art, Theatre, and other majors.

	Fiscal Years*			
	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>
<i>Estimates</i>	FY 19	FY 20	FY 21	FY 22
Students enrolled in the minor (fall)	5	10	15	20
Completions by graduates	0	0	0	10

\*Do not include current fiscal year.

**7. What is the rationale for the curriculum? Demonstrate/provide evidence that the curriculum is consistent with current national standards.**

The Apparel and Fashion Studies minor supports students pursuing degrees where design knowledge is an allied discipline and design thinking skills enhance the major degree and collaboration potential after graduation.

The curriculum draws from the B.S. in Apparel Merchandising. The proposed curriculum is based on the International Textiles and Apparel Association's (ITAA) standards and involves the elements used by apparel and textiles programs across the country and around the world. The ITAA promotes the discovery, dissemination, and application of knowledge.

Students will complete an 11-credit core of coursework designed to encompass basic concepts for apparel merchandising, the analysis of construction, fabric, fit, defects, and pricing of ready-to-wear, product knowledge, garment classifications, consumer attitudes toward product quality, textiles use, and fashion promotion. Students will choose an additional 7-credits of coursework that will further prepare them to work in the fashion and apparel industry.

Apparel Merchandising majors are not eligible for the minor.

**8. Complete the tables below. Explain any exceptions to Board policy requested.**

**A. Distribution of Credit Hours**

Minor in Apparel and Fashion Studies	Credit Hours	Percent
Requirements in minor	11	61%
Electives in minor	7	39%
Total	18	100%



## B. Required Courses in the Minor

Prefix	Number	Course Title	Credit Hours	New (yes, no)
AM	172	Introduction to Apparel Merchandising	2	No
AM	231-231L	Ready-to-Wear Analysis and Lab	3	No
AM	242-242L	Textiles and Lab	3	No
AM	274-274L	Fashion and Promotion and Lab	3	No
Subtotal			11	

## 9. Elective Courses in the Minor: List courses available as electives in the program. Indicate any proposed new courses added specifically for the minor.

Students must complete at least 7 credits from the following:

Prefix	Number	Course Title	Credit Hours	New (yes, no)
AM	253	Socio-Psychological Aspects of Dress	3	No
AM	282	Customer Service	3	No
AM	315-315L	Apparel Design and Lab	3	No
AM	352	History of Dress in the Western World	3	No
AM	361-361L	Aesthetics and Lab	3	No
AM	372-372L	Trending and Buying and Lab	3	No
AM	381	Professional Behavior at Work	3	No
AM	462	Retail Management	3	No
AM	472-472L	Merchandising and Lab	3	No
AM	473-473L	Global Sourcing and Lab	3	No
AM	477	Current Issues in the Workplace	1	No
AM	491	Independent Study	1	No

## 10. What are the learning outcomes expected for all students who complete the minor? How will students achieve these outcomes?

Students who complete the requirements for the Apparel and Fashion Studies minor will:

- Demonstrate factual knowledge of terminology, methods and classifications related to the fashion process and industry, the role of fashion in society, and professional practices in the global workforce.
- Apply design principles in order to design and evaluate store layout, window displays, and wall presentation strategies.
- Identify fibers, yarns, and fabrics and relate fiber properties to their performance and care requirements.
- Evaluate product quality and serviceability and illustrate the relationships among costs, costing, and profit for garments, and will appreciate how aesthetics add value to the apparel product and our surroundings.

The attached curriculum map (Appendix A) shows where students achieve these outcomes in the curriculum.

**11. What instructional approaches and technologies will instructors use to teach courses in the minor?** *This refers to the instructional technologies and approaches used to teach courses and NOT the technology applications and approaches expected of students.*

Standard instructional approaches will be used. Instructional methods and technologies include a variety of instructional methods, such as lectures, small group discussions, research papers, assignments, lab activities, guest speakers, and field trips (when applicable).

**12. Delivery Location<sup>6</sup>**

- A. Complete the following charts to indicate if the university seeks authorization to deliver the entire program on campus, at any off campus location (e.g., UC Sioux Falls, Capital University Center, Black Hills State University-Rapid City, etc.) or deliver the entire program through distance technology (e.g., as an online program)?**

	Yes/No	Intended Start Date
On campus	No	2018-2019 Academic Year

	Yes/No	If Yes, list location(s)	Intended Start Date
Off campus	No		

	Yes/No	If Yes, identify delivery methods <sup>7</sup>	Intended Start Date
Distance Delivery (online/other distance delivery methods)	No		

- B. Complete the following chart to indicate if the university seeks authorization to deliver more than 50% but less than 100% of the certificate through distance learning (e.g., as an online program)?<sup>8</sup>**

	Yes/No	If Yes, identify delivery methods	Intended Start Date
Distance Delivery (online/other distance delivery methods)	No		

17% or one 3-credit course of the Apparel and Fashion Studies minor is available online.

**13. Does the University request any exceptions to any Board policy for this minor? Explain any requests for exceptions to Board Policy. If not requesting any exceptions, enter "None."**

None.

**14. Cost, Budget, and Resources: Explain the amount and source(s) of any one-time and continuing investments in personnel, professional development, release time, time redirected from other assignments, instructional technology & software, other**

<sup>6</sup> The accreditation requirements of the Higher Learning Commission (HLC) require Board approval for a university to offer programs off-campus and through distance delivery.

<sup>7</sup> Delivery methods are defined in [AAC Guideline 5.5](#).

<sup>8</sup> This question responds to HLC definitions for distance delivery.

**operations and maintenance, facilities, etc., needed to implement the proposed minor.**  
*Address off-campus or distance delivery separately.*

All courses are currently being taught. SDSU does not require any additional resources to offer this minor.

**15. New Course Approval: New courses required to implement the new minor may receive approval in conjunction with program approval or receive approval separately. Please check the appropriate statement (place an "X" in the appropriate box).**

- ☐ YES,  
*the university is seeking approval of new courses related to the proposed program in conjunction with program approval. All New Course Request forms are included as Appendix C and match those described in section 7.*
- ☒ NO,  
*the university is not seeking approval of all new courses related to the proposed program in conjunction with program approval; the institution will submit new course approval requests separately or at a later date in accordance with Academic Affairs Guidelines.*

**Appendix A**  
**Apparel and Fashion Studies Minor – Student Learning Outcomes**

	Program Courses that Address the Outcomes														
	Required Coursework				Electives										
Individual Student Outcome	AM 172	AM 231-231L	AM 242-242L	AM 274-274L	AM 253	AM 282	AM 315	AM 352	AM 361-361L	AM 372-361L	AM 381	AM 462	AM 472-472L	AM 473-473L	AM 477
Students will demonstrate factual knowledge of terminology, methods and classifications related to the fashion process and industry, the role of fashion in society, and professional practices in the global workforce.	X	X	X	X	X	X	X	X		X	X	X	X	X	X
Students will apply design principles in order to design and evaluate store layout, window displays, and wall presentation strategies.				X											
Students will identify fibers, yarns, and fabrics and relate fiber properties to their performance and care requirements.			X				X								
Students will evaluate product quality and serviceability and illustrate the relationships among costs, costing, and profit for garments, and will appreciate how aesthetics adds value to the apparel product and our surroundings.		X					X		X		X		X	X	

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**  
**Consent**

**AGENDA ITEM: 4 – C (2)**

**DATE: March 27-29, 2018**

\*\*\*\*\*

**SUBJECT**

**New Program: SDSU Minor in History of Art and Design**

**CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 2:23](#) – Program and Curriculum Approval

**BACKGROUND / DISCUSSION**

South Dakota State University (SDSU) requests authority to offer a minor in History of Art and Design. The minor will allow students majoring in Advertising, Architecture, Global Studies, Graphic Design, History, Interior Design, Journalism, Landscape Architecture, Studio Art, modern languages, and other majors to diversify their education with a broad knowledge of art and design history. The proposed minor ties to the School of Design's mission to integrate various design disciplines. SDSU notes the Bureau of Labor Statistics projects between 9% and 15% growth for related occupations through 2026 in South Dakota, and 8% growth for fine arts professions nationally. In addition, the minor provides a foundation for students interested in pursuing graduate studies in a variety of fields.

The proposed minor consists of 18 credit hours of existing courses.

SDSU requests authorization to offer the minor on campus.

**IMPACT AND RECOMMENDATION**

SDSU does not request new resources to offer the minor. SDSU currently offers related majors in Architecture, Graphic Design, Interior Design, Landscape Architecture, and Studio Art. SDSU projects 19 graduates per year after full implementation.

Board office staff recommend approval of the minor.

**ATTACHMENTS**

Attachment I – New Program Request Form: SDSU – History of Art and Design Minor

\*\*\*\*\*

**DRAFT MOTION 20180327\_4-C(2):**

I move to approve SDSU's new program proposal for a minor in History of Art and Design as described in Attachment I.



## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

### New Baccalaureate Degree Minor

<b>UNIVERSITY:</b>	SDSU
<b>TITLE OF PROPOSED MINOR:</b>	History of Art and Design
<b>DEGREE(S) IN WHICH MINOR MAY BE EARNED:</b>	Any
<b>EXISTING RELATED MAJORS OR MINORS:</b>	Architecture (B.F.A.), Graphic Design (B.F.A. and Minor), Interior Design (B.F.A.), Landscape Architecture (B.L.A.), Studio Art (B.F.A.), Studio Arts Minor
<b>INTENDED DATE OF IMPLEMENTATION:</b>	2018-2019 Academic Year
<b>PROPOSED CIP CODE:</b>	50.0703
<b>UNIVERSITY DEPARTMENT:</b>	School of Design (SDSGN)
<b>UNIVERSITY DIVISION:</b>	Arts & Sciences (SA&S)

#### University Approval

*To the Board of Regents and the Executive Director: I certify that I have read this proposal, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.*

*Barry H. Dunn*

\_\_\_\_\_  
President of the University

2/8/2018

\_\_\_\_\_  
Date

1. Do you have a major in this field? ☐ Yes ☒ No

2. If you do not have a major in this field, explain how the proposed minor relates to your university mission.

South Dakota State University (SDSU) requests authorization to offer a minor in History of Art and Design. SDSU and the School of Design offer majors in the following design disciplines that comprise the History of Art and Design minor: Architecture (B.F.A.), Graphic Design (B.F.A.), Interior Design (B.F.A.), Studio Art (B.F.A.), and Landscape Architecture (B.L.A.). The minor will allow students majoring in Advertising, Architecture, Global Studies, Graphic Design, History, Interior Design, Journalism, Landscape Architecture, Studio Art, modern languages, and any number of other majors to take coursework to diversify their education and incorporate a broad knowledge of the history of art and design into their overall academic experience.

The History of Art and Design minor supports the statutory mission of SDSU as provided in SDCL 13-58-1: *Designated as South Dakota's land grant university, South Dakota State University, formerly the state college of agriculture and mechanical arts, shall be under the*



*control of the Board of Regents and shall provide undergraduate and graduate programs of instruction in the liberal arts and sciences and professional education in agriculture, education, engineering, home economics, nursing, and pharmacy, and other courses or programs as the Board of Regents may determine.* The minor expands and enhances the University's undergraduate instruction in the liberal arts and sciences.

In direct alignment to SDSU's strategic plan, *IMPACT 2018*, the new offering supports goal 1, enhancing academic excellence through enhancing program accreditation and goal 4, increasing efficiencies through academic program alignment. The minor is aligned with the mission and commitment made by the School of Design and by the College of Arts and Sciences to provide students with interdisciplinary learning and research; it is also aligned with the standards that the National Association of Schools of Arts and Design (NASAD) set forth for accreditation of art and design programs.

The College of Arts and Sciences at SDSU understands the deep link between one's consciousness of the past and the shaping of one's future.<sup>1</sup> By widening the students' perspective, the contextual nature of the art-historical discipline complements the I-deep preparation acquired through other majors in design, historical, marketing, communication disciplines and foreign languages, thus contributing to turn a student into a T-shaped professional. One of the greatest skills of contextual disciplines is to shape the future professionals as "lifelong learners with open minds," as stated by Demirkan and Spohrer.<sup>2</sup> Contextual learners are very flexible, they can quickly analyze and adapt to ever-changing situations.<sup>3</sup>

The proposed minor also ties to the School of Design's mission to integrate the various design disciplines and resources into a framework that stimulates collaboration.<sup>4</sup> Within fields of creativity that build on professional standards, students must gain awareness of historical developments, of cultural forces shaping decisions, of creative milestones, of the evolution of taste, and of the innovations, influences and creative impacts of designers on society. The potential for collaborative practices is enhanced when each design discipline increases understanding of all the others; the interdisciplinary character of the history of art in general and of this minor in particular is naturally apt to build on this attitude, which is transferrable to outcomes in studio practices and help students making such connections.

SDSU does not intend to request new state resources.

### **3. What is the nature/purpose of the proposed minor?**

A minor in History of Art and Design can be productively coupled with majors across colleges to prepare students for alternative career paths in the arts, by providing them general knowledge to increase awareness of the art world. Due to its interdisciplinary nature and methods, the minor provides a solid theoretical and methodological foundation that students can use in combination with their major to enter graduate school in a variety of studio arts and design disciplines, as well

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<sup>1</sup> College of Arts and Sciences, "Find yourself at South Dakota State University" web, accessed Nov. 20, 2017: <https://www.sdstate.edu/arts-sciences>

<sup>2</sup> Haluk Demirkan and Jim Spohrer, "T-Shaped Innovators. Identifying the Right Talent to Support Service Innovation." *Research-Technology Management*, vol. 58, issue 5, 2015: 13, web, accessed Nov. 20, 2017: <http://excelsior.sdstate.edu/login?url=http://search.ebscohost.com/login.aspx?direct=true&db=buh&AN=109348493&site=ehost-live>

<sup>3</sup> Ibid.: 13.

<sup>4</sup> School of Design, *The Difference is Design*, web, accessed Nov. 20, 2017: <https://www.sdstate.edu/school-design>

as various allied disciplines in the humanities, including history, archaeology, anthropology, philosophy, law, and religion.

Additionally, in absence of a major in the history of art, students who want to successfully pursue graduate studies in art or architectural or design history would be able to combine the knowledge received at SDSU through this minor with a solid preparation through related majors in humanities, such as History, English, modern languages, and Global Studies. Several graduate programs in the history of art at prominent universities emphasize the need for the student to gain interest towards one particular chronological or geographical area, which can be accomplished at SDSU through a general studies degree; often, the coursework in the history of art does not need to be necessarily a completed major.<sup>5</sup>

Additionally, the minor in the History of Art and Design provides theoretical and historical strengths in support of the School of Design's existing programs in Architecture (B.F.A.), Graphic Design (B.F.A.), Interior Design (B.F.A.), Studio Art (B.F.A.), and Landscape Architecture (B.L.A.). This minor's multidisciplinary and interdisciplinary structure reflects the School of Design's mission of shared curriculum across disciplines.<sup>6</sup> The minor builds from existing theoretical strengths within the School of Design and further enhances students' awareness of the historical and contemporary manifestations of the concept of "design" across disciplines.

The skills students learn in the history of art, including performing extensive research, conceptualization, forming a solid argument, carrying out a complex project requiring extensive time and resilience, can be transferrable to a variety of professions. The University of Notre Dame has compiled a wide list encompassing a multitude of professions that require and benefit from a training in the history of art, including but not limited to antiquarians, artist agents, agents for copyright, insurance and art-related matters, law enforcement officers, teachers, art consultant for hotels (paired with interest in architecture and interior design) and arts organizations like the National Endowment for the Arts (NEA) and National Endowment for the Humanities (NEH), editors (paired with graphic design skills), visual resource curators, and also a variety of professionals in art galleries, in libraries, in museums, in auction houses.<sup>7</sup>

#### **4. How will the proposed minor benefit students?**

The History of Art and Design minor requires students graduating within a design discipline (fine arts, graphic design, architecture, interior design, landscape architecture) to further widen their horizons towards understanding how "design" manifests itself in their chosen discipline, as well as in the other design disciplines. Such knowledge can be used by other majors at SDSU (for instance, Chemistry, English, French Studies, German, History, Journalism, Political Science, and Spanish) to gain valuable knowledge and awareness of contemporary art and design that is indispensable to the entire art world in a variety of related professions.

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<sup>5</sup> Columbia University requires only 4 courses in the history of art (<http://www.columbia.edu/cu/arhistory/graduate/phd-apply.html>); Yale University emphasizes strengthening a particular timeframe or culture (<http://arthistory.yale.edu/graduate/admissions>); MIT requires English proficiency (<http://act.mit.edu/academic-program/admissions/>); the University of Pittsburgh's thematic graduate program requires proficiency in one foreign language (<https://haa.pitt.edu/graduate/apply>). The Bard Graduate Center requires for admission to its PhD in Decorative Arts, Design History, Material Culture, some coursework in "history of art, architecture, decorative arts, history, material culture studies, archaeology and anthropology" (<https://www.bgc.bard.edu/ma-phd/2/admissions>).

<sup>6</sup> School of Design, *The Difference is Design*, web, accessed Nov. 20, 2017: <https://www.sdstate.edu/school-design>

<sup>7</sup> Charles M. Rosenberg, "Career Alternatives for Art Historians," web, accessed Nov. 20, 2017: <https://www3.nd.edu/~crosenbe/jobs.html>

In the article “The Case for a New Kind of Core”, published in November 2016 in the *The Chronicle of Higher Education*, Nicholas Lemann, endowed Professor and Dean Emeritus at the Columbia University Graduate School of Journalism, advanced the case that a wider education, built through the liberal arts, is what distinguishes an undergraduate education from the technical education received in trade school. Lemann argues as essential skills for success and growth an understanding of one’s limits and the capacity to overcome them: when these skills are honed, students can perform well in an unfamiliar environment and avoid fast assumptions that promote erroneous decisions.<sup>8</sup> By its own nature, the history of art and design is a contextual discipline that builds understanding through progressive acquisition of knowledge, requiring a humble approach that acknowledges the unknown and constantly readjusts the overall vision as soon as new information are made available. Students honing this type of skills are better equipped to enter their profession with leadership aspirations.

Courses in the History of Art and Design minor include research and writing assignments with proper training and instruction that touch at different levels on almost all of the skills defined by Lemann in his article: “Information Acquisition” (evaluate diverse sources of information and conflictual arguments) “Cause and Effect” (establish a research question and test it through primary and/or secondary sources), “Interpretation” (understand meaning, contradictions and connections within texts), “Perspective” (understanding of one’s knowledge limits and keeping an open mind towards other views), “The Language of Form” (learning to ‘read’ an image), “Thinking in Time” (learning that different contexts create different outcomes), “Argument” (learning to formulate a research question, gather related evidence and make an educated claim).<sup>9</sup>

**5. Describe the workforce demand for graduates in related fields, including national demand and demand within South Dakota.** *Provide data and examples; data sources may include but are not limited to the South Dakota Department of Labor, the US Bureau of Labor Statistics, Regental system dashboards, etc.*

Art and design students with the minor can expect to move naturally and more confidently towards the professions of their chosen major. Additionally, the minor provides strengths that students can use along with their major to continue their education and pursue alternative employment opportunities in a wide range of fields, including education, museums, curatorial and archival professions, libraries, art consultant and art appraisal services. The Bureau of Labor Statistics from the United States Department of Labor projects for the decade 2016-2026 an 8% increase in the fine arts profession, a 6% in landscape architecture, a 5% increase in interior design, a 4% growth in architecture, a 5% increase in graphic design, 13% growth in museum-related professions like archivist, curators and museum workers, a 9% increase in librarians, a 15% increase for legal assistants and paralegals, a 5% increase for historians, a 3% increase for anthropologists and archaeologists, and a 7.3% employment relative standard error (RSE) in 2016 for agents and business managers of artists.<sup>10</sup> In addition, employment projections through 2024 are strong within South Dakota for many of these occupations, including for example landscape architects (11%), architects (15%), and museum curators (9%).<sup>11</sup>

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<sup>8</sup> Nicholas Lemann, “The Case for a New Kind of Core,” *The Chronicle of Higher Education*, Nov. 27, 2016, web, accessed Nov. 20, 2017: <https://search-proquest-com.excelior.sdstate.edu/docview/1865639516?accountid=28594>

<sup>9</sup> Ibid.

<sup>10</sup> Data retrieved by the Bureau of Labor Statistics, United States Department of Labor, web, accessed Nov. 20, 2017: <https://data.bls.gov/search/>

<sup>11</sup> Data retrieved by Projections Central, State Occupational Projections, “Long Term Projections (Through 2024),” web, accessed January 3, 2018: <http://www.projectionscentral.com/Projections/LongTerm>.

A background in the history of art prepares students to approach a wide variety of careers with high earning potential. The statistics published in a 2012 article from the *New York Times* reveals that among the top 1% of earners, 5.9% have an undergraduate degree related to the history of art and criticism.<sup>12</sup>

**6. Provide estimated enrollments and completions in the table below and explain the methodology used in developing the estimates.**

The School of Design currently has an estimated 380 majors. The estimates assume that enrollment in this minor will equal 10% of the enrollment in affiliated majors, which is in line with most minors in the College of Arts and Sciences.

	Fiscal Years*			
	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>
<i>Estimates</i>	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2021</b>
<b>Students enrolled in the minor (fall)</b>	9	19	28	38
<b>Completions by graduates</b>	0	0	14	19

\*Do not include current fiscal year.

**7. What is the rationale for the curriculum? Demonstrate/provide evidence that the curriculum is consistent with current national standards.**

Numbers published in the *NASAD Handbook* identify the history of art and design, in both roles of stand-alone emphasis and supporting coursework for other majors, as one of the basic standards for accreditation. Majors in art and design disciplines require at least 5% of overall graduation credits and 10-15% of the credits in the major to be in art and/or design history.<sup>13</sup> The current course offerings in art and design history exceed the NASAD requirements and combined can provide an innovative minor that enhances the theoretical understanding of the interdisciplinary character of “design” as a concept finding practical manifestation in the various professional disciplines. The proposed minor thus provides a formal acknowledgment of already existing theoretical course strengths within the School of Design, helps students identify such strengths and tie them either to their studio art and professional practices in the design disciplines, or to alternative art-related careers, if combined with other majors at SDSU.

**8. Complete the tables below. Explain any exceptions to Board policy requested.**

**A. Distribution of Credit Hours**

<b>Minor in History of Art and Design</b>	<b>Credit Hours</b>	<b>Percent</b>
Requirements in minor	9	50%
Electives in minor	9	50%
Total	18	100%

<sup>12</sup> Robert Gebeloff and Shaila Dewan, “What the Top 1% of Earners Majored In,” *The New York Times*, Jan. 18, 2012, web, accessed Nov. 20, 2017: <https://economix.blogs.nytimes.com/2012/01/18/what-the-top-1-of-earners-majored-in>

<sup>13</sup> National Association of Schools of Art and Design Handbook 2016-2017, web, accessed Nov. 20, 2017: <https://nasad.arts-accredit.org/wp-content/uploads/sites/3/2015/11/AD-Handbook-2016-2017.pdf>

## B. Required Courses in the Minor

Prefix	Number	Course Title	Credit Hours	New (yes, no)
ARTH	312	History of Graphic Design	3	No
ID	341	History of Interiors and Furnishings	3	No
LA	242	History of Landscape Architecture	3	No
Subtotal			9	

### 9. Elective Courses in the Minor: List courses available as electives in the program. Indicate any proposed new courses added specifically for the minor.

Select 9 credits from the following:

Prefix	Number	Course Title	Credit Hours	New (yes, no)
ARCH	241	Building History I	3	No
ARCH	341	Building History III	3	No
ARTH	120	Film as Art	3	No
ARTH	211	History of World Art I	3	No
ARTH	212	History of World Art II	3	No
ARTH	310	History of US Art and Architecture	3	No
ARTH	320	Modern Art and Architecture Survey	3	No
ARTH	490	Seminar	3	No
ARTH	492	Topics	3	No

### 10. What are the learning outcomes expected for all students who complete the minor? How will students achieve these outcomes?

As a result of completing the minor in History of Art and Design, students will:

1. Gain a broader understanding of the complex intertwining of historical, cultural, social, and political contexts that sparked innovations in the art and design disciplines.
2. Evaluate the importance of the art and design disciplines in shaping social life and communication.
3. Articulate parallels, intersections and reciprocal influences between art and design disciplines.
4. Expand the use of art and design vocabulary.
5. Refine written, verbal and conceptualization skills.

By their own nature, history courses in the art and design disciplines require students to write extensively, to perform research on primary and/or secondary sources, to analyze and compare-contrast art and design masterpieces, to understand and reconstruct the context behind the work's genesis, to express themselves professionally through acquisition of the discipline-specific vocabulary and present a project to the class.

The attached curriculum map (Appendix A) shows where students achieve these outcomes in the curriculum.

### 11. What instructional approaches and technologies will instructors use to teach courses in the minor? This refers to the instructional technologies and approaches used to teach courses

*and NOT the technology applications and approaches expected of students.*

Standard instructional technologies will be used.

## 12. Delivery Location<sup>14</sup>

- A. Complete the following charts to indicate if the university seeks authorization to deliver the entire program on campus, at any off campus location (e.g., UC Sioux Falls, Capital University Center, Black Hills State University-Rapid City, etc.) or deliver the entire program through distance technology (e.g., as an online program)?**

	Yes/No	Intended Start Date
<b>On campus</b>	Yes	2018-2019 Academic Year

	Yes/No	If Yes, list location(s)	Intended Start Date
<b>Off campus</b>	No		

	Yes/No	If Yes, identify delivery methods <sup>15</sup>	Intended Start Date
<b>Distance Delivery (online/other distance delivery methods)</b>	No		

- B. Complete the following chart to indicate if the university seeks authorization to deliver more than 50% but less than 100% of the certificate through distance learning (e.g., as an online program)? <sup>16</sup>**

	Yes/No	If Yes, identify delivery methods	Intended Start Date
<b>Distance Delivery (online/other distance delivery methods)</b>	No		Choose an item. Choose an item.

Approximately 31% of the curriculum can be taken by students in online setting. Some courses in the History of Art (ARTH 211, ARTH 212, ARTH 320) are offered both on campus and online. ID 341 will be offered online in Fall 2018.

- 13. Does the University request any exceptions to any Board policy for this minor? Explain any requests for exceptions to Board Policy. If not requesting any exceptions, enter "None."**

None.

- 14. Cost, Budget, and Resources: Explain the amount and source(s) of any one-time and continuing investments in personnel, professional development, release time, time redirected from other assignments, instructional technology & software, other operations and maintenance, facilities, etc., needed to implement the proposed minor.**

<sup>14</sup> The accreditation requirements of the Higher Learning Commission (HLC) require Board approval for a university to offer programs off-campus and through distance delivery.

<sup>15</sup> Delivery methods are defined in [AAC Guideline 5.5](#).

<sup>16</sup> This question responds to HLC definitions for distance delivery.



*Address off-campus or distance delivery separately.*

All courses are currently being taught. SDSU does not require any additional resources to offer this minor.

**15. New Course Approval: New courses required to implement the new minor may receive approval in conjunction with program approval or receive approval separately. Please check the appropriate statement (place an "X" in the appropriate box).**

☐ YES,

*the university is seeking approval of new courses related to the proposed program in conjunction with program approval. All New Course Request forms are included as Appendix C and match those described in section 7.*

☒ NO,

*the university is not seeking approval of all new courses related to the proposed program in conjunction with program approval; the institution will submit new course approval requests separately or at a later date in accordance with Academic Affairs Guidelines.*

**Appendix A**  
**History of Art and Design Minor – Student Learning Outcomes**

	Program Courses that Address the Outcomes											
	Required Coursework			Electives								
Individual Student Outcome	ARTH 312	ID 341	LA 242	ARCH 241	ARCH 341	ARTH 120	ARTH 211	ARTH 212	ARTH 310	ARTH 320	ARTH 490	ARTH 492
Students will gain a broader understanding of the complex intertwining of historical, cultural, social, and political contexts that sparked innovations in the art and design disciplines.	X	X	X	X	X	X	X	X	X	X	X	X
Students will evaluate the importance of the art and design disciplines in shaping social life and communication.	X	X	X	X	X	X	X	X	X	X	X	X
Students will articulate parallels, intersections and reciprocal influences between art and design disciplines.	X	X										
Students will expand the use of art and design vocabulary.	X	X	X	X	X	X	X					
Students will refine written, verbal and conceptualization skills.	X				X				X	X	X	

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**  
**Consent**

**AGENDA ITEM: 4 – C (3)**

**DATE: March 27-29, 2018**

\*\*\*\*\*

**SUBJECT**

**New Program: SDSU Minor in Performing Arts Administration**

**CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 2:23](#) – Program and Curriculum Approval

**BACKGROUND / DISCUSSION**

South Dakota State University (SDSU) requests authority to offer a minor in Performing Arts Administration. The minor will focus on the skills required for the administrative side of the performing arts industry, including but not limited to managing a theatre company, dance company, symphony, performing arts venue, or other performing arts organization. The minor will appeal to students majoring in Music, Theatre, Advertising, Business Economics, Entrepreneurial Studies, Public Relations, and Consumer Affairs. SDSU notes that events-related spending ranges near \$65,000,000 in South Dakota, providing ample opportunities for graduates. The curriculum requires an internship to provide students with real-life experiences in a performing arts business environment.

The proposed minor consists of 18 credit hours of existing courses.

SDSU requests authorization to offer the minor on campus.

**IMPACT AND RECOMMENDATION**

SDSU does not request new resources to offer the minor. SDSU currently offers an undergraduate certificate in Theatre Arts Administration; the certificate will terminate with approval of the new minor. SDSU projects 10 graduates per year after full implementation.

Board office staff recommend approval of the minor.

**ATTACHMENTS**

Attachment I – New Program Request Form: SDSU – Performing Arts Administration Minor

\*\*\*\*\*

**DRAFT MOTION 20180327\_4-C(3):**

I move to approve SDSU's new program proposal for a minor in Performing Arts Administration as described in Attachment I.



## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

### New Baccalaureate Degree Minor

<b>UNIVERSITY:</b>	SDSU
<b>TITLE OF PROPOSED MINOR:</b>	Performing Arts Administration
<b>DEGREE(S) IN WHICH MINOR MAY BE EARNED:</b>	Any
<b>EXISTING RELATED MAJORS OR MINORS:</b>	Music (B.A.) – Music Entrepreneurship & Music Studies Specializations, Music Education (B.M.E.), Music Minor, Theatre (B.S. & Minor), Dance Minor
<b>INTENDED DATE OF IMPLEMENTATION:</b>	2018-2019 Academic Year
<b>PROPOSED CIP CODE:</b>	50.1099
<b>UNIVERSITY DEPARTMENT:</b>	School of Performing Arts (SPART)
<b>UNIVERSITY DIVISION:</b>	Arts & Science (SA&S)

#### University Approval

*To the Board of Regents and the Executive Director: I certify that I have read this proposal, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.*

*Barry H. Dunn*

\_\_\_\_\_  
President of the University

2/8/2018

\_\_\_\_\_  
Date

1. Do you have a major in this field? ☐ Yes ☒ No
2. If you do not have a major in this field, explain how the proposed minor relates to your university mission.

South Dakota State University (SDSU) requests authorization to offer a baccalaureate minor in Performing Arts Administration. Providing training in the performing arts is central to the mission of the School of Performing Arts, which currently offers majors in Music, Music Education, and Theatre. SDSU currently offers an undergraduate certificate in Theatre Arts Administration. This certificate will be terminated with approval of the new minor.

The Performing Arts Administration minor will provide focus on the skills and experiences required for students to become professionals capable of entering the workforce in the performing arts. The minor may have appeal to students majoring in Music, Theatre, Advertising, Business Economics, Entrepreneurial Studies, Public Relations, and Consumer Affairs. This training will expand the number of employment possibilities for students upon graduation.

The proposed minor supports the statutory mission of SDSU as provided in SDCL 13-58-1.  
*Designated as South Dakota's land grant university, South Dakota State University, formerly the*

*state college of agriculture and mechanical arts, shall be under the control of the Board of Regents and shall provide undergraduate and graduate programs of instruction in the liberal arts and sciences and professional education in agriculture, education, engineering, home economics, nursing, and pharmacy, and other courses or programs as the Board of Regents may determine.*

SDSU does not intend to request new state resources.

### **3. What is the nature/purpose of the proposed minor?**

The proposed minor in Performing Arts Administration is distinguished from minors in music, theatre, and dance, in that the former has a stronger focus on the administrative side of the performing arts industry rather than honing skills as a musician, actor, or dancer.

The College of Arts and Sciences has recently instituted a requirement of a minor for all students enrolled in one of the majors offered in the College. The purpose of this requirement is to more fully prepare students for the workforce. One way to describe this approach is through what is known in the academic world as a T-shaped profile. For example, a liberal arts curriculum, which brings with it the benefit of a well-developed communication and analytical skills, may be paired with a minor that gives a student a functional knowledge of a specific work field.

### **4. How will the proposed minor benefit students?**

The minor in Performing Arts Administration will, among other things, prepare undergraduate student to manage a theatre company, dance company, symphony, performing arts venue, or other performing arts organization. Graduates from SDSU's B.S. in Music - Music Entrepreneurship Specialization are experiencing 100% employment upon graduation. Therefore, an option to develop some of these skills at the level of the minor will allow even more students to seek employment in this rapidly expanding market.

### **5. Describe the workforce demand for graduates in related fields, including national demand and demand within South Dakota. Provide data and examples; data sources may include but are not limited to the South Dakota Department of Labor, the US Bureau of Labor Statistics, Regental system dashboards, etc.**

There is ample evidence that arts and culture spending is an important cog in the economic engine of South Dakota. The South Dakota Arts Council reports that in 2015 the 23 largest arts organizations in South Dakota were responsible for an economic impact of \$41,000,000. Americans for the Arts, in their fifth study of the impact of the arts on South Dakota, estimates that there are 2,989 full-time equivalent jobs in the arts,<sup>1</sup> and that there is an average of \$65,000,000 in events-related spending in South Dakota. The report also estimates that the economic impact of arts and culture spending in Sioux Falls alone is the equivalent of \$100,000,000.

The Bureau of Labor Statistics also sees both availability of jobs and growth in salary in administrative services and arts and entertainment sectors of the South Dakota economy.<sup>2</sup>

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<sup>1</sup> Arts and Economic Prosperity 5, accessed through [www.artssouthdakota.org](http://www.artssouthdakota.org)

<sup>2</sup> Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook*, Administrative Services Managers, on the Internet at <https://www.bls.gov/ooh/management/administrative-services-managers.htm> (visited December 27, 2017).

**6. Provide estimated enrollments and completions in the table below and explain the methodology used in developing the estimates.**

These estimates were developed in consultation with the Interim Dean of Arts and Sciences, department heads, and program coordinators in the School of Performing Arts and School of Design, and through listening sessions with music and theatre students who are interested in the program. The minor will benefit and appeal to students majoring in Music, Theatre, Advertising, Business Economics, Entrepreneurial Studies, Public Relations, and Consumer Affairs.

	Fiscal Years*			
	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>
<i>Estimates</i>	FY 19	FY 20	FY 21	FY 22
Students enrolled in the minor (fall)	15	20	25	30
Completions by graduates	0	0	0	10

\*Do not include current fiscal year.

**7. What is the rationale for the curriculum? Demonstrate/provide evidence that the curriculum is consistent with current national standards.**

Performing Arts Administration is a skill set that will introduce students to a fast-growing industry. The curriculum is in three parts. Students first learn the foundations of the performing arts industry and master critical accounting skills. Students are then given the opportunity to develop a more specific set of skills tailored to meet a student's specific interests in the field. Finally, an internship is required, giving students real-life experiences in a performing arts business environment.

The curricula is consistent with national standards in that this program closely tracks curricula found in nationally-accredited programs in Michigan, Florida, Kentucky, New Jersey, Colorado, California, and Texas, among others. It involves outcomes that are used by performing arts programs across the country.

Music majors with a specialization in Music Entrepreneurship would not be eligible for this minor.

**8. Complete the tables below. Explain any exceptions to Board policy requested.**

**A. Distribution of Credit Hours**

Performing Arts Administration Minor	Credit Hours	Percent
Requirements in minor	12	66%
Electives in minor	6	34%
Total	18	100%

**B. Required Courses in the Minor**

Prefix	Number	Course Title	Credit Hours	New (yes, no)
ACCT	210	Principles of Accounting I	3	No
MUS	304	Introduction to the Music Industry	3	No
MUS or THEA or	494	Internship (3)	3	No
	480	Summer Theatre (3)		



THEA	494	Internship (3)		
THEA	375	Theatre Arts Management	3	No
Subtotal			12	

**9. Elective Courses in the Minor: List courses available as electives in the program. Indicate any proposed new courses added specifically for the minor.**

Students must complete at least 6 credits from the following:

Prefix	Number	Course Title	Credit Hours	New (yes, no)
ADV	314	Sales, Promotion and Marketing	3	No
AM	282	Customer Service	3	No
HMG	355	Events and Facilities Administration	3	No
LMNO	201	Introduction to Leadership and Management of Nonprofit Organizations	3	No
MGMT	334	Small Business Management	3	No

**10. What are the learning outcomes expected for all students who complete the minor? How will students achieve these outcomes?**

Students who complete the requirements for the Performing Arts Administration minor will:

- recognize and learn to apply best practices in marketing, promotion, and patron management in the performing arts industry;
- understand and learn to apply accepted budgeting practices for performing arts industry;
- develop skills in leadership, organizational hierarchy, teamwork, and problem solving required in the performing arts industry; and
- develop specialized skills that will enhance the student's professional goals and aspirations in performing arts administration.

The attached curriculum map (Appendix A) shows where students achieve these outcomes in the curriculum.

**11. What instructional approaches and technologies will instructors use to teach courses in the minor? This refers to the instructional technologies and approaches used to teach courses and NOT the technology applications and approaches expected of students.**

Standard instructional approaches will be used. These will include a combination of lecture and project-based learning models. Some of the courses will be held in the new SDSU Performing Arts Center, which is scheduled to come online in the 2018 academic year. This includes new hardware platforms, sound and light technologies, and expanded environments for hands-on opportunities in event planning and presentation.

**12. Delivery Location<sup>3</sup>**

- A. Complete the following charts to indicate if the university seeks authorization to deliver the entire program on campus, at any off campus location (e.g., UC Sioux Falls, Capital University Center, Black Hills State University-Rapid City, etc.) or deliver the entire program through distance technology (e.g., as an online program)?**

<sup>3</sup> The accreditation requirements of the Higher Learning Commission (HLC) require Board approval for a university to offer programs off-campus and through distance delivery.

	Yes/No	Intended Start Date
On campus	Yes	2018-2019 Academic Year

	Yes/No	If Yes, list location(s)	Intended Start Date
Off campus	No		

	Yes/No	If Yes, identify delivery methods <sup>4</sup>	Intended Start Date
Distance Delivery (online/other distance delivery methods)	No		

**B. Complete the following chart to indicate if the university seeks authorization to deliver more than 50% but less than 100% of the certificate through distance learning (e.g., as an online program)?<sup>5</sup>**

	Yes/No	If Yes, identify delivery methods	Intended Start Date
Distance Delivery (online/other distance delivery methods)	No		

33% of the Performing Arts Administration minor is available online.

**13. Does the University request any exceptions to any Board policy for this minor? Explain any requests for exceptions to Board Policy. If not requesting any exceptions, enter "None."**

None.

**14. Cost, Budget, and Resources: Explain the amount and source(s) of any one-time and continuing investments in personnel, professional development, release time, time redirected from other assignments, instructional technology & software, other operations and maintenance, facilities, etc., needed to implement the proposed minor. Address off-campus or distance delivery separately.**

SDSU does not require any additional resources to offer this minor.

**15. New Course Approval: New courses required to implement the new minor may receive approval in conjunction with program approval or receive approval separately. Please check the appropriate statement (place an "X" in the appropriate box).**

- ☐ YES,  
the university is seeking approval of new courses related to the proposed program in conjunction with program approval. All New Course Request forms are included as Appendix C and match those described in section 7.
- ☒ NO,

<sup>4</sup> Delivery methods are defined in [AAC Guideline 5.5](#).

<sup>5</sup> This question responds to HLC definitions for distance delivery.

*the university is not seeking approval of all new courses related to the proposed program in conjunction with program approval; the institution will submit new course approval requests separately or at a later date in accordance with Academic Affairs Guidelines.*

## Appendix A

### Performing Arts Administration Minor – Student Learning Outcomes

Individual Student Outcome	Program Courses that Address the Outcomes										
	Required Courses						Elective Courses				
	ACCT 210	MUS 304	MUS 494	THEA 375	THEA 480	THEA 494	ADV 314	AM 282	HMGT 355	LMNO 201	MGMT 334
Students will recognize and learn to apply best practices in marketing, promotion, and patron management in the performing arts industry		X		X							
Students will understand and learn to apply accepted budgeting practices for performing arts industry	X	X		X							
Students will develop skills in leadership, organizational hierarchy, teamwork, and problem solving required in the performing arts industry			X		X	X					
Students will develop specialized skills that will enhance the student's professional goals and aspirations in performing arts administration.							X	X	X	X	X

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**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**  
**Consent**

**AGENDA ITEM: 4 – C (4)**

**DATE: March 27-29, 2018**

\*\*\*\*\*

**SUBJECT**

**New Program: SDSU Minor in Retail Merchandising**

**CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 2:23](#) – Program and Curriculum Approval

**BACKGROUND / DISCUSSION**

South Dakota State University (SDSU) requests authority to offer a minor in Retail Merchandising. The minor will allow students in majors outside of the Apparel Merchandising major to take coursework providing understanding of the impact of fashion and retail. Students will gain an understanding of the political, economic, and social factors that play a role in the global market. The minor will appeal to students majoring in Advertising, Business Economics, Consumer Affairs, Economics, Entrepreneurial Studies, Public Relations, and any of a number of other majors. SDSU notes that the Bureau of Labor Statistics anticipates retail sector growth of 7% nationally through 2022.

The proposed minor consists of 18 credit hours of existing courses.

SDSU requests authorization to offer the minor on campus.

**IMPACT AND RECOMMENDATION**

SDSU does not request new resources to offer the minor. SDSU currently offers a related major, the BS in Apparel Merchandising. SDSU projects 10 graduates per year after full implementation.

Board office staff recommend approval of the minor.

**ATTACHMENTS**

Attachment I – New Program Request Form: SDSU – Retail Merchandising Minor

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**DRAFT MOTION 20180327\_4-C(4):**

I move to approve SDSU's new program proposal for a minor in Retail Merchandising as described in Attachment I.



## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

### New Baccalaureate Degree Minor

<b>UNIVERSITY:</b>	<b>SDSU</b>
<b>TITLE OF PROPOSED MINOR:</b>	<b>Retail Merchandising</b>
<b>DEGREE(S) IN WHICH MINOR MAY BE EARNED:</b>	<b>Any</b>
<b>EXISTING RELATED MAJORS OR MINORS:</b>	<b>Apparel Merchandising (B.S.)</b>
<b>INTENDED DATE OF IMPLEMENTATION:</b>	<b>2018-2019 Academic Year</b>
<b>PROPOSED CIP CODE:</b>	<b>19.0901</b>
<b>UNIVERSITY DEPARTMENT:</b>	<b>Consumer Sciences</b>
<b>UNIVERSITY DIVISION:</b>	<b>Education &amp; Human Sciences</b>

#### University Approval

*To the Board of Regents and the Executive Director: I certify that I have read this proposal, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.*

\_\_\_\_\_  
President of the University

1/26/2018

\_\_\_\_\_  
Date

- Do you have a major in this field? ☐ Yes ☒ No
- If you do not have a major in this field, explain how the proposed minor relates to your university mission.

South Dakota State University (SDSU) requests authorization to offer a minor in Retail Merchandising. SDSU currently offers a B.S. in Apparel Merchandising. This minor will provide a focus on the retail and merchandising function, and will provide opportunities for students to become professionals capable of entering the workforce of retail and fashion. The minor will allow students in majors outside of the Apparel Merchandising major, to take coursework that prepares them to better understand the impact of fashion and retail.

A minor in Retail Merchandising is a way for students to diversify their education and incorporate analytical thinking, business skills, and global apparel perspective into their overall academic experience. The minor at SDSU will appeal to students majoring in Advertising, Business Economics, Consumer Affairs, Economics, Entrepreneurial Studies, Public Relations, and any of a number of other majors. The coursework is designed to prepare them with a better understanding of the retail and merchandising function in the apparel and fashion industry, which will expand their understanding of how the retail experience and the merchandise meets the needs of the consumer, allows them to identify the origins and meanings of trends, and broadens their understanding of the political, economic, and social factors that play a role in the global



market.

The proposed minor in Retail Merchandising is within the statutory mission of South Dakota State University as provided in SDCL 13-58-1: *Designated as South Dakota's land grant university, South Dakota State University, formerly the state college of agriculture and mechanical arts, shall be under the control of the Board of Regents and shall provide undergraduate and graduate programs of instruction in the liberal arts and sciences and professional education in agriculture, education, engineering, home economics, nursing, and pharmacy, and other courses or programs as the Board of Regents may determine.*

SDSU does not intend to request new state resources.

### **3. What is the nature/purpose of the proposed minor?**

The apparel and fashion industry is a broad industry with interconnected areas of expertise, ranging from design and product development, to sourcing and procurement, retail management, and marketing. Each area performs an important role in the value chain that delivers the right product to the right consumer at the right time. While all areas require creativity, problem solving skills, and innovative risk taking ability, careers in this field can be grouped according to their focus on the creative aspect or analytical component of the fashion process:

- Careers that require solid understanding of the apparel product, visual merchandising skills, and the aesthetic value component of the fashion industry, and
- Careers that focus on the analytical and operational strategies of retailing.

The minor will allow students in other majors who might be interested in retail merchandising as a minor to explore those options and earn a minor in the field. The Retail Merchandising minor will provide students with basic information to supplement their major. It combines elements from across the Apparel Merchandising program, including fashion and apparel concepts, financial and operational strategies as well as global issues that appeal to students' interests. The minor offers courses that will develop students' understanding of the procurement process, including trend forecasting, financial merchandise planning, global sourcing practices, and operational retail strategies. The Retail Merchandising minor will give students the edge to build a career in fashion marketing or merchandising.

### **4. How will the proposed minor benefit students?**

Because retail is a multimillion-dollar industry, there is a great opportunity for workforce development in this field. While students take courses in their major, they would benefit from an undergraduate minor in Retail Merchandising and could possibly pursue a career in the retail industry. While sound business and economic principles are fundamental for profitable business models, a successful marketer must also have a solid understanding of the consumers' expectations of the retail experience, and the challenges related to the global, mobile, and fast-moving nature of the apparel and fashion industry.

### **5. Describe the workforce demand for graduates in related fields, including national demand and demand within South Dakota. Provide data and examples; data sources may include but are not limited to the South Dakota Department of Labor, the US Bureau of Labor Statistics, Regental system dashboards, etc.**

Fashion and apparel industries employ 1.9 million people in the United States and have a positive

impact on regional economies across the country.<sup>1</sup> The importance of fashion is seen in the far-reaching impact on other consumer products, such as smart phones, electronics, and toys. According to the National Retail Federation, 134,301 jobs are direct retail employment and jobs supported by retail.<sup>2</sup>

A critical segment of the apparel and fashion industry is the retail sector. According to the National Retail Federation, the retail sector contributes \$2.6 trillion to the annual GDP and accounts for 42 million jobs in the United States.<sup>3</sup> The viable and significant role of the retail sector is evident in its ability to adapt to new consumer demands, technology, and global economic conditions. A formidable job growth in the e-commerce sector has significantly offset the job lost in the traditional brick-and-mortar format. Economists, such as Michael Mandel, estimate that the e-commerce sector has generated 355,000 new jobs since the Great Recession, compared to the 50,000 total job loss in the traditional formats.<sup>4</sup> These reports are supported by data from the Bureau of Labor Statistics, which also predicts a continued growth of the retail sector, as well as job opportunities for qualified individuals. The Bureau of Labor Statistics projected in 2014 a 7% employment growth between 2012 and 2022.<sup>5</sup>

The retail marketplace changes, advances in technology and the digital age have placed retail professionals front and center in commerce and customer relationships. The minor is beneficial to students seeking employment in a range of occupations including:

- Advertising or marketing manager
- Buyer
- Consumer and market analyst
- Consumer information specialist
- Customer service representative
- Inventory control analyst
- Logistician or supply chain manager
- Market research analyst
- Merchandiser
- Product developer
- Public relations specialist
- Purchasing manager
- Sales manager
- Sales representative
- Store or department manager
- Visual merchandiser

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<sup>1</sup> Joint Economic Committee – United States Congress. (2015). *The economic impact of fashion industry*. Retrieved from <https://maloney.house.gov/sites/maloney.house.gov/files/documents/The%20Economic%20Impact%20of%20the%20Fashion%20Industry%20--%20JEC%20report%20FINAL.pdf>

<sup>2</sup> National Retail Federation. (n.d.). *Retail's impact in South Dakota*. Retrieved from <https://nrf.com/advocacy/retails-impact/sd#explore-data>

<sup>3</sup> National Retail Federation. (n.d.). *Retail means jobs*. Retrieved from <https://nrf.com/who-we-are/retail-means-jobs>

<sup>4</sup> Mandel, M. (2017). *How E-Commerce Is Raising Pay And Creating Jobs Around The Country*. Retrieved from <https://www.forbes.com/sites/realspin/2017/04/03/how-e-commerce-is-raising-pay-and-creating-jobs-around-the-country/#2d23fc6dff5>

<sup>5</sup> Bureau of Labor Statistics. (2014). *The changing face of retail trade*. Retrieved from <https://www.bls.gov/careeroutlook/2014/article/retail-trade.htm>

Bureau of Labor Statistics employment projections include a number of potential careers relevant to the Retail Merchandising minor. For example, from 2016-2026:

- Advertising, promotions, and marketing managers, is projected to grow 9%, as fast as average for all occupations.<sup>6</sup>
- Logistician is projected to grow 7%, as fast as average.<sup>7</sup>
- Management analysts is projected to grow 12%, as fast as average.<sup>8</sup>
- Market research analysts is projected to grow 23%, much faster than the average for all occupations.<sup>9</sup>
- Public relations specialists is projected to grow 9%, as fast as average for all occupations.<sup>10</sup>
- Sales managers is projected to grow 7%, as fast as average.<sup>11</sup>
- Store managers is projected to grow 7%, as fast as average.<sup>12</sup>

**6. Provide estimated enrollments and completions in the table below and explain the methodology used in developing the estimates.**

The estimates below are based on student interest in retail management. The minor will benefit and appeal to students majoring in Advertising, Business Economics, Consumer Affairs, Economics, Entrepreneurial Studies, Public Relations, and any of a number of other majors.

	Fiscal Years*			
	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>
<i>Estimates</i>	FY 19	FY 20	FY 21	FY 22
Students enrolled in the minor (fall)	5	10	15	20
Completions by graduates	0	0	0	10

\*Do not include current fiscal year.

**7. What is the rationale for the curriculum? Demonstrate/provide evidence that the curriculum is consistent with current national standards.**

The Retail Merchandising minor supports students pursuing degrees where understanding of consumers' needs and fashion retailing enhance the major degree and collaboration potential after graduation.

The curriculum draws from the B.S. in Apparel Merchandising. The rationale for the curriculum

<sup>6</sup> Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook*, Advertising, Promotions, and Marketing Managers, on the Internet at <https://www.bls.gov/ooh/management/advertising-promotions-and-marketing-managers.htm> (visited October 27, 2017).

<sup>7</sup> Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook*, Logisticians, on the Internet at <https://www.bls.gov/ooh/business-and-financial/logisticians.htm> (visited November 01, 2017).

<sup>8</sup> Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook*, Management Analysts, on the Internet at <https://www.bls.gov/ooh/business-and-financial/management-analysts.htm> (visited November 01, 2017).

<sup>9</sup> Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook*, Market Research Analysts, on the Internet at <https://www.bls.gov/ooh/business-and-financial/market-research-analysts.htm> (visited October 27, 2017).

<sup>10</sup> Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook*, Public Relations Specialists, on the Internet at <https://www.bls.gov/ooh/media-and-communication/public-relations-specialists.htm> (visited October 27, 2017).

<sup>11</sup> Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook*, Sales Managers, on the Internet at <https://www.bls.gov/ooh/management/sales-managers.htm> (visited October 27, 2017).

<sup>12</sup> Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook*, Sales Managers, on the Internet at <https://www.bls.gov/ooh/management/sales-managers.htm> (visited November 01, 2017).

has emerged from the International Textiles and Apparel Association's (ITAA) standards and involves the elements used by apparel and textiles programs across the country and around the world. The ITAA promotes the discovery, dissemination, and application of knowledge.

Students will complete an 11-credit core of coursework designed to encompass basic concepts for retail merchandising, the constantly changing retail community structure, career opportunities, consumer demand, the competitive nature of retailing within the global economy, forecasting merchandise procurement, the buying process, and examination of the process global sourcing. Students will choose an additional 7-credits of coursework that will further prepare them with skills to work in the retail industry.

Apparel Merchandising majors are not eligible for the minor.

**8. Complete the tables below. Explain any exceptions to Board policy requested.**

**A. Distribution of Credit Hours**

<b>Minor in Retail Merchandising</b>	<b>Credit Hours</b>	<b>Percent</b>
Requirements in minor	11	61%
Electives in minor	7	39%
Total	18	100%

**B. Required Courses in the Minor**

<b>Prefix</b>	<b>Number</b>	<b>Course Title</b>	<b>Credit Hours</b>	<b>New (yes, no)</b>
AM	172	Introduction to Apparel Merchandising	2	No
AM	372-372L	Trending and Buying and Lab	3	No
AM	462	Retail Management	3	No
AM	473-473L	Global Sourcing and Lab	3	No
Subtotal			11	

**9. Elective Courses in the Minor: List courses available as electives in the program. Indicate any proposed new courses added specifically for the minor.**

Students must complete at least 7 credits from the following:

<b>Prefix</b>	<b>Number</b>	<b>Course Title</b>	<b>Credit Hours</b>	<b>New (yes, no)</b>
AM	253	Socio-Psychological Aspects of Dress	3	No
AM	282	Customer Service	3	No
AM	315-315L	Apparel Design and Lab	3	No
AM	352	History of Dress in the Western World	3	No
AM	361-361L	Aesthetics and Lab	3	No
AM	381	Professional Behavior and Work	3	No
AM	472-472L	Merchandising and Lab	3	No
AM	477	Current Issues in the Workplace	1	No
AM	491	Independent Study	1	No

**10. What are the learning outcomes expected for all students who complete the minor? How**

**will students achieve these outcomes?**

Students who complete the requirements for a minor in Retail Merchandising will:

- Define terminology, concepts, and theories related to the apparel industry, retail environment, and the role of fashion in society.
- Demonstrate understanding of the economic, political, and social issues that underlie the global apparel industry.
- Recognize and appraise the strategic and operations-oriented policies, methods, and procedures used by successful retailers in today's global economy.
- Identify the origins of trends and examine their influence on the consumer market.

The attached curriculum map (Appendix A) shows where students achieve these outcomes in the curriculum.

**11. What instructional approaches and technologies will instructors use to teach courses in the minor?** *This refers to the instructional technologies and approaches used to teach courses and NOT the technology applications and approaches expected of students.*

The courses for the minor are offered on campus in a face-to-face classroom environment, with the exception of one of the elective course; AM 381 is offered online. The course content will be delivered using a variety of instructional methods, including lecture, online readings and discussions, small group discussions, case studies, group and individual projects, field trips (when applicable), and practical exercises.

**12. Delivery Location<sup>13</sup>**

**A. Complete the following charts to indicate if the university seeks authorization to deliver the entire program on campus, at any off campus location (e.g., UC Sioux Falls, Capital University Center, Black Hills State University-Rapid City, etc.) or deliver the entire program through distance technology (e.g., as an online program)?**

	Yes/No	Intended Start Date
<b>On campus</b>	Yes	2018-2019 Academic Year

	Yes/No	If Yes, list location(s)	Intended Start Date
<b>Off campus</b>	No		

	Yes/No	If Yes, identify delivery methods <sup>14</sup>	Intended Start Date
<b>Distance Delivery (online/other distance delivery methods)</b>	No		

**B. Complete the following chart to indicate if the university seeks authorization to deliver more than 50% but less than 100% of the certificate through distance learning (e.g., as an online program)?<sup>15</sup>**

<sup>13</sup> The accreditation requirements of the Higher Learning Commission (HLC) require Board approval for a university to offer programs off-campus and through distance delivery.

<sup>14</sup> Delivery methods are defined in [AAC Guideline 5.5](#).

<sup>15</sup> This question responds to HLC definitions for distance delivery.

	Yes/No	If Yes, identify delivery methods	Intended Start Date
<b>Distance Delivery (online/other distance delivery methods)</b>	No		Choose an item. Choose an item.

17% or one 3-credit course of the Retail Merchandising minor is available online.

**13. Does the University request any exceptions to any Board policy for this minor? Explain any requests for exceptions to Board Policy. If not requesting any exceptions, enter "None."**

None.

**14. Cost, Budget, and Resources: Explain the amount and source(s) of any one-time and continuing investments in personnel, professional development, release time, time redirected from other assignments, instructional technology & software, other operations and maintenance, facilities, etc., needed to implement the proposed minor. Address off-campus or distance delivery separately.**

All courses are currently being taught. SDSU does not require any additional resources to offer this minor.

**15. New Course Approval: New courses required to implement the new minor may receive approval in conjunction with program approval or receive approval separately. Please check the appropriate statement (place an "X" in the appropriate box).**

- ☐ YES,  
*the university is seeking approval of new courses related to the proposed program in conjunction with program approval. All New Course Request forms are included as Appendix C and match those described in section 7.*
- ☒ NO,  
*the university is not seeking approval of all new courses related to the proposed program in conjunction with program approval; the institution will submit new course approval requests separately or at a later date in accordance with Academic Affairs Guidelines.*



**Appendix A**  
**Retail Merchandising Minor – Student Learning Outcomes**

	Program Courses that Address the Outcomes												
	Required Coursework				Electives								
Individual Student Outcome	AM 172	AM 372-372L	AM 462	AM 473-473L	AM 253	AM 274	AM 282	AM 315-315L	AM 352	AM 361-361L	AM 381	AM 472-472L	AM 477
Students will define terminology, concepts, and theories related to the apparel industry, retail environment, and the role of fashion in society.	X	X	X	X	X		X	X		X		X	
Students will demonstrate understanding of the economic, political, and social issues that underlie the global apparel industry.				X	X				X		X		X
Students will recognize and appraise the strategic and operations-oriented policies, methods, and procedures used by successful retailers in today's global economy.			X	X		X	X					X	X
Students will identify the origins of trends and examine their influence on the consumer market.		X							X				

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**  
**Consent**

**AGENDA ITEM: 4 – D (1)**

**DATE: March 27-29, 2018**

\*\*\*\*\*

**SUBJECT**

**New Certificate: NSU Certificate in Jazz Pedagogy**

**CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 2:23](#) – Program and Curriculum Approval

**BACKGROUND / DISCUSSION**

Northern State University (NSU) requests authority to offer an undergraduate certificate in Jazz Pedagogy. The target audience includes music education majors who want specialized preparation in teaching jazz in school or private instruction settings. The curriculum will aid students in preparing for the Praxis Music Content Exam that includes jazz concepts and performance practices. The proposed certificate consists of ten credit hours and includes the creation of a new one credit hour course. The credits in the certificate are applicable to music and music education degree programs at NSU.

NSU requests authorization to offer the certificate on campus.

**IMPACT AND RECOMMENDATION**

NSU currently has 15 undergraduate certificate programs available. NSU does not request new resources to offer the certificate.

Board office staff recommend approval of the certificate.

**ATTACHMENTS**

Attachment I – New Certificate Request Form: NSU – Jazz Pedagogy (Undergraduate)

\*\*\*\*\*

**DRAFT MOTION 20180327\_4-D(1):**

I move to approve NSU's undergraduate certificate in Jazz Pedagogy as presented in Attachment I.



## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

### New Certificate

Use this form to propose a certificate program at either the undergraduate or graduate level. A certificate program is a sequence, pattern, or group of academic credit courses that focus upon an area of specialized knowledge or information and develop a specific skill set. Certificate programs typically are a subset of the curriculum offered in degree programs, include previously approved courses, and involve 9-12 credit hours including prerequisites. In some cases, standards for licensure will state explicit requirements leading to certificate programs requiring more than 12 credit hours (in such cases, exceptions to course or credit requirements must be justified and approved). The Board of Regents, Executive Director, and/or their designees may request additional information about the proposal. After the university President approves the proposal, submit a signed copy to the Executive Director through the system Chief Academic Officer. Only post the New Certificate Form to the university website for review by other universities after approval by the Executive Director and Chief Academic Officer.

<b>UNIVERSITY:</b>	NSU
<b>TITLE OF PROPOSED CERTIFICATE:</b>	<b>Jazz Pedagogy</b>
<b>INTENDED DATE OF IMPLEMENTATION:</b>	<b>Fall 2018</b>
<b>PROPOSED CIP CODE:</b>	<b>500910</b>
<b>UNIVERSITY DEPARTMENT:</b>	<b>Music</b>
<b>UNIVERSITY DIVISION:</b>	<b>School of Fine Arts</b>

#### University Approval

*To the Board of Regents and the Executive Director: I certify that I have read this proposal, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.*

 _____ Institutional Approval Signature President or Chief Academic Officer of the University	11/1/2017 _____ Date
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1. Is this a graduate-level certificate or undergraduate-level certificate (place an "X" in the appropriate box)?

Undergraduate Certificate    ☒                  Graduate Certificate    ☐

2. What is the nature/purpose of the proposed certificate?

The proposed Jazz Pedagogy Certificate will provide instrumental and vocal music education students with the necessary knowledge and skills to cultivate a jazz curriculum as future professional music educators. Indication of certificate completion on academic transcripts will document students' ability to oversee all aspects of K-12 jazz education, including the teaching of beginning jazz improvisation, applying appropriate rehearsal techniques to small and large group jazz ensembles, selecting suitable repertoire for these groups, and providing an overview of jazz appreciation, history, and styles. It will allow music education students to interface more frequently and effectively with our excellent jazz faculty. Lastly, it will strengthen preparation

for the Praxis Music Content Exam, which includes questions on jazz concepts, literature, and performance practice (<https://www.ets.org/s/praxis/pdf/5113.pdf>).

**3. Provide a justification for the certificate program, including the potential benefits to students and potential workforce demand for those who graduate with the credential.<sup>1</sup>**

Completion of this certificate will allow graduates to document training in this area of music education. Certain schools are looking for teacher applicants who have completed a concentrated curriculum in jazz performance and education, in order to develop jazz programs and direct jazz ensembles. This certificate will allow our graduates to be well-positioned for these employment opportunities, as there are very few universities that presently offer this type of supplemental jazz studies track specific to music education majors. It is expected that schools of varying sizes throughout South Dakota will benefit from music graduates possessing this certificate. Larger schools with established jazz programs would expect new music hires to be well-versed in jazz studies. On the other hand, a number of smaller schools have discontinued their jazz programs in recent years; thus, this could lead to opportunities to reinstate jazz programming into the curriculum.

Jazz is an original American art form making it a vital part of America's history. A large number of students do not experience jazz until they start high school or even college. Therefore, there is a strong need for more emphasis on jazz education in primary and secondary schools. The variety and emphasis of the proposed jazz certificate's coursework will equip our music education students with the tools necessary to teach and direct jazz, and enable them to integrate it into their future classrooms.

**4. Who is the intended audience for the certificate program (including but not limited to the majors/degree programs from which students are expected)?**

Music education majors (instrument and/or vocal) at Northern State University.

There are three available tracks for our BME degree:

1. Music Education Plan I, Instrumental (131 credits)
2. Music Education Plan II, Vocal (131 credits)
3. Music Education Plan III Instrumental and Vocal (138 credits)

The frequency of the course offerings required in the certificate, along with available electives and ensemble substitutions will enable students to complete the certificate within their prescribed course of study.

**5. List the courses required for completion of the certificate in the table below (if any new courses are proposed for the certificate, please attach the new course requests to this form):<sup>2</sup>**

<sup>1</sup> For workforce related information, please provide data and examples; data sources may include but are not limited to the South Dakota Department of Labor, the US Bureau of Labor Statistics, Regental system dashboards, etc.

<sup>2</sup> Regental system certificate programs typically are a subset of the curriculum offered in degree programs, include existing courses, and involve 9-12 credits for completion. Deviations from these guidelines require justification and approval.

Prefix	Number	Course Title (add or delete rows as needed)	Credit Hours	New (yes, no)
MUS	223	Jazz Improvisation	1 (2 needed)	Yes
MUS	344	The History of Jazz	2	No
MUS	443	Jazz Pedagogy	2	No
MUEN	180/380	Jazz Ensemble (may substitute MUEN 105/305, Vocal Jazz Ensemble)	1 (4 needed)	No
Subtotal			10	

This certificate contains one new course: MUS 223 Jazz Improvisation. This course was presented and approved at the NSU Academic Affairs Committee meeting on September 11, 2017. Improvisation is the applied skill required of all performers and teachers of jazz, and is central to the creative aspect of jazz performance practice. Students will learn scales, chords, chord progressions, and melodic construction unique to the jazz language. The course also provides curricular balance with the certificate's other lecture and ensemble components.

## 6. Student Outcome and Demonstration of Individual Achievement.<sup>3</sup>

**A. What specific knowledge and competencies, including technology competencies, will all students demonstrate before graduation?** *The knowledge and competencies should be specific to the program and not routinely expected of all university graduates.*

1. Demonstrate ideas and strategies for integrating jazz components into K-12 music curriculum.
2. Demonstrate knowledge of jazz compositions and arrangements appropriate for all ages and levels of experience.
3. Perform and improvise on an instrument as a soloist or in an ensemble, with technical proficiency, e.g., tone production, intonation, articulation, technical facility, and rhythmic conception, and musicality at the level of an advanced student or higher.
4. Demonstrate an understanding of jazz theory and harmony; possess a vocabulary of jazz figures applicable to improvisation.
5. Demonstrate growing maturity in musical concepts, using tools of performance to create artistic products.
6. Teach jazz principles and techniques on one's major instrument.
7. Understand the historical context of music from significant periods of jazz history.
8. Compose and arrange music for small and large jazz ensembles.
9. Perform in large ensembles and jazz chamber groups

<sup>3</sup> Board Policy 2:23 requires certificate programs to "have specifically defined student learning outcomes."

10. Collaborate, blend, and balance within an ensemble.

11. Select and research jazz repertoire.

**B. Complete Appendix A – Outcomes using the system form.** *Outcomes discussed below should be the same as those in Appendix A.*

**7. Delivery Location.<sup>4</sup>**

**A. Complete the following charts to indicate if the university seeks authorization to deliver the entire program on campus, at any off campus location (e.g., UC Sioux Falls, Capital University Center, Black Hills State University-Rapid City, etc.) or deliver the entire program through distance technology (e.g., as an on-line program)?**

	Yes/No	Intended Start Date
On campus	Yes	Spring 2018

	Yes/No	If Yes, list location(s)	Intended Start Date
Off campus	No		Choose an item. Choose an item.

	Yes/No	If Yes, identify delivery methods <sup>5</sup>	Intended Start Date
Distance Delivery (online/other distance delivery methods)	No		Choose an item. Choose an item.

**B. Complete the following chart to indicate if the university seeks authorization to deliver more than 50% but less than 100% of the certificate through distance learning (e.g., as an on-line program)?<sup>6</sup>**

	Yes/No	If Yes, identify delivery methods	Intended Start Date
Distance Delivery (online/other distance delivery methods)	No		Choose an item. Choose an item.

<sup>4</sup> The accreditation requirements of the Higher Learning Commission (HLC) require Board approval for a university to offer programs off-campus and through distance delivery.

<sup>5</sup> Delivery methods are defined in [AAC Guideline 5.5](#).

<sup>6</sup> This question responds to HLC definitions for distance delivery.

**Appendix A – Outcomes**

Individual Student Outcome	MUS 223	MUS 344	MUS 443	MUEN 180/380
Demonstrate ideas and strategies for integrating jazz components into K-12 music curriculum.			X	
Demonstrate knowledge of jazz compositions and arrangements appropriate for all ages and levels of experience.		X	X	X
Perform and improvise on an instrument as a soloist or in an ensemble, with technical proficiency, e.g., tone production, intonation, articulation, technical facility, rhythmic conception, and musicality at the level of an advanced student or higher.	X		X	X
Demonstrate an understanding of jazz theory and harmony; possess a vocabulary of jazz figures applicable to improvisation.	X			X
Demonstrate growing maturity in musical concepts - using tools of performance to create artistic products.	X			X
Teach jazz principles and techniques on one's major instrument.	X		X	
Understand the historical context of music from significant periods of jazz history.		X		
Compose and arrange music for small and large jazz ensembles.			X	X
Perform in large ensembles and jazz chamber groups.				X
Collaborate, blend, and balance within an ensemble.				X
Select and research jazz repertoire.		X	X	



**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**  
**Consent**

**AGENDA ITEM: 4 – D (2)**

**DATE: March 27-29, 2018**

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**SUBJECT**

**New Certificate: NSU Certificate in Piano Pedagogy**

**CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 2:23](#) – Program and Curriculum Approval

**BACKGROUND / DISCUSSION**

Northern State University (NSU) requests authority to offer an undergraduate certificate in Piano Pedagogy. The target audience includes music majors who want specialized preparation in teaching piano in school or private instruction settings. The curriculum will aid students in preparing for Music Teachers National Association certification. The proposed certificate consists of twelve credit hours of existing courses and all 12 credits are stackable to the BA in music.

NSU requests authorization to offer the certificate on campus.

**IMPACT AND RECOMMENDATION**

NSU currently has 15 undergraduate certificate programs available. NSU does not request new resources to offer the certificate.

Board staff recommend approval of the certificate.

**ATTACHMENTS**

Attachment I – New Certificate Request Form: NSU – Piano Pedagogy (Undergraduate)

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**DRAFT MOTION 20180327\_4-D(2):**

I move to approve NSU's undergraduate certificate in Piano Pedagogy as presented in Attachment I.



## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

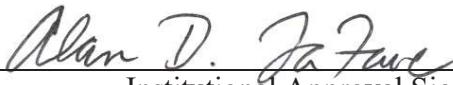
### New Certificate

Use this form to propose a certificate program at either the undergraduate or graduate level. A certificate program is a sequence, pattern, or group of academic credit courses that focus upon an area of specialized knowledge or information and develop a specific skill set. Certificate programs typically are a subset of the curriculum offered in degree programs, include previously approved courses, and involve 9-12 credit hours including prerequisites. In some cases, standards for licensure will state explicit requirements leading to certificate programs requiring more than 12 credit hours (in such cases, exceptions to course or credit requirements must be justified and approved). The Board of Regents, Executive Director, and/or their designees may request additional information about the proposal. After the university President approves the proposal, submit a signed copy to the Executive Director through the system Chief Academic Officer. Only post the New Certificate Form to the university website for review by other universities after approval by the Executive Director and Chief Academic Officer.

<b>UNIVERSITY:</b>	NSU
<b>TITLE OF PROPOSED CERTIFICATE:</b>	<b>Certificate in Piano Pedagogy</b>
<b>INTENDED DATE OF IMPLEMENTATION:</b>	<b>Fall 2018</b>
<b>PROPOSED CIP CODE:</b>	<b>50.0912</b>
<b>UNIVERSITY DEPARTMENT:</b>	<b>Music</b>
<b>UNIVERSITY DIVISION:</b>	<b>Fine Arts</b>

#### University Approval

*To the Board of Regents and the Executive Director: I certify that I have read this proposal, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.*

  
 Institutional Approval Signature  
 President or Chief Academic Officer of the University

1/9/2018  
 Date

- 1. Is this a graduate-level certificate or undergraduate-level certificate (place an "X" in the appropriate box)?**

Undergraduate Certificate ☒ Graduate Certificate ☐

- 2. What is the nature/purpose of the proposed certificate?**

The proposed Piano Pedagogy Certificate will provide music students (piano majors/music majors with requisite piano experience) with the necessary knowledge to establish an independent piano studio or gain employment in a community music school setting. Indication of certificate completion on academic transcripts will document students' ability to provide proficient piano instruction to students of all ages and levels, utilize a variety of foremost piano methods and teaching approaches, cultivate facility in piano technique, and interact musically and professionally with teacher organizations at the local, state, and national levels. Students

will also obtain an overview of how to effectively administer their piano studio, including topics related to studio policies, promotional materials, self-employment issues (including taxes), and lesson fees/payment schedules.

**3. Provide a justification for the certificate program, including the potential benefits to students and potential workforce demand for those who graduate with the credential.<sup>1</sup>**

As capable, independent piano instructors, graduates will have opportunities to cultivate an appreciation in the arts, encourage personal growth, and heighten the quality of life within their communities. They will have potential to create or contribute to programs that encourage intellectual growth, increase creativity, and raise self-esteem for students of all ages. Lastly, their work with individual pre-college students may supplement and enrich local K-12 music education, by facilitating note reading, rhythmic understanding and execution, and varied public performance occasions.

This certificate will also assist graduates in promoting themselves as qualified professionals in the industry. Specifically, it will strengthen preparation for certification through the Music Teachers National Association (MTNA) (<http://www.mtnacertification.org/certification-overview/>). MTNA is the leading national organization for professional independent music teacher support.

According to the United States Department of Labor, national growth in this field (Musicians and Singers) is projected at 6.6% between 2016-2026, just under the projected average growth rate of 7.4% for all occupations.

**4. Who is the intended audience for the certificate program (including but not limited to the majors/degree programs from which students are expected)?**

It is anticipated that all piano majors at Northern State University would be interested in earning the Certificate in Piano Pedagogy, since it does not add any new courses to their required curriculum, beyond extending MUS 472 (Piano Pedagogy) from two to three credits (proposed). Additional students outside the piano major enrollment (both music and non-music majors), may also be interested in this new certificate, provided their pianistic background and appreciation of the piano teaching process make them suitable candidates to teach private piano lessons, even if on a part-time basis.

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<sup>1</sup> For workforce related information, please provide data and examples; data sources may include but are not limited to the South Dakota Department of Labor, the US Bureau of Labor Statistics, Regental system dashboards, etc.

5. List the courses required for completion of the certificate in the table below (if any new courses are proposed for the certificate, please attach the new course requests to this form):<sup>2</sup>

Prefix	Number	Course Title (add or delete rows as needed)	Credit Hours	New (yes, no)
MUS	472	Required: Piano Pedagogy	3	No
MUS	340	Required: Keyboard Literature	2	No
MUAP	n10, n11	Required: Applied Music-Keyboards	4	No
MUAP	181, 381	Elective: Piano Accompanying	3	No
MUS	110	Elective: Basic Music Theory I		
MUS	332	Elective: History of Music II		
MUS	333	Elective: History of Music III (Combination of any totaling 3 credits)		
Subtotal			12	

6. Student Outcome and Demonstration of Individual Achievement.<sup>3</sup>

A. What specific knowledge and competencies, including technology competencies, will all students demonstrate before graduation? *The knowledge and competencies should be specific to the program and not routinely expected of all university graduates.*

1. Identify different approaches to behavior modification for piano teaching, including age-appropriate and skill-appropriate techniques for teaching students of all levels.
2. Apply multiple systems of assigning levels of difficulty to piano repertoire for proper instructional sequencing.
3. Distinguish among elementary, intermediate, and advanced performance skills, as well as repertoire suitable for students at different musical performance levels.
4. Demonstrate analysis of piano teaching materials for beginners (child beginners and adult beginners), including the ability to compare and critique elementary piano method books.
5. Demonstrate capacity to differentiate, analyze, and select piano teaching pieces by identifying stylistic characteristics of major musical historical eras and principal musical structures.
6. Demonstrate basic overview of music studio management and business development, including how to structure a teaching calendar, market to attract customers, calculate estimated monthly and annual income, and estimate quarterly tax payments.

<sup>2</sup> Regental system certificate programs typically are a subset of the curriculum offered in degree programs, include existing courses, and involve 9-12 credits for completion. Deviations from these guidelines require justification and approval.

<sup>3</sup> Board Policy 2:23 requires certificate programs to “have specifically defined student learning outcomes.”

7. Summarize the credentials and qualifications customers expect a good piano teacher to have, as well as describe the value of piano lessons from the points of view of both music teacher and customer.

8. Demonstrate the ability to perform standard repertoire as a potential soloist, accompanist, or member of an ensemble.

9. Demonstrate the ability to hear, identify, and work conceptually with the elements of music, through sight-reading, basic keyboard proficiency, and musical analysis.

**B. Complete Appendix A – Outcomes using the system form.** *Outcomes discussed below should be the same as those in Appendix A.*

**7. On-line and Off-campus Delivery.<sup>4</sup>**

**A. Complete the following charts to indicate if the university seeks authorization to deliver the entire certificate at any off-campus location (e.g., UC Sioux Falls, Capital University Center, Black Hills State University-Rapid City, etc.) or seeks authorization to deliver the entire certificate through distance technology (e.g., as an on-line program)?**

	Yes/No	If Yes, list location(s), including the physical address	Intended Start Date
Off-campus	No		<a href="#">Click here to enter a date.</a>

	Yes/No	If Yes, identify delivery methods	Intended Start Date
Distance Delivery	No		<a href="#">Click here to enter a date.</a>

**B. Complete the following chart to indicate if the university seeks authorization to deliver more than 50% but less than 100% of the certificate through distance learning (e.g., as an on-line program)?**

	Yes/No	If Yes, identify delivery methods	Intended Start Date
Distance Delivery	No		<a href="#">Click here to enter a date.</a>
<b>Delivery Method (if applicable)</b>			

<sup>4</sup> The accreditation requirements of the Higher Learning Commission (HLC) require Board approval for a university to offer programs off-campus and through distance delivery.

### Individual Student Outcomes and Program Courses

List specific individual student outcomes—knowledge and competencies—in each row. Label each column with a course prefix and number. Indicate required courses with an asterisk (\*). Indicate with an X the courses that will provide the student with an opportunity to acquire the knowledge or competency listed in the row. All students should acquire the program knowledge and competencies regardless of the electives selected. Modify the table as necessary to provide the requested information for the proposed program.

Individual Student Outcome	Program Courses that Address the Outcomes						
	MUS 340	MUS 472	MUAP n10, n11	MUAP 181, 381	MUS 110	MUS 332	MUS 333
Identify different approaches to behavior modification for piano teaching, including age-appropriate and skill-appropriate techniques for teaching students of all levels.	X		X				
Apply multiple systems of assigning levels of difficulty to piano repertoire for proper instructional sequencing.		X	X				
Distinguish among elementary, intermediate, and advanced performance skills, as well as repertoire suitable for students at different musical performance levels.	X	X					
Demonstrate analysis of piano teaching materials for beginners (child beginners and adult beginners), including the ability to compare and critique elementary piano method books.		X					
Demonstrate capacity to differentiate, analyze, and select piano teaching pieces by identifying stylistic characteristics of major musical historical eras and principal musical structures.	X	X	X		X	X	X
Demonstrate basic overview of music studio management and business development, including how to structure a teaching calendar, market to attract customers, calculate estimated monthly and annual income, and estimate quarterly tax payments.		X					
Summarize the credentials and qualifications customers expect a good piano teacher to have, as well as describe the value of piano lessons from the points of view of both music teacher and customer.		X					

Demonstrate the ability to perform standard repertoire as a potential soloist, accompanist, or member of an ensemble.			X	X			
Demonstrate the ability to hear, identify, and work conceptually with the elements of music, through sight-reading, basic keyboard proficiency, and musical analysis.	X		X	X	X	X	X



**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**  
**Consent**

**AGENDA ITEM: 4 – E**  
**DATE: March 27-29, 2018**

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**SUBJECT**

**New Specialization: SDSU Developmental Sciences Specialization in the MS in Human Sciences**

**CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 2:23](#) – Program and Curriculum Approval

[BOR Policy 2:12](#) – Distance Education

**BACKGROUND / DISCUSSION**

South Dakota State University (SDSU) requests authority to offer a specialization in Developmental Sciences within the Master of Science (MS) in Human Sciences. The specialization will provide students with interdisciplinary training examining human development across the lifespan in cultural, social, and family contexts. The specialization will prepare graduates to work in outreach and advocacy, health and human services, education, and businesses. The specialization includes the creation of four new courses.

SDSU requests authorization to offer the minor on campus and online.

**IMPACT AND RECOMMENDATION**

Board approval of a specialization within a major is required as specializations appear on transcripts. SDSU currently has five other specializations within the MS in Human Sciences (Adult Development in the Workplace, Family and Community Services, Family and Consumer Sciences, Family Financial Planning, and Merchandising). SDSU is not requesting new resources to offer the specialization.

Board office staff recommend approval of the specialization.

**ATTACHMENTS**

Attachment I – SDSU New Specialization Request Form: Developmental Sciences Specialization in the MS in Human Sciences

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**DRAFT MOTION 20180327\_4-E:**

I move to approve SDSU's Developmental Sciences Specialization in the Master of Science (MS) in Human Sciences program as presented in Attachment I.



## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

### New Specialization

<b>UNIVERSITY:</b>	<b>SDSU</b>
<b>TITLE OF PROPOSED SPECIALIZATION:</b>	<b>Developmental Sciences</b>
<b>NAME OF DEGREE PROGRAM IN WHICH SPECIALIZATION IS OFFERED:</b>	<b>Human Sciences (M.S.)</b>
<b>INTENDED DATE OF IMPLEMENTATION:</b>	<b>2018-2019 Academic Year</b>
<b>PROPOSED CIP CODE:</b>	<b>19.0799</b>
<b>UNIVERSITY DEPARTMENT:</b>	<b>Counseling &amp; Human Development (SGRCD)</b>
<b>UNIVERSITY DIVISION:</b>	<b>Education &amp; Human Sciences (SGRAD)</b>

#### University Approval

*To the Board of Regents and the Executive Director: I certify that I have read this proposal, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.*

Institutional Approval Signature

*President or Chief Academic Officer of the University*

2/8/2018

Date

#### 1. Level of the Specialization:

Baccalaureate ☐ Master's ☒ Doctoral ☐

#### 2. What is the nature/purpose of the proposed specialization?

South Dakota State University (SDSU) requests authorization to offer a specialization in Developmental Sciences in the M.S. in Human Sciences. This request is in response to students' needs, market demands, and an ever-changing society. Graduates will be prepared to work in outreach and advocacy, health and human services, education, and businesses and corporations. The specialization will provide students with graduate training in an interdisciplinary field that examines human development across the lifespan in cultural, social, and family contexts. Students will complete advanced coursework in the areas of child, adolescent, and adult development with an emphasis in multiculturalism, diverse learners, and learning sciences.

Part of the vision and strategic plan for the College of Education and Human Sciences is to develop programs that embrace ecological, multicultural, and cognitive science perspectives as well as promote holistic well-being and career/life readiness for students. The proposed specialization has been developed through an interdisciplinary collaboration between the Departments of Counseling & Human Development and Teaching, Learning, & Leadership. Courses will be offered in both departments. The University does not request new State resources. The Developmental Sciences Specialization will replace the Human Sciences - Adult Development in the Workplace

Specialization.

**3. Provide a justification for the specialization, including the potential benefits to students and potential workforce demand for those who graduate with the credential.**

The Developmental Sciences Specialization addresses a critical need in the training of human service professionals and educators: multicultural awareness and competence along with cognitive development. The demographics of communities are changing at a rapid pace both regionally and nationally. The generation described as ‘Millennials’ is now the largest generation, and the most racially diverse generation with 43% identifying with a non-white race/ethnicity.<sup>1</sup> This trend is continuing to increase in future generations as approximately half of newborns in the U.S. today are non-white.<sup>2</sup> As a result, half of the primary school classrooms in the U.S. will soon be composed of students of color; a milestone that was expected to occur much later.<sup>2</sup> A similar increasing trend is found in South Dakota. In fact, populations of color in South Dakota grew twice as fast as the national average from 2010-2015.<sup>3</sup> Although racial diversity is increasing in the U. S., service providers and educators have been slow to incorporate more inclusive programs and educational materials often due to lack of training or discomfort addressing cultural differences.<sup>4</sup>

More than just racial diversity, the proposed specialization will address multiculturalism from a broad perspective, which includes diversity in sexual identity, socio-economic status, family structure, developmental stages focused on cognitive development, disabilities, and community structures. These multicultural dimensions of society necessitate increased knowledge, skills, and sensitivity for working with people from varying backgrounds. Human service disciplines are increasingly calling for more culturally competent practitioners.<sup>5</sup> Health professions such as nursing, pharmacy, and public health are also recognizing the importance of cultural competences while treating diverse clients.<sup>6,7</sup> Therefore, the courses offered through the proposed program will also benefit students from these allied health professions.

A specialization in Developmental Sciences will provide advanced training for individuals working in outreach and advocacy, health, and human services, education, and businesses and corporations. Positions such as prevention specialists, educators, and advocates for children and families are also likely employment positions. These future employees will work in non-profit organizations, childcare facilities, clinics, schools, and hospitals. Graduates will be prepared to enter professional roles requiring advanced knowledge in:

- Preparation and understanding of major human development domains (e.g., cognitive, social-emotional, physical) across the lifespan;
- Family systems and family interactions;

<sup>1</sup> Pew Research Center. (2016). It's official: Minority babies are the majority among the nation's infants, but only just. Retrieved from: <http://www.pewresearch.org/fact-tank/2016/06/23/its-official-minority-babies-are-the-majority-among-the-nations-infants-but-only-just/>

<sup>2</sup> Villegas, A. M., & Lucas, T. (2002). Preparing culturally responsive teachers: Rethinking the curriculum. *Journal of Teacher Education*, 53(1), 20-32. doi: 10.1177/0022487102053001003.

<sup>3</sup> South Dakota Dashboard. (2017). Race [online]. Retrieved from: <http://www.southdakotadashboard.org/race#0-7347-g>

<sup>4</sup> Helfrich, S. R., & Bean, R. M. (2011). Beginning teachers reflect on their experiences being prepared to teach literacy. *Teacher Education and Practice*, 24(2). 201-222.

<sup>5</sup> Gay, G. (2015). The what, why, and how of culturally responsive teaching: International mandates, challenges, and opportunities. *Multicultural Education Review*, 7(3), 123-139. doi: 10.1080/2005615X.2015.1072079

<sup>6</sup> Calvillo, E., Clark, L., Ballantyne, J. E., Pacquiao, D., Purnell, L. D., & Villarruel, A. M. (2009). Cultural competency in baccalaureate nursing education. *Journal of Transcultural Nursing*, 20(2), 137-145.

<sup>7</sup> Carmichael, T.B. (2011). Letter to the editor. Cultural competence: A necessity for the 21st Century. *Journal of Transcultural Nursing*, 22(1), 5-6.

- Providing leadership to appropriate agencies and organization from a developmental perspective;
- Assessment of resources needed by individuals, families, and their communities and varied corrective action plans needed to improve and/or create resources;
- Integration of developmental science with practice, prevention, and policy;
- The needs of diverse individuals, families, and communities across the globe; and
- The ability to work within an ecological framework with individuals and families; and skills related to:
  - Grant writing;
  - Designing, implementing, and evaluating prevention and intervention programs;
  - Applying family theories to assist and support individuals, families, and the community;
  - Conducting and interpreting needs assessments for community agencies and schools;
  - Creating inclusive lesson plans, trainings, and workshops for individuals and families across the lifespan;
  - Developing inclusive policies for agencies, communities, and schools.

Job opportunities for graduates include:

- Positions with family support and intervention programs such as:
  - Social service agencies (e.g., family resource center, family violence centers, health centers, mental health centers, community support programs, volunteer centers, non-profit organizations)
  - Child centers (e.g., before and after school programs, child care centers and preschools)
  - School-based intervention programs
  - Adolescent programs and centers (e.g., juvenile detention centers, group homes, youth programs)
  - Elderly programs
  - Policy analyst
- Governmental positions with local, state, national, and international agencies such as:
  - Department of Health and Human Services
  - Administration for Children and Families
  - Administration on Aging
  - Department of Education
  - Department of Health
  - Military Services
  - Parks and Recreation
- Community Development
- Educator
- Community colleges
- Colleges and universities
- University Extension
- Higher education administrator (e.g., for admissions, student life, housing)
- Researcher with a public or private agency or institution
- Program evaluator

The South Dakota Department of Labor & Regulation<sup>8</sup> and Bureau of Labor Statistics (BLS)<sup>9</sup>

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<sup>8</sup> South Dakota Department of Labor and Regulations, *Employment Projections by Occupation*, on the internet at: <https://www.southdakotaworks.org> (visited October 19, 2017).

<sup>9</sup> Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook, 2016-17 Edition*, on the Internet at <https://www.bls.gov/ooh> (visited October 19, 2017). 468

predict employment growth in many of the anticipated occupations.

### Occupational Estimates and Projections, 2014-2024

Standard Occupational Classification	Standard Occupational Classification Title	SD Percent Change	National Percent Change
11-9031	Education Administrators, Preschool and Childcare Center/Program	11.54%	7%
11-9110	Medical and Health Services Manager	Not Available	17%
11-9151	Social and Community Service Managers	8.12%	10%
21-0000	Community and Social Services	6.82%	10%
21-1091	Health Educators	10.43%	13%
21-1094	Community Health Workers	NA	13%
43-4061	Eligibility Interviewers, Government Programs	4.48%	Not Available

#### 4. List the proposed curriculum for the specialization (including the requirements for completing the major – **highlight courses in the specialization**):

Prefix	Number	Course Title	Credit Hours	New (yes, no)
CHRD OR EDFN	731	Multicultural Counseling and Human Relations	3	No
	725	Education in a Pluralistic Society		
CHRD/HDFS OR EDER	602	Research and Evaluation in Counseling and Human Development	3	No
	610	Introduction to Research		
ECE OR HDFS OR HDFS	712	Developmental Theory	3	No
	711	Child Development Theory and Application (3)		
	614	Adult Development (3)		
ECE	715	Cognitive Development <sup>10</sup>	3	Yes
HDFS	701	Current Issues in Developmental Sciences	3	Yes
HDFS	525	Family Resiliency	3	No
HDFS OR HDFS	710	Program Design, Evaluation, & Implementation (3)	3	No
	730	Grant Writing (3)		
<b>Select one of the following focus areas:</b>			<b>12</b>	
<b>Human Development in Diverse Context</b>				
CHRD/HDFS	702	Advanced Human Sexuality	3	Yes
HDFS	742	Family Theory and Research	3	No
HDFS	525	Family Resiliency	3	No
HDFS	744	Diverse Families	3	Yes
<b>Human Development in Educational Context</b>				

<sup>10</sup> ECE 715 Cognitive Development was previously taught as a special topics class.

Prefix	Number	Course Title	Credit Hours	New (yes, no)
EDER	612	Inquiry and Action Research <sup>11</sup>	3	No
ECE	645	Contemporary Perspectives in Early Childhood Education	3	No
EDFN	745	Advanced Pedagogy <sup>12</sup>	3	No
EPSY	740	Advanced Educational Psychology	3	No
Select one of the following options:			6	
Option A - Thesis				
HDFS	798	Thesis	6	No
Option C – Coursework Only				
Electives will be determined in consultation with the advisor.			6	No

Total number of hours required for completion of specialization

36

Total number of hours required for completion of major

36

Total number of hours required for completion of degree

Option A

36

Option C

36

## 5. Delivery Location<sup>13</sup>

**A. Complete the following charts to indicate if the university seeks authorization to deliver the entire program on campus, at any off campus location (e.g., UC Sioux Falls, Capital University Center, Black Hills State University-Rapid City, etc.) or deliver the entire program through distance technology (e.g., as an on-line program)?**

	Yes/No	Intended Start Date
On campus	Yes	2018-2019 AY

	Yes/No	If Yes, list location(s)	Intended Start Date
Off campus	No		

	Yes/No	If Yes, identify delivery methods <sup>14</sup>	Intended Start Date
Distance Delivery (online/other distance delivery methods)	Yes	Online	2018-2019 AY

**B. Complete the following chart to indicate if the university seeks authorization to deliver more than 50% but less than 100% of the certificate through distance learning (e.g., as an on-line program)?<sup>15</sup>**

	Yes/No	If Yes, identify delivery methods	Intended Start Date
Distance Delivery	N/A		Choose an item. Choose

<sup>11</sup> Currently ECE 543 Child Inquiry was offered as a 2-credit course. A minor course modification will update the course to 3-credits.

<sup>12</sup> Currently EDFN 745 Effective Teaching: Theory into Practice. A minor course modification will change the title to Advanced Pedagogy.

<sup>13</sup> The Higher Learning Commission (HLC) and Board of Regents policy requires approval for a university to offer programs off-campus and through distance delivery.

<sup>14</sup> Delivery methods are defined in [AAC Guideline 5.5](#).

<sup>15</sup> This question responds to HLC definitions for distance delivery.

	<b>Yes/No</b>	<b><i>If Yes, identify delivery methods</i></b>	<b><i>Intended Start Date</i></b>
<b>(online/other distance delivery methods)</b>			an item.

**6. Additional Information:**

Department Code: SGRCD

Division Code: SGRAD



**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**  
**Consent**

**AGENDA ITEM: 4 – F**  
**DATE: March 27-29, 2018**

\*\*\*\*\*

**SUBJECT**

**Rate Approval for DSU Certificates in Cyber Security, Network Services, and Software Development at University Center-Sioux Falls**

**CONTROLLING STATUTE, RULE, OR POLICY**

[UC-SF Governance, Funding, and Operations Memorandum of Understanding](#)

**BACKGROUND / DISCUSSION**

DSU requests approval of a rate exemption for the certificates in Cyber Security, Network Services, and Software Development offered at University Center-Sioux Falls (UC-SF). DSU received approval to offer the certificates at the [December 2017](#) Board meeting. This approval included authorization to offer the certificates at UC-SF.

Section 6 of the MOU governing operations at UC-SF establishes a lower tuition rate for courses that are part of an approved undergraduate certificate or associate degree program. Universities offering these certificate and associate degree programs may request an exemption from the Board for high cost courses and program. The DSU certificates all consist of courses using the CIS prefix.

**IMPACT AND RECOMMENDATION**

The standard rate for 100-200 level courses at UC-SF is \$271/hour; an exemption would allow DSU to charge the off-campus tuition rate of \$335/hour. The request is consistent with other DSU programs offered at UC-SF that have received an exemption from the reduced tuition rate due to the high cost of the technical courses in DSU degree programs.

Board staff recommend approval of the request.

**ATTACHMENTS**

None

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**DRAFT MOTION 20180327\_4-F:**

I move to approve DSU's request for a rate exemption as presented for the certificates in Cyber Security, Network Services, and Software Development offered at University Center-Sioux Falls.

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**  
**Consent**

**AGENDA ITEM: 4 – G (1)**

**DATE: March 27-29, 2018**

\*\*\*\*\*

**SUBJECT**

**Agreement on Academic Cooperation – SDSM&T**

**CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 5:3](#) – Agreements and Contracts

**BACKGROUND / DISCUSSION**

Board of Regents Policy 5:3 requires board action on a range of items including “Affiliative agreements and other agreements that provide for joint sponsorship of educational programing for which credit shall be awarded.” To comply with this requirement, South Dakota School of Mines and Technology seeks approval to enter into an agreement on academic cooperation with Universidad Nacional del Centro del Peru, Huancayo, Junin, Peru (UNCP) (Attachment I).

**IMPACT AND RECOMMENDATION**

The agreement may result in the opportunity for joint research, faculty collaboration/exchange, and student exchange. The two universities agree to consult on the possibilities of exchange of teaching and research personnel. Regarding student exchange, unless otherwise specified in a supplemental written agreement, students will be responsible for meeting their own costs of living and pay tuition and fees to the host institution.

This university aligns with many research and academic initiatives at the South Dakota School of Mines and Technology. SDSM&T is seeking more partners in South and Latin American countries for future academic and research endeavors.

Board staff recommend approval.

**ATTACHMENTS**

Attachment I – Academic Agreement: Universidad Nacional del Centro del Peru, Huancayo, Junin, Peru (UNCP)

\*\*\*\*\*

**DRAFT MOTION 20180327\_4-G(1):**

I move to approve the Agreement on Academic Cooperation between South Dakota School of Mines and Technology and Universidad Nacional del Centro del Peru.

## MEMORANDUM OF UNDERSTANDING

between

**South Dakota School of Mines & Technology  
Rapid City, South Dakota, USA**

and

**Universidad Nacional del Centro del Peru  
Huancayo, Junin, Peru**

The Universidad Nacional del Centro del Peru, Huancayo, Junin, Peru (hereafter referred to as "UNCP" ) and the South Dakota School of Mines & Technology of Rapid City, South Dakota, USA (hereafter referred to as "SDSMT"), believe the development of collaborative academic, educational, and scientific goals are of mutual value, which are set forth in this Memorandum of Understanding (MOU).

All collaborative efforts will be entered into with due diligence given to ethical and professional considerations and standards. Cooperative activities will be developed on the basis of equality and reciprocity, and promoting sustainable partnerships.

Within fields that are mutually acceptable, the following general forms of cooperation will be pursued:

- Staff exchange and collaboration
  - The two institutions agree in principle to the possibility of exchanges by general staff (administrative and technical) and faculty members. The details of such arrangements will be negotiated at the appropriate time and will be governed by the institutional staffing rules and relevant approval processes. The participating institutions shall not be responsible for any private arrangements made by participating staff members concerning exchange of accommodation, vehicles, etc.
- Joint research activities and publications
  - Cooperative research is to be encouraged as individual scholars establish contact and develop mutual interests.
- Each party will encourage continuing education and professional development for teachers, professors, and academic staff, which may include
  - Visits for studying teaching principles and methods
  - Exchange of academic materials and other information
  - Participation in seminars, congresses and meetings
- Student exchange
  - Each party will recommend potential students to participate in an exchange for the matriculation of the other university's appropriate academic programs on a reciprocal basis. The student's acceptance is subject to approval by the host university. The host institution will provide guidance and identify options for students in locating living accommodations and will place the students in appropriate academic programs. Unless otherwise specified in a supplemental written agreement, students will be responsible for meeting their own costs of living and pay tuition and fees to the host institution.

UNCP and SDSMT agree to continue discussions on further cooperative activities as opportunities arise. Both institutions recognize that collaborative efforts will be of mutual benefit and will contribute to an enduring institutional linkage for cooperation in education and research.

Detailed descriptions of additional activities shall be defined in a separate addendum to the MOU. The addendum will include detailed information on the activity, including legal considerations for each university's home country and governing body.

Both universities agree that all additional activities are dependent on the availability of funds. Both universities agree to seek financial support for the activities stated in this MOU.

This Memorandum of Understanding becomes effective on the date of signature. It is valid for five years with the understanding that it can be terminated by either party with six months notice, unless an earlier termination is mutually agreed upon. Revisions or modifications may be proposed at any time, effective from the date of written agreement signed by both parties.

**Signed on behalf of**  
**Universidad Nacional del Centro del Peru**  
**by**

**Signed on behalf of**  
**South Dakota School of Mines & Technology**  
**by**

\_\_\_\_\_  
**Moises Ronald Vasquez Caicedo Ayras**  
**Rector**

\_\_\_\_\_  
**James M. Rankin**  
**President**

**Date:** \_\_\_\_\_

**Date:** \_\_\_\_\_

## **SOUTH DAKOTA BOARD OF REGENTS**

### **Academic and Student Affairs** **Consent**

**AGENDA ITEM: 4 – G (2)**

**DATE: March 27-29, 2018**

\*\*\*\*\*

#### **SUBJECT**

**Agreements on Academic Cooperation – SDSU**

#### **CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 5:3](#) – Agreements and Contracts

#### **BACKGROUND / DISCUSSION**

Board of Regents Policy 5:3 requires board action on a range of items including “Affiliative agreements and other agreements that provide for joint sponsorship of educational programing for which credit shall be awarded.” To comply with this requirement, South Dakota School of Mines and Technology seeks approval to enter into academic agreements with the following institutions:

- INTI International University, Malaysia (INTI)
- KDU College, Malaysia (KDU)
- Sunway University, Malaysia (Sunway)
- Taylor’s University, Malaysia (Taylors)
- Kyambogo University of Kampala (Kyambogo)
- University of the Philippines, Los Baños (UPLB)

#### **IMPACT AND RECOMMENDATION**

The articulation agreements with INTI, KDU, Sunway, and Taylors would improve the coordination between SDSU and the respective institutions for transfer policies and acceptance of equivalent courses for students from those institutions to transfer to SDSU to earn a degree. Due to the complimentary nature of programs at these institutions with those at SDSU, entering into these articulation agreements would aid in attracting qualified students to SDSU. Each agreement would be valid for a period of five years.

(Continued)

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#### **DRAFT MOTION 20180327\_4-G(2):**

I move to approve the academic agreements between South Dakota State University and 1) INTI International University, Malaysia; 2) KDU College, Malaysia; 3) Kyambogo University of Kampala; 4) Sunway University, Malaysia; 5) Taylor’s University, Malaysia; and 6) University of the Philippines, Los Baños.

The agreements on academic cooperation with Kyambogo and UPLB in the areas of Sociology/Rural Sociology and Ag/Biological Sciences (respectively) would result in the opportunity for joint research, faculty collaboration/exchange, and/or student exchange. Each agreement would be valid for a period of five years. The details of faculty or student exchange and additional joint activities not provided in these agreements will require the execution of a separate agreement.

Board staff recommend approval.

#### **ATTACHMENTS**

Attachment I – Academic Agreement: INTI International University, Malaysia (INTI)

Attachment II – Academic Agreement: KDU College, Malaysia (KDU)

Attachment III – Academic Agreement: Sunway University, Malaysia

Attachment IV – Academic Agreement: Taylor’s University, Malaysia

Attachment V – Academic Agreement: Kyambogo University of Kampala

Attachment VI – Academic Agreement: University of the Philippines, Los Baños (UPLB)

South Dakota

State

University

And

INTI

International

University



**ARTICULATION AGREEMENT  
SOUTH DAKOTA STATE UNIVERSITY, USA**

**And**

**INTI INTERNATIONAL UNIVERSITY, MALAYSIA**

**I. PARTIES**

The parties to this agreement are South Dakota State University (SDSU), USA and INTI International University (INTI), Malaysia.

**II. PURPOSE**

The purpose of this agreement is to:

- A. Have a signed articulation agreement that addresses the varying needs of students and complementary nature of the institutions' programs;
- B. improve the coordination between SDSU and INTI for transfer policies, acceptance of equivalent courses and to enable enhanced advising at both institutions;
- C. attract qualified students from INTI International University to South Dakota State University;
- D. provide students who have completed courses at INTI International University to earn a degree at South Dakota State University

**III. ELEMENTS OF THE AGREEMENT**

- A. This document confirms that South Dakota State University, USA and INTI International University, Malaysia, are entering into the following college transfer agreement for students desiring to transfer from INTI to SDSU
- B. SDSU will accept qualified applicants from INTI International University who wish to transfer directly to SDSU to pursue a bachelor's degree. Students from INTI will apply to SDSU as transfer students.
- C. All applicants who are not native speakers of English must demonstrate proficiency in English with one of the following: Grade C or better in the equivalent of SDSU ENGL 101 Composition I, Internet-based TOEFL Test (iBT) score, minimum-61, Paper-based TOEFL Test (PBT) score, minimum-500, and IELTS score, minimum-5.5. TOEFL or IELTS scores must be submitted within two years of examination date.
- D. Courses listed on the Transfer Equivalency Tables will transfer from INTI to SDSU as per the attached equivalency table between the institutions.
- E. Students from INTI applying to South Dakota State University will be processed expeditiously and will not be required to submit a WES Evaluation. Students from

INTI may take courses as advised in SDSU majors. In addition to official transcripts of work done at INTI and other postsecondary institutions and official TOEFL scores, applicants must follow the instructions for International Transfer Admissions.

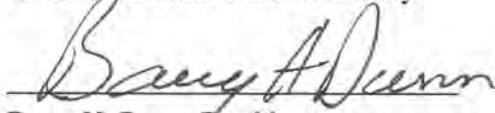
- F. To earn a Bachelor's degree at South Dakota State University, the student must meet all university requirements as set forth in the current undergraduate catalog after admission.

#### IV. TERMS OF AGREEMENT

- A. This agreement shall be valid for a period of five years. This agreement will be effective upon signature of the responsible authority of each institution and may be terminated by either party by given written notice to the other institution six months in advance of the date of termination.
- B. Matters not provided in this agreement shall be decided by mutual agreement between the two institutions. Additional joint activities, such as student or faculty exchange, will require the execution of a separate agreement.
- C. Modifications of this agreement shall be made in the form of a written addendum signed by both parties.
- D. Nothing in the above agreement shall be construed as being legally binding.
- E. This agreement depends upon the continued availability of appropriated funds and expenditure authority for this purpose from the Legislature of the State of South Dakota. If for any reason the Legislature fails to appropriate or grant expenditure authority or if funds become unavailable by operation of law or federal funds reductions, this agreement will be terminated by the State. Termination for any of these reasons is not a default by the State nor does it give rise to a claim against the State.

*In the spirit of international friendship and cooperation, we hereby set our signatures:*

for South Dakota State University

  
Barry H. Dunn, President

Date:

11-9-17

for INTI Universal Holdings Sdn. Bhd.

\_\_\_\_\_  
Timothy A Bulow, Chief Executive Officer

Date:

\_\_\_\_\_

South Dakota  
State  
University  
And  
KDU  
College

**ARTICULATION AGREEMENT**  
**SOUTH DAKOTA STATE UNIVERSITY, USA**  
**And**  
**KDU COLLEGE, MALAYSIA**

**I. PARTIES**

The parties to this agreement are South Dakota State University (SDSU), USA and KDU College (KDU), Malaysia.

**II. PURPOSE**

The purpose of this agreement is to:

- A. have a signed articulation agreement that addresses the varying needs of students and complementary nature of the institutions' programs;
- B. improve the coordination between SDSU and KDU for transfer policies, acceptance of equivalent courses and to enable enhanced advising at both institutions;
- C. attract qualified students from KDU College to South Dakota State University;
- D. provide students who have completed courses at KDU College to earn a degree at South Dakota State University

**III. ELEMENTS OF THE AGREEMENT**

- A. This document confirms that South Dakota State University, USA and KDU College, Malaysia, are entering into the following college transfer agreement for students desiring to transfer from KDU to SDSU
- B. SDSU will accept qualified applicants from KDU College who wish to transfer directly to SDSU to pursue a bachelor's degree. Students from KDU will apply to SDSU as transfer students.
- C. All applicants who are not native speakers of English must demonstrate proficiency in English with one of the following: Grade C or better in the equivalent of SDSU ENGL 101 Composition I, Internet-based TOEFL Test (iBT) score, minimum-61, Paper-based TOEFL Test (PBT) score, minimum-500, and IELTS score, minimum-5.5. TOEFL or IELTS scores must be submitted within two years of examination date.
- D. Courses listed on the Transfer Equivalency Tables will transfer from KDU to SDSU as per the attached equivalency table between the institutions.
- E. Students from KDU applying to South Dakota State University will be processed expeditiously and will not be required to submit a WES Evaluation. Students from KDU may take courses as advised in SDSU majors. In addition to official

transcripts of work done at KDU and other postsecondary institutions and official TOEFL scores, applicants must follow the instructions for International Transfer Admissions.

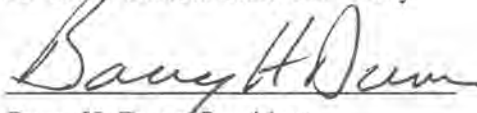
- F. To earn a Bachelor's degree at South Dakota State University, the student must meet all university requirements as set forth in the current undergraduate catalog after admission.

#### IV. TERMS OF AGREEMENT

- A. This agreement shall be valid for a period of five years. This agreement will be effective upon signature of the responsible authority of each institution and may be terminated by either party by given written notice to the other institution six months in advance of the date of termination.
- B. Matters not provided in this agreement shall be decided by mutual agreement between the two institutions. Additional joint activities, such as student or faculty exchange, will require the execution of a separate agreement.
- C. Modifications of this agreement shall be made in the form of a written addendum signed by both parties.
- D. Nothing in the above agreement shall be construed as being legally binding.
- E. This agreement depends upon the continued availability of appropriated funds and expenditure authority for this purpose from the Legislature of the State of South Dakota. If for any reason the Legislature fails to appropriate or grant expenditure authority or if funds become unavailable by operation of law or federal funds reductions, this agreement will be terminated by the State. Termination for any of these reasons is not a default by the State nor does it give rise to a claim against the State.

*In the spirit of international friendship and cooperation, we hereby set our signatures:*

for South Dakota State University

  
Barry H. Dunn, President

11-9-17  
Date:

for KDU College, Malaysia

\_\_\_\_\_  
Hon Wei Min, Deputy Vice Chancellor

\_\_\_\_\_  
Date:

South Dakota

State

University

And

Sunway

University

**ARTICULATION AGREEMENT**  
**SOUTH DAKOTA STATE UNIVERSITY, USA**  
**And**  
**SUNWAY UNIVERSITY, MALAYSIA**

**I. PARTIES**

The parties to this agreement are South Dakota State University (SDSU), USA and Sunway University (Sunway), Malaysia.

**II. PURPOSE**

The purpose of this agreement is to:

- A. have a signed articulation agreement that addresses the varying needs of students and complementary nature of the institutions' programs;
- B. improve the coordination between SDSU and Sunway for transfer policies, acceptance of equivalent courses and to enable enhanced advising at both institutions;
- C. attract qualified students from Sunway University to South Dakota State University;
- D. provide students who have completed courses at Sunway University to earn a degree at South Dakota State University

**III. ELEMENTS OF THE AGREEMENT**

- A. This document confirms that South Dakota State University, USA and Sunway University, Malaysia, are entering into the following college transfer agreement for students desiring to transfer from Sunway to SDSU
- B. SDSU will accept qualified applicants from Sunway University who wish to transfer directly to SDSU to pursue a bachelor's degree. Students from Sunway will apply to SDSU as transfer students.
- C. All applicants who are not native speakers of English must demonstrate proficiency in English with one of the following: Grade C or better in the equivalent of SDSU ENGL 101 Composition I, Internet-based TOEFL Test (iBT) score, minimum-61, Paper-based TOEFL Test (PBT) score, minimum-500, and IELTS score, minimum-5.5. TOEFL or IELTS scores must be submitted within two years of examination date.
- D. Courses listed on the Transfer Equivalency Tables will transfer from Sunway to SDSU as per the attached equivalency table between the institutions.
- E. Students from Sunway applying to South Dakota State University will be processed expeditiously and will not be required to submit a WES Evaluation.



Students from Sunway may take courses as advised in SDSU majors. In addition to official transcripts of work done at Sunway and other postsecondary institutions and official TOEFL scores, applicants must follow the instructions for International Transfer Admissions.

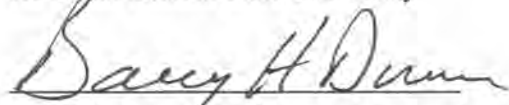
- F. To earn a Bachelor's degree at South Dakota State University, the student must meet all university requirements as set forth in the current undergraduate catalog after admission.

#### IV. TERMS OF AGREEMENT

- A. This agreement shall be valid for a period of five years. This agreement will be effective upon signature of the responsible authority of each institution and may be terminated by either party by given written notice to the other institution six months in advance of the date of termination.
- B. Matters not provided in this agreement shall be decided by mutual agreement between the two institutions. Additional joint activities, such as student or faculty exchange, will require the execution of a separate agreement.
- C. Modifications of this agreement shall be made in the form of a written addendum signed by both parties.
- D. Nothing in the above agreement shall be construed as being legally binding.
- E. This agreement depends upon the continued availability of appropriated funds and expenditure authority for this purpose from the Legislature of the State of South Dakota. If for any reason the Legislature fails to appropriate or grant expenditure authority or if funds become unavailable by operation of law or federal funds reductions, this agreement will be terminated by the State. Termination for any of these reasons is not a default by the State nor does it give rise to a claim against the State.

*In the spirit of international friendship and cooperation, we hereby set our signatures:*

for South Dakota State University



Barry H. Dunn, President

11-9-17

Date:

for Sunway University, Malaysia

\_\_\_\_\_  
Graeme Wilkinson, Vice-Chancellor

\_\_\_\_\_  
Date:

South Dakota  
State  
University  
And  
Taylor's  
University

**ARTICULATION AGREEMENT**  
**SOUTH DAKOTA STATE UNIVERSITY, USA**  
**And**  
**TAYLOR'S UNIVERSITY, MALAYSIA**

**I. PARTIES**

The parties to this agreement are South Dakota State University (SDSU), USA and Taylor's University (Taylors), Malaysia.

**II. PURPOSE**

The purpose of this agreement is to:

- A. have a signed articulation agreement that addresses the varying needs of students and complementary nature of the institutions' programs;
- B. improve the coordination between SDSU and Taylors for transfer policies, acceptance of equivalent courses and to enable enhanced advising at both institutions;
- C. attract qualified students from Taylor's University to South Dakota State University;
- D. provide students who have completed courses at Taylor's University to earn a degree at South Dakota State University

**III. ELEMENTS OF THE AGREEMENT**

- A. This document confirms that South Dakota State University, USA and Taylor's University, Malaysia, are entering into the following college transfer agreement for students desiring to transfer from Taylors to SDSU
- B. SDSU will accept qualified applicants from Taylor's University who wish to transfer directly to SDSU to pursue a bachelor's degree. Students from Taylors will apply to SDSU as transfer students.
- C. All applicants who are not native speakers of English must demonstrate proficiency in English with one of the following: Grade C or better in the equivalent of SDSU ENGL 101 Composition I, Internet-based TOEFL Test (iBT) score, minimum-61, Paper-based TOEFL Test (PBT) score, minimum-500, and IELTS score, minimum-5.5. TOEFL or IELTS scores must be submitted within two years of examination date.
- D. Courses listed on the Transfer Equivalency Tables will transfer from Taylors to SDSU as per the attached equivalency table between the institutions.
- E. Students from Taylors applying to South Dakota State University will be processed expeditiously and will not be required to submit a WES Evaluation.

Students from Taylors may take courses as advised in SDSU majors. In addition to official transcripts of work done at Taylors and other postsecondary institutions and official TOEFL scores, applicants must follow the instructions for International Transfer Admissions.

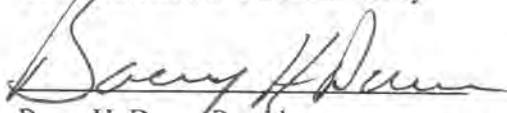
- F. To earn a Bachelor's degree at South Dakota State University, the student must meet all university requirements as set forth in the current undergraduate catalog after admission.

#### IV. TERMS OF AGREEMENT

- A. This agreement shall be valid for a period of five years. This agreement will be effective upon signature of the responsible authority of each institution and may be terminated by either party by given written notice to the other institution six months in advance of the date of termination.
- B. Matters not provided in this agreement shall be decided by mutual agreement between the two institutions. Additional joint activities, such as student or faculty exchange, will require the execution of a separate agreement.
- C. Modifications of this agreement shall be made in the form of a written addendum signed by both parties.
- D. Nothing in the above agreement shall be construed as being legally binding.
- E. This agreement depends upon the continued availability of appropriated funds and expenditure authority for this purpose from the Legislature of the State of South Dakota. If for any reason the Legislature fails to appropriate or grant expenditure authority or if funds become unavailable by operation of law or federal funds reductions, this agreement will be terminated by the State. Termination for any of these reasons is not a default by the State nor does it give rise to a claim against the State.

*In the spirit of international friendship and cooperation, we hereby set our signatures:*

for South Dakota State University

  
Barry H. Dunn, President

Date:

11-13-17

for Taylor's University, Malaysia

\_\_\_\_\_  
Pradeep Kumar Nair, Deputy Vice Chancellor

Date:

South Dakota  
State  
University  
And  
Kyambogo  
University  
of  
Kampala

**AGREEMENT ON ACADEMIC COOPERATION  
BETWEEN  
SOUTH DAKOTA STATE UNIVERSITY  
AND  
Kyambogo University of Kampala, Uganda**

On the basis of a mutual commitment to further international understanding and friendship, to share academic knowledge and to establish and develop mutually beneficial academic contacts, South Dakota State University (SDSU) and Kyambogo University agree to the following:

**I. Scope of the Cooperation**

- Article 1. The institutions agree to exchange experience and information on questions of pedagogy, organization and contents of instruction, and the training of faculty and students, as appropriate. The area of exchange shall cover academic disciplines to be determined and negotiated by both parties, and may specifically include sociology and rural sociology.
- Article 2. The institutions agree to exchange research papers, educational practices, as well as exhibitions and other materials, as appropriate, illustrating the activities and achievements of both institutions.
- Article 3. The institutions agree, as appropriate, to help faculty member of both parties conduct joint research projects.
- Article 4. Kyambogo is especially interested in faculty development and may send faculty members to SDSU to complete PhD degrees. All such applications would be subject to review and approval by the SDSU Graduate School and the SDSU Department of Sociology and Rural Studies. Decisions regarding the availability of funding to support accepted graduate students will be at the sole discretion of the SDSU Department of Sociology and Rural Studies.
- Article 5. Both institutions agree to discuss other proposals relating to future collaborations and exchange, including the possibility of brief exchange visits, joint publication of research, student and faculty exchange, and other similar projects as appropriate.

**II. Appointment of Coordinators**

- Article 6. Each institution shall designate an individual who will serve as coordinator for this agreement. The coordinator will be responsible for maintaining, revising, and/or and renewing the agreement, as appropriate. In addition, each institution shall name at least one academic contact, and this person will coordinate the specific aspects of the agreement.

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Article 7. The following individuals at each institution will be responsible for coordinating this agreement:

South Dakota State University	Kyambogo University
<b>PRIMARY CONTACT FOR AGREEMENT</b> Name: Sally A. Gillman, Ph.D. Title: Director for Study Abroad Office: Office of International Affairs Mailing Address: Email: sally.gillman@sdstate.edu Telephone: 605-688-6094 Fax: 605-688-6540	<b>PRIMARY CONTACT FOR AGREEMENT</b> Name: Dr. Mugisha M. Mutabazi Title: Acting Head of Department Office: RAC Building, Annex, Office Ru Mailing Address: Email: mugishamarian@gmail.com Telephone: +256-414 285106 Fax: +256-414 285106
<b>ACADEMIC UNIT CONTACT</b> Name: Meredith Redlin Title: Professor, Sociology and Rural Studies Office: Hansen Hall 004 Mailing Address: Box 670A Brookings, SD 57007 Email: Meredith.redlin@sdstate.edu Telephone: 605-688-4084 Fax:	<b>ACADEMIC UNIT CONTACT</b> Name: Dr. Kwiringira Japheth Title: Lecturer, Department of Soci Office: RAC Building, Annex, Ru Mailing Address: Soci P.O. Box 1, Kyambogo Email: rkjapheth@yahoo.co.uk Telephone: +256-414 285106 Fax: +256-414 285106

Article 8. The individuals in the positions listed above agree to respond to inquiries and correspondence from the partner institution in a timely and efficient manner.

## VI. Terms of Agreement

- Article 9. This agreement shall be valid for a period of five years. This agreement will be effective upon signature of the responsible authority of each institution and may be terminated by either party by given written notice to the other institution six months in advance of the date of termination. A termination of the agreement will not affect persons who have already begun an exchange under its provisions.
- Article 10. Matters not provided in this agreement shall be decided by mutual agreement between the two institutions. Additional joint activities, such as student or faculty exchange, will require the execution of a separate agreement.
- Article 11. Modifications of this agreement shall be made in the form of a written addendum signed by both parties.
- Article 12. Nothing in the above agreement shall be construed as being legally binding.
- Article 13. This agreement depends upon the continued availability of appropriated funds and expenditure authority for this purpose from the Legislature of the State of South Dakota. If for any reason the Legislature fails to appropriate or grant expenditure

FK



authority or if funds become unavailable by operation of law or federal funds reductions, this agreement will be terminated by the State. Termination for any of these reasons is not a default by the State nor does it give rise to a claim against the State.

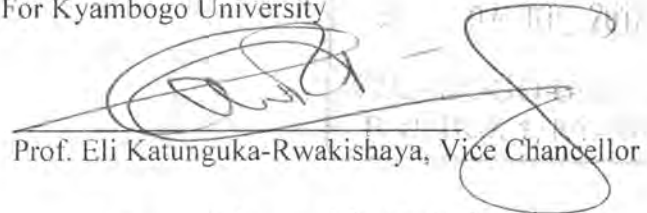
*In the spirit of international friendship and cooperation, we hereby set our signatures:*

For South Dakota State University

  
Barry Dunn, President

11.9.17  
Date:

For Kyambogo University

  
Prof. Eli Katunguka-Rwakishaya, Vice Chancellor

4-7-2017  
Date:

South Dakota  
State  
University  
And  
University of  
the Philippines  
Los Banos

**AGREEMENT ON ACADEMIC COOPERATION  
BETWEEN  
SOUTH DAKOTA STATE UNIVERSITY  
BROOKINGS, SOUTH DAKOTA, USA  
AND  
UNIVERSITY OF THE PHILIPPINES LOS BAÑOS  
LAGUNA, PHILLIPINES**

On the basis of a mutual commitment to further international understanding and friendship, to share academic knowledge and to establish and develop mutually beneficial academic contacts, South Dakota State University (SDSU) and the University of the Philippines, Los Baños (UPLB) agree to the following:

**I. Scope of the Cooperation**

- Article 1. The institutions agree to exchange experience and information on questions of pedagogy, organization and contents of instruction, and the training of faculty and students, as appropriate. The area of cooperation shall cover academic disciplines to be determined and negotiated by both parties, and may specifically include the College of Agriculture and Biological Sciences.
  
- Article 2. The institutions agree to exchange research papers, educational practices, as well as exhibitions and other materials, as appropriate, illustrating the activities and achievements of both institutions.
  
- Article 3. The institutions agree, as appropriate, to help faculty member of both parties conduct joint research projects. Specific activities and programs implemented under authority of this MOU shall be subject to availability of funds and the approval of each institution's authorized representatives.
  
- Article 4. Both institutions agree to discuss other proposals relating to future collaborations and exchange, including the possibility of brief exchange visits, joint publication of research, student and faculty exchange, and other similar projects as appropriate. While advanced graduate and professional students may participate in cooperative activities as proposed in Article 1 above to conduct collaborative or independent research, this MOU does not provide for the exchange of undergraduate or graduate students who propose to enroll in classes and earn academic credit at the host institution.

**II. Appointment of Coordinators**

- Article 5. Each institution shall designate an individual who will serve as coordinator for this agreement. The coordinator will be responsible for maintaining, revising, and/or and renewing the agreement, as appropriate. In addition, each institution

shall name at least one academic contact, and this person will coordinate the specific aspects of the agreement.

- Article 6. The following individuals at each institution will be responsible for coordinating this agreement:

<b>South Dakota State University</b>	<b>University of the Philippines, Los Baños</b>
<b>PRIMARY CONTACT FOR AGREEMENT</b> Name: Sally A. Gillman, Ph.D. Title: Director for Study Abroad Office: Office of International Affairs Mailing Address:  Email: sally.gillman@sdstate.edu Telephone: 605-688-6094 Fax: 605-688-6540	<b>PRIMARY CONTACT FOR AGREEMENT</b> Name: Rommel C. Sulabo, Ph.D. Title: Professor Office: B. M. Gonzalez Animal Science Complex Mailing Address: UP Los Baños, 4031 College Laguna, Philippines Email: rcsulabo@up.edu.ph Telephone: +63-916-654-2032 Fax:
<b>ACADEMIC UNIT CONTACT</b> Name: Robert Thaler, Ph.D. Title: Professor/Extension Swine Specialist Office: Animal Science Complex 114 Mailing Address: Box 2170 Brookings, SD 57007 Email: robert.thaler@sdstate.edu Telephone: (605) 688-5435 Fax:	<b>ACADEMIC UNIT CONTACT</b> Name: Rommel C. Sulabo, Ph.D. Title: Professor Office: B. M. Gonzalez Animal Science Complex Mailing Address: UP Los Baños, 4031 College Laguna, Philippines Email: rcsulabo@up.edu.ph Telephone: +63-916-654-2032 Fax:

- Article 7. The individuals in the positions listed above agree to respond to inquiries and correspondence from the partner institution in a timely and efficient manner.

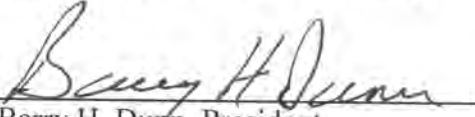
## **VI. Terms of Agreement**

- Article 8. This agreement shall be valid for a period of five years. This agreement will be effective upon signature of the responsible authority of each institution and may be terminated by either party by given written notice to the other institution six months in advance of the date of termination. A termination of the agreement will not affect persons who have already begun an exchange under its provisions.
- Article 9. Matters not provided in this agreement shall be decided by mutual agreement between the two institutions. Additional joint activities, such as student or faculty exchange, will require the execution of a separate agreement.
- Article 10. Modifications of this agreement shall be made in the form of a written addendum signed by both parties.

- Article 11. Nothing in the above agreement shall be construed as being legally binding.
- Article 12. This agreement depends upon the continued availability of appropriated funds and expenditure authority for this purpose from the Legislature of the State of South Dakota. If for any reason the Legislature fails to appropriate or grant expenditure authority or if funds become unavailable by operation of law or federal funds reductions, this agreement will be terminated by the State. Termination for any of these reasons is not a default by the State nor does it give rise to a claim against the State.

*In the spirit of international friendship and cooperation, we hereby set our signatures:*

for South Dakota State University

  
Barry H. Dunn, President

11-9-17  
Date:

for University of the Philippines, Los Baños

\_\_\_\_\_  
Fernando C. Sanchez, Jr., Chancellor

\_\_\_\_\_  
Date:

# **SOUTH DAKOTA BOARD OF REGENTS**

## **Academic and Student Affairs** **Consent**

**AGENDA ITEM: 4 – H**  
**DATE: March 27-29, 2018**

\*\*\*\*\*

### **SUBJECT**

**Articulation Agreements – SDSU**

### **CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 2:27](#) – Program to Program Articulation Agreements

### **BACKGROUND / DISCUSSION**

BOR Policy 2:27 Program to Program Articulation Agreements establishes requirements for institutions seeking to develop program level agreements for interested transfer students. The policy further establishes the distinction between AA, AS, and AAS degrees which are classified as transferable, terminal, or non-transferable degrees (respectively). However, the AAS is “transferable when a specific degree articulation agreement exists between a given A.A.S. degree and a specific Baccalaureate degree.” Agreements established with regionally accredited institutions must be developed in conjunction with the faculty, following all institutional guidelines and are monitored as a function of the institutional program review process. Once approved, the agreements apply only at Regental institutions with equivalent programs.

### **IMPACT AND RECOMMENDATION**

To comply with BOR Policy 2:27, South Dakota State University requests approval for the following articulation agreements:

- Students who have completed coursework in the Agri-Business, Dairy Management, Farm Operation and Management, or the GPS/GIS Technology for Agriculture Associate of Applied Science Program at Ridgewater can apply credit toward the Bachelor of Science in Agricultural Science degree at SDSU (Attachment I).
- Students who have completed the Child Development Associates (CDA) credential with the South Dakota Department of Social Services – Division of Child Care can apply 11 credits toward the Bachelor of Science in Early Childhood Education: Birth to Age 8 at SDSU (Attachment II).

(Continued)

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### **DRAFT MOTION 20180327\_4-H:**

I move to approve the articulation agreements presented between South Dakota State University and 1) Ridgewater College, 2) the South Dakota Department of Social Services – Division of Child Care, 3) Lake Area Technical Institute, 4) Mitchel Technical Institute, and 5) Southeast Technical Institute.

- Students who have completed coursework in the Agri-Business, Agronomy Technology, Dairy Management, Farm Operation and Management, or the GPS/GIS Technology for Agriculture Diploma at Ridgewater can apply credit toward the Bachelor of Science in Agricultural Science degree at SDSU (Attachment III).

SDSU also requests approval to update several of preexisting articulation agreements with Lake Area Technical Institute (LATI), Mitchel Technical Institute (MTI), and Southeast Technical Institute, which are listed below. Provided in Attachment IV is an example of one of these existing agreements with track changes shown to illustrate the primary changes made to all of the agreements due to changes in general education (termination of IGRs), changes in governance structure for the SD Technical Institutes, and some policy changes. There were also updates made to courses as needed, but these vary by agreement and were minor. Clean copies of all seventeen of the revised agreements can be found in Attachment V.

- Students who have completed coursework in the A.A.S. degree in Building Trades Technology at LATI can apply credit toward the Bachelor of Science degree in Construction at SDSU.
- Students who have completed coursework in the A.A.S. degree in Electronic Systems Technology at LATI can apply credit toward the Bachelor of Science degree in Electronics Engineering Technology at SDSU.
- Students who have completed coursework in the A.A.S. degree in Electronic Systems Technology at LATI can apply credit toward the Bachelor of Science degree in Operations Management at SDSU.
- Students who have completed coursework in the A.A.S. degree in Precision Machining at LATI can apply credit toward the Bachelor of Science degree in Operations Management (Manufacturing emphasis) at SDSU.
- Students who have completed coursework in the A.A.S. degree in Robotics at LATI can apply credit toward the Bachelor of Science degree in Electronics Engineering Technology at SDSU.
- Students who have completed coursework in the A.A.S. degree in Robotics at LATI can apply credit toward the Bachelor of Science degree in Operations Management (Manufacturing emphasis) at SDSU.
- Students who have completed coursework in the A.A.S. degree in Architectural Design and Building Construction at MTI can apply credit toward the Bachelor of Science degree in Construction Management at SDSU.
- Students who have completed coursework in the A.A.S. degree in Administrative Office Specialist at MTI can apply credit toward the Bachelor of Science degree in Operations Management at SDSU.



- Students who have completed coursework in the A.A.S. degree in Automation Controls / SCADA at MTI can apply credit toward the Bachelor of Science degree in Electronics Engineering Technology at SDSU.
- Students who have completed coursework in the A.A.S. degree in Telecommunications at MTI can apply credit toward the Bachelor of Science degree in Electronics Engineering Technology at SDSU.
- Students who have completed coursework in the A.A.S. degree in Welding and Manufacturing Technology at MTI can apply credit toward the Bachelor of Science degree in Operations Management at SDSU.
- Students who have completed coursework in the A.A.S. degree in Wind Turbine Technology at MTI can apply credit toward the Bachelor of Science degree in Electronics Engineering Technology at SDSU.
- Students who have completed coursework in the A.A.S. degree in Business Administration at STI can apply credit toward the Bachelor of Science degree in Operations Management at SDSU.
- Students who have completed coursework in the A.A.S. degree in Civil Engineering Technology at STI can apply credit toward the Bachelor of Science degree in Construction Management at SDSU.
- Students who have completed coursework in the A.A.S. degree in Construction Management Technology at STI can apply credit toward the Bachelor of Science degree in Construction Management at SDSU.
- Students who have completed coursework in the A.A.S. degree in Electronics Technology at STI can apply credit toward the Bachelor of Science degree in Electronics Engineering Technology at SDSU.
- Students who have completed coursework in the A.A.S. degree in Mechatronics Technology at STI can apply credit toward the Bachelor of Science degree in Electronics Engineering Technology at SDSU.

Board staff recommend approval.

## ATTACHMENTS

[Attachment I](#) – Articulation Agreement: SDSU and Ridgewater College (AAS to BS Ag Science Major)

[Attachment II](#) – Articulation Agreement: SDSU and South Dakota Department of Social Services – Division of Child Care

[Attachment III](#) – Articulation Agreement: SDSU and Ridgewater College (Diploma to BS Ag Science Major)

[Attachment IV](#) – Articulation Agreement: SDSU and LATI (with Track Changes)

[Attachment V](#) – Articulation Agreements: SDSU and LATI / MTI / STI (revised preexisting agreements)

## PROGRAM TO PROGRAM ARTICULATION AGREEMENT

with Respect to Applying the

### Associate of Applied Science Degree Program in:

Agri Business  
Dairy Management  
Farm Operation and Management  
GPS/GIS Technology for Agriculture

Towards the

### Bachelor of Science Degree Program Agricultural Science Major

Between

RIDGEWATER COLLEGE

and

SOUTH DAKOTA STATE UNIVERSITY (SDSU)

### I. Parties

The parties to this agreement are South Dakota State University (SDSU), Brookings, SD and Ridgewater College, Willmar, MN.

### II. Purpose

The purpose of this agreement is to:

- A. have a signed agreement that addresses the varying needs of students and complementary nature of the institutions' programs;
- B. provide increased educational opportunities for students from the region;
- C. extend and clarify educational opportunities for students; and
- D. provide Ridgewater College students who have completed the A.A.S. degree in Agri Business, Dairy Management, Farm Operation and Management, or GPS/GIS Technology for Agriculture an opportunity to earn a Bachelor of Science degree with a major in Agricultural Science.

### III. Academic Program

- A. Upon successful completion of the major requirements specified below, SDSU will accept 60 course credits from the Ridgewater A.A.S. degree towards the SDSU B.S. degree with a major in Agricultural Science. Students must successfully complete the A.A.S. degree in Agri Business, Dairy Management, Farm Operation and Management, or GPS/GIS Technology in Agriculture from Ridgewater College prior to transferring to SDSU in order for this agreement to apply. Students must meet all South Dakota Board of Regents policies and university graduation requirements in order to receive a Bachelor of Science degree.
- B. Requirements to be completed at SDSU to earn a Bachelor of Science degree with a major in Agricultural Science are outlined below.

Note: Ridgewater College courses are listed in *italics* font, whereas SDSU courses are listed in normal font.

System General Education Graduation Requirements (SGR): minimum 31 credits required of which 9 credits are required within the A.A.S. at Ridgewater College. If any of the requirements noted below as “met at Ridgewater College” are not completed at Ridgewater College, then the student will need to complete those requirements at SDSU or by transfer of approved equivalent courses.

1. Goal #1: Written Communication:
  - a. ENGL 101, Composition I (3 credits, met at Ridgewater by *ENGL 121, College Composition I*)
  - b. ENGL 201, Composition II (3 credits, met at Ridgewater by *ENGL 122, College Composition II*)
2. Goal #2: Oral Communication: (3 credits, met at Ridgewater by *CMST 121 Introduction to Communication* or *CMST 220, Public Speaking*)
3. Goal #3: Social Sciences/Diversity. Must complete 6 credits in 2 disciplines from the approved list in SDSU Bulletin.
  - a. ECON 201 or ECON 202 (3 credits)
  - b. Additional course with non-ECON prefix from approved list
4. Goal #4: Arts and Humanities/Diversity (6 credits from 2 disciplines from list in SDSU Bulletin)
5. Goal #5: Mathematics: Math 102, College Algebra, or Math 115 Precalculus, or higher (3 credits, could be met at Ridgewater with *MATH 112, College Algebra*).
6. Goal #6: Natural Sciences.
  - a. BIOL 101-101L, Biology Survey I and Lab (3 credits)
  - b. CHEM 106-106L, Chemistry Survey and Lab (4 credits)

Major and Support Course Requirements:

1. BIOL 103-103L, Biology Survey II and Lab, or BOT 201-201L General Botany and Lab (3 credits)
2. ACCT 210, Accounting (3 credits) or STAT 281 Introduction to Statistics (3 credits)
3. AS 101-101L Introduction to Animal Science and Lab (4 credits) or DS 130-130L Introduction to Dairy Science and Lab (3 credits). This requirement could be met at Ridgewater by elective course *AGRI 1810 Introductory Animal Science*.
4. AS 218, Survey of Animal Nutrition (could be met at Ridgewater College with *AGRI 1820, Animal Nutrition*).
5. Select One:
  - a. AS 332, Livestock Breeding and Genetics (4 credits)
  - b. BIOL 371, Genetics (3 credits)
  - c. PS 383-383L, Principles of Crop Improvement and Lab (3 credits)
6. Ag Product Elective. Select One:
  - a. AS 241-241L, Introduction to Meat Science and Lab (3 credits)
  - b. AS 285-285L, Livestock Evaluation and Marketing (4 credits)
  - c. DS 231, Dairy Foods (3 credits)
  - d. FS 101, Introduction to Food Science (3 credits)
  - e. HO 231, Greenhouse Crop Production (3 credits)
  - f. PS 308-308L, Grain Grading and Lab (3 credits)
  - g. PS 312, Grain and Seed Production and Processing (3 credits)
  - h. PS 403-403L, Seed Technology and Lab (3 credits)
7. Business Elective. Choose one of the following (3 credits):
  - a. BADM 360, Organization and Management (3 credits)
  - b. BLAW 350, Legal Environment of Business (3 credits)
  - c. FIN 280, Personal Finance (3 credits)
  - d. MGMT 334, Small Business Management (3 credits)

- e. MKTG 474, Personal Selling (3 credits)
- 8. Capstone Elective. Choose one of the following (2-4 credits):
  - a. ABS 475-475L, Integrated Natural Resource Management and Lab (3 credits)
  - b. ABS 494, Internship (2 credits)
  - c. AGECE 471, Advanced Farm and Ranch Management (3 credits)
  - d. AS 389, Current Issues in Animal Science (3 credits)
  - e. DS 480-480L, Dairy Farm Operations I and Lab (4 credits)
  - f. DS 481-481L, Dairy Farm Operations II and Lab (4 credits)
  - g. HO 434, Local Food Production (2 credits)
  - h. HO 435, Local Food Production: Harvest and Storage (2 credits)
  - i. PRAG 440-440L, Crop Management with Precision Farming and Lab (3 credits)
  - j. RANG 374-374L, Natural Resource Habitat Conservation, Management, and Restoration and Lab (4 credits)
  - k. RANG 485-485L, Advanced Integrated Ranch Management and Lab (3 credits)
- 9. Program Electives as needed to reach 60 credits total from SDSU (could include up to 30 credits from other 4-year institutions) and 120 credits total needed for graduation.
- 10. At least 20 credits must be from 300-level or greater courses.

**Total minimum number of credits at SDSU: 60 \*\*\***

**Transfer credits from Ridgewater College: 60**

**Total credits required: 120**

\*\*\* Additional transferable general education course credits could be completed at Ridgewater College, which could reduce the number of general education credits at SDSU. However, no more than 60 credits total from Ridgewater College can be applied to the 120-credit total requirement for the B.S. in Agricultural Science at SDSU. Transfer credits from other 4-year institutions could reduce the number of credits from SDSU, but at least 30 credits must be from SDSU.

Additional requirements:

Students transferring from Ridgewater College must have a cumulative GPA of "C" (2.0 on a 4.0 scale). Any course taken at Ridgewater College with a grade below a "C" (2.0 on a 4.0 scale) must be retaken at SDSU if required for the SDSU Agricultural Science Major.

#### **IV. Obligations**

Both parties agree to confer with each other on a regular basis regarding changes in curricula involved in this articulation agreement.

#### **V. Modifications**

This agreement may be modified from time to time by the South Dakota Board of Regents and Ridgewater College. Modifications may not diminish the entitlements enjoyed by students who have already attended classes delivered under the terms of earlier versions of the agreement, except in rare instances in which retroactive implementation of modifications may be required to comply with accreditation standards or to conform to professional licensure requirements.

#### **VI. Effective Date of Agreement**

This agreement will go into effect at the start of the Fall 2018 semester term at Ridgewater College and SDSU. The agreement applies to students who graduated from Ridgewater College within the last 10 years immediately prior to application and admission into SDSU.

**VII. Acceptance of Agreement**

For South Dakota State University:

\_\_\_\_\_  
Date:

Dr. Donald Marshall  
Interim Dean, College of Agriculture and Biological Sciences

\_\_\_\_\_  
Date:

Dr. Dennis Hedge  
Provost and Vice President for Academic Affairs

\_\_\_\_\_  
Date:

Dr. Mike Rush  
Executive Director, South Dakota Board of Regents

For Ridgewater College:

\_\_\_\_\_  
Date: 10-30-17

Dr. Betty Strehlow  
Vice President of Academic Affairs & Student Services

## PROGRAM TO PROGRAM ARTICULATION AGREEMENT

Agreement with Respect to Applying the  
**Child Development Associates Credential**  
 Towards the  
**Early Childhood Education Major**  
**(Birth to Age 8 Specialization)**  
**Bachelor of Science Degree Program**

Between  
 South Dakota Department of Social Services  
 Division of Child Care  
 and  
 South Dakota State University

### I. Parties

The parties to this agreement are the South Dakota Department of Social Services - Division of Child Care and South Dakota State University (SDSU).

### II. Purpose

The purpose of this agreement is to:

- A. have a signed articulation agreement that addresses the varying needs of students and complimentary nature of the programs;
- B. provide increased educational opportunities for students from South Dakota;
- C. extend and clarify educational opportunities for students; and
- D. provide students who have completed the Child Development Associates Credential an opportunity to earn a Bachelor of Science degree with a major in Early Childhood Education: Birth to Age 8.

### III. Academic Program

A. Upon successful completion of the major requirements specified below, SDSU will accept completion of the CDA credential as **11** SDSU credits for students majoring in Early Childhood Education: Birth to Age 8. Students must successfully complete the CDA credential prior to transferring to SDSU. Students must meet all Board of Regents policies and university graduation requirements to receive a degree.

B. Courses accepted from CDA into Early Childhood Education: Birth to Age 8 are listed below.

SDCDA 110 Orientation to the Early Childhood Profession (15 hours) & SDCDA 110 Orientation to the Early Childhood Profession (Supplemental 5 hours) = ECE 150/ECE 150L Early Experience (2 credits)

SDCDA 120 Health, Safety and Nutrition (20 hours) & SDCDA 120 Health, Safety and Nutrition (Supplemental 10 hours) = ECE 220 Health, Safety and Nutrition for Young Children (3 credits)

SDCDA 200 Child Development & Planning (45 hours) & SDCDA 200 Child Development & Planning (Supplemental 15 hours) = ECE 240 Child Development I: Prenatal to 2 (3 credits)

SDCDA 240 Partnerships with Parents (15 hours) & SDCDA 220 Partnerships with Parents (Supplemental 15 hours) = HDFS 241 Family Relations (3 credits)

All other courses on the plan of study are to be completed at SDSU to earn a Bachelor of Science degree with a major in Early Childhood Education: Birth to Age 8 are outlined below.

### **Degree Requirements:**

#### **System General Education Requirements (31)**

##### **SGR Goal 1 Written Communication (6 credits)**

ENGL 101 Composition I (3)

ENGL 201 Composition II (3)

##### **SGR Goal 2 Oral Communication (3 credits)**

SPCM 101 Fundamentals of Speech (3)

##### **SGR Goal 3 Social Sciences/Diversity (2 Disciplines, 6 credits)**

HDFS 210 Lifespan Development (3)

PSYC 101 General Psychology (3)

##### **SGR Goal 4 Humanities and Arts/Diversity (2 Disciplines, 6 credits)**

ENGL 240 Juvenile Literature (3)

SGR #4 Humanities/Arts Diversity (3)

##### **SGR Goal 5 Mathematics (3 credits)**

MATH 102 College Algebra (3)

##### **SGR Goal 6 Natural Sciences (7 credits)**

GEOG 131/L OR GEOG 132/L Physical Geography: Weather & Climate and Lab OR Physical Geography: Natural Landscapes and Lab (4)

#### **College of Education & Human Sciences Requirements (2)**

EHS 309 Interdisciplinary Group Processes (2)

#### **Major Requirements (58)**

ECE 196 Field Experience (1)

ECE 241 Child Development II: 3 to 8 Years (3)

ECE 296 Field Experience (2)



ECE 320	Pedagogy and Curriculum (3)
ECE 321	Learner- Centered Assessment (3)
ECE 322	Contemporary Curriculum Perspectives (3)
ECE 325	Inclusion and the Diverse Learner (3)
ECE 360	Play and Inquiry (3)
ECE 412	Kindergarten Education (2)
ECE 441	Professional Issues in ECE (2)
ECE 455	Administration and Supervision of Early Childhood Settings (3)
ECE 466	Literacy in ECE (3)
ECE 470	Early Childhood Inclusion Strategies (3)
ECE 471	Reading Diagnostics (3)
ECE 475	Pedagogy and Guidance in ECE (3)
ECE 488	Student Teaching (PreK - K) (6)
ECE 488	Student Teaching (K-3) (8)
ECE 495	Practicum (Kindergarten) (1)
ECE 495	Practicum (Early Childhood Special Ed) (3)

#### **Other Coursework (18)**

AIS 211	SD American Indian Culture and Education (3)
EDFN 475	Human Relations (3)
EPSY 201	The Science of Learning (3)
MATH 245	Mathematics for Primary Grades I (3)
MATH 345	Mathematics for Primary Grades II (3)
PHYS 101/L OR CHEM 106/L OR PHYS 185/L	Survey of Physics & Lab (4) OR Chemistry Survey & Lab (3,1) OR Introduction to Astronomy & Lab (3)

**Total number of credits at SDSU: 109**

**Transfer credits from CDA: 11**

**Total credits Required: 120**

#### Additional requirements:

1. The CDA courses must be from an approved SDCDA training program as confirmed by the State of SD Department of Social Service –Division of Child Care.
2. The student must successfully complete the program and receive the CDA credential from the national council. Only students who have completed the entire program are eligible to receive SDSU credit.
3. Students must apply as a degree seeking student at SDSU in the Early Childhood Education program and provide a copy of their CDA credential to be granted credit for the courses. Proof of credential needs to be submitted to the College of Education and Human Sciences, Student Services Coordinator, Wagner Hall 243.

#### **IV. Obligations**

Both parties agree to confer with each other on a yearly basis regarding changes in curricula involved in this articulation agreement.

**V. Modifications**

This agreement may be modified from time to time by the South Dakota Board of Regents and SDDSS. Modifications may not diminish the entitlements enjoyed by students who have already attended classes delivered under the terms of earlier versions of the agreement, except in rare instances in which retroactive implementation of modifications may be required to comply with accreditation standards or to conform to professional licensure requirements.

**VI. Effective Date of Agreement**

Start Date of Fall 2018 term at SDSU. The agreement applies to students who completed the CDA credential in 2018 and subsequent years.

**VIII. Acceptance of Agreement**  
**For South Dakota State University**


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 Dean, Education and Human Sciences

---

 Provost and Vice President for Academic Affairs

**For South Dakota Department of Social Services**  
**Division of Child Care**


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 Director of Licensing

## PROGRAM TO PROGRAM ARTICULATION AGREEMENT

with Respect to Applying the

**Diploma in:**  
 Agri-Business  
 Agronomy Technology  
 Dairy Management  
 Farm Operation and Management  
 GPS/GIS Technology for Agriculture

Towards the  
**Bachelor of Science Degree Program**  
 Agricultural Science Major

Between  
 RIDGEWATER COLLEGE  
 and  
 SOUTH DAKOTA STATE UNIVERSITY (SDSU)

### I. Parties

The parties to this agreement are South Dakota State University (SDSU), Brookings, SD and Ridgewater College, Willmar, MN.

### II. Purpose

The purpose of this agreement is to:

- A. have a signed agreement that addresses the varying needs of students and complementary nature of the institutions' programs;
- B. provide increased educational opportunities for students from the region;
- C. extend and clarify educational opportunities for students; and
- D. provide Ridgewater College students who have completed the Diploma in Agri-Business, Agronomy Technology, Dairy Management, Farm Operation and Management, or GPS/GIS Technology for Agriculture an opportunity to earn a Bachelor of Science degree with a major in Agricultural Science.

### III. Academic Program

- A. Upon successful completion of the major requirements specified below, SDSU will accept 45 course credits from the Ridgewater Diploma degree towards the SDSU B.S. degree with a major in Agricultural Science. Students must successfully complete the Diploma degree from Ridgewater College prior to transferring to SDSU in order for this agreement to apply. Students must meet all South Dakota Board of Regents policies and university graduation requirements to receive a Bachelor of Science degree.
- B. Requirements to be completed at SDSU to earn a Bachelor of Science degree with a major in Agricultural Science are outlined below.

Note: Ridgewater College courses are listed in *italics* font, whereas SDSU courses are listed in normal font.

System General Education Graduation Requirements (SGR): Minimum of 31 required. If any of the requirements noted below as “met at Ridgewater College” are not completed at Ridgewater College, then the student will need to complete those requirements at SDSU or by transfer of approved equivalent courses.

1. Goal #1: Written Communication:
  - a. ENGL 101, Composition I (3 credits, met at Ridgewater by *ENGL 121, College Composition I*)
  - b. ENGL 201, Composition II (3 credits, met at Ridgewater by *ENGL 122, College Composition II*)
2. Goal #2: Oral Communication: (3 credits, met at Ridgewater by *CMST 121 Introduction to Communication* or *CMST 220, Public Speaking*)
3. Goal #3: Social Sciences/Diversity. Must complete 6 credits in 2 disciplines from the approved list in SDSU Bulletin.
  - a. ECON 201 or ECON 202 (3 credits)
  - b. Additional course with non-ECON prefix from approved list
4. Goal #4: Arts and Humanities/Diversity (6 credits from 2 disciplines from list in SDSU Bulletin)
5. Goal #5: Mathematics: Math 102, College Algebra, or higher (3 credits, could be met at Ridgewater with *MATH 112, College Algebra*).
6. Goal #6: Natural Sciences.
  - a. BIOL 101-101L, Biology Survey I and Lab (3 credits)
  - b. CHEM 106-106L, Chemistry Survey and Lab (4 credits)

Major and Support Course Requirements:

1. BIOL 103-103L, Biology Survey II and Lab, or BOT 201-201L General Botany and Lab (3 credits)
2. ACCT 210, Accounting (3 credits) or STAT 281 Introduction to Statistics (3 credits)
3. AS 101-101L Introduction to Animal Science and Lab (4 credits) or DS 130-130L Introduction to Dairy Science and Lab (3 credits). This requirement could be met at Ridgewater by elective course *AGRI 1810 Introductory Animal Science*.
4. AS 218, Survey of Animal Nutrition (3 credits) (could be met at Ridgewater College with *AGRI 1820, Animal Nutrition*).
5. Select One:
  - a. AS 332, Livestock Breeding and Genetics (4 credits)
  - b. BIOL 371, Genetics (3 credits)
  - c. PS 383-383L, Principles of Crop Improvement and Lab (3 credits)
6. Ag Product Elective. Select One:
  - a. AS 241-241L, Introduction to Meat Science and Lab (3 credits)
  - b. AS 285-285L, Livestock Evaluation and Marketing (4 credits)
  - c. DS 231, Dairy Foods (3 credits)
  - d. FS 101, Introduction to Food Science (3 credits)
  - e. HO 231, Greenhouse Crop Production (3 credits)
  - f. PS 308-308L, Grain Grading and Lab (3 credits)
  - g. PS 312, Grain and Seed Production and Processing (3 credits)
  - h. PS 403-403L, Seed Technology and Lab (3 credits)
7. Business Elective. Choose one of the following (3 credits):
  - a. BADM 360, Organization and Management (3 credits)
  - b. BLAW 350, Legal Environment of Business (3 credits)
  - c. FIN 280, Personal Finance (3 credits)
  - d. MGMT 334, Small Business Management (3 credits)
  - e. MKTG 474, Personal Selling (3 credits)
8. Capstone Elective. Choose one of the following (2-4 credits):
  - a. ABS 475-475L, Integrated Natural Resource Management and Lab (3 credits)

- b. ABS 494, Internship (2 credits)
  - c. AGE 471, Advanced Farm and Ranch Management (3 credits)
  - d. AS 389, Current Issues in Animal Science (3 credits)
  - e. DS 480-480L, Dairy Farm Operations I and Lab (4 credits)
  - f. DS 481-481L, Dairy Farm Operations II and Lab (4 credits)
  - g. HO 434, Local Food Production (2 credits)
  - h. HO 435, Local Food Production: Harvest and Storage (2 credits)
  - i. PRAG 440-440L, Crop Management with Precision Farming and Lab (3 credits)
  - j. RANG 374-374L, Natural Resource Habitat Conservation, Management, and Restoration and Lab (4 credits)
  - k. RANG 485-485L, Advanced Integrated Ranch Management and Lab (3 credits)
9. Program Electives as needed to reach 75 credits total from SDSU (could include up to 30 credits from other 4-year institutions) and 120 credits total needed for graduation.
10. At least 20 credits must be from 300-level or greater courses.

**Total minimum number of credits at SDSU: 75 \*\*\***

**Transfer credits from Ridgewater College: 45**

**Total credits required: 120**

\*\*\* Additional transferable general education course credits could be completed at Ridgewater College, which could reduce the number of general education credits at SDSU. However, no more than 60 credits total from Ridgewater College can be applied to the 120-credit total requirement for the B.S. in Agricultural Science at SDSU. Transfer credits from other 4-year institutions could reduce the number of credits from SDSU, but at least 30 credits must be from SDSU.

Additional requirements:

Students transferring from Ridgewater College must have a cumulative GPA of "C" (2.0 on a 4.0 scale). Any course taken at Ridgewater College with a grade below a "C" (2.0 on a 4.0 scale) must be retaken at SDSU if required for the SDSU Agricultural Science Major.

#### **IV. Obligations**

Both parties agree to confer with each other on a regular basis regarding changes in curricula involved in this articulation agreement.

#### **V. Modifications**

This agreement may be modified from time to time by the South Dakota Board of Regents and Ridgewater College. Modifications may not diminish the entitlements enjoyed by students who have already attended classes delivered under the terms of earlier versions of the agreement, except in rare instances in which retroactive implementation of modifications may be required to comply with accreditation standards or to conform to professional licensure requirements.

#### **VI. Effective Date of Agreement**

This agreement will go into effect at the start of the Fall 2018 semester term at Ridgewater College and SDSU.

**VII. Acceptance of Agreement**

For South Dakota State University:

\_\_\_\_\_  
Date: \_\_\_\_\_  
Dean, College of Agriculture and Biological Sciences

\_\_\_\_\_  
Date: \_\_\_\_\_  
Provost and Vice President for Academic Affairs

\_\_\_\_\_  
Date: \_\_\_\_\_  
Executive Director, South Dakota Board of Regents

For Ridgewater College:

\_\_\_\_\_  
Date: \_\_\_\_\_  
Vice President of Academic Affairs & Student Services

## PROGRAM TO PROGRAM ARTICULATION AGREEMENT

Agreement with Respect to Applying the  
**BUILDING TRADES TECHNOLOGY**  
 Associate of Applied Sciences Degree Program  
 Towards the  
**CONSTRUCTION MANAGEMENT MAJOR**  
 Bachelor of Science Degree Program

Between  
 LAKE AREA TECHNICAL INSTITUTE  
 and  
 SOUTH DAKOTA STATE UNIVERSITY

### I. Parties

The parties to this agreement are Lake Area Technical Institute (LATI) and South Dakota State University (SDSU).

### II. Purpose

The purpose of this agreement is to:

- A. have a signed articulation agreement that addresses the varying needs of students and complementary nature of the institutions' programs;
- B. provide increased educational opportunities for students from South Dakota and the region;
- C. extend and clarify educational opportunities for students; and
- D. provide LATI students who have completed the A.A.S. degree in Building Trades Technology an opportunity to earn a Bachelor of Science degree with a major in Construction Management.

### III. Academic Program

Graduation Requirements for the B.S.CM degree at SDSU:

Construction Management requirements:	56
General Education (SGR) credits:	30
Block Transfer credits from LATI Building Trades Technology:	34
<b>Total Credits Required:</b>	<b>120</b>

- A. Upon successful completion of the major requirements specified in III.B. below, SDSU will accept **34** technical course credits from the A.A.S. degree in Building Trades Technology for students majoring in Construction Management. Students must successfully complete the A.A.S. degree prior to transferring to SDSU for the technical course credits to be accepted. *Transferrable general education coursework taken at LATI is in addition to the 34 technical course credits.* Students must meet all Board of Regents policies and university graduation requirements in order to receive a degree.



- B. Requirements to be completed at SDSU to earn a Bachelor of Science degree with a major in Construction Management are outlined below.

Major requirements: 27 credits

1. CM 210/210L, Construction Surveying & Lab (3 credits)
2. CM 320/320L, Construction Soil Mechanics & Lab (3 credits)
3. CM 353, Construction Structures (3 credits)
4. CM 374, Heavy Construction Methods and Systems (3 credits)
5. CM 400, Risk Management and Construction Safety (3 credits)
6. CM 410, Construction Project Management and Supervision (3 credits)
7. CM 443, Construction Planning and Scheduling (3 credits)
8. CM 471, Capstone Experience (2 credits)
9. CM 473, Construction Law & Accounting (3 credits)
10. CM 490, Seminar (1 credit)

Required Support Courses: 29 credits

1. ACCT 210, Principles of Accounting (3 credits)
2. ACCT 211, Principles of Accounting (3 credits)
3. BADM 360, Organization and Management (3 credits)
4. CSC 325, Management Information Systems (3 credits)
5. FIN 310, Business Finance (3 credits)
6. GE 231, Technology Society & Ethics (3 credits)
7. HRM 460, Human Resource Management OR  
LEAD 435 Organizational Leadership & Team Development (3 credits)
8. MATH 121/121L, Survey of Calculus and Lab (5 credits)
9. STAT 281, Introduction to Statistics (3 credits)

The general education coursework to meet South Dakota Regental Systems General Education Requirements (SGR) must also be completed as outlined below. **This coursework may be taken at LATI if equivalent courses are available.** Please note that BOR Policy 2.5.1<sup>32</sup> states: “Total transfer credit for work at a ~~junior, community college (2-year), and/or~~ two-year technical or community college may not exceed one-half of the hours required for completion of the baccalaureate degree at the accepting institution.” *For the BSCM program, that number is 60 credits.*

General Education/~~Institutional Graduation~~ Requirement Courses: 30 credits

1. Must include ENGL 101, Composition I, (SGR 1) (3 credits)
2. Must include ENGL 277, Technical Writing in Engineering (SGR 1) (3 credits)
3. Must include SPCM 101, Fundamentals of Speech, (SGR 2) (3 credits)
4. Must include ECON 201, Principles of Microeconomics (SGR 3) (3 credits)
5. Must include MATH 102, College Algebra (SGR 5) (3 credits)
6. Must include PHYS 111/111L, Introduction to Physics I & Lab (SGR 6) (4 credits)
7. Must include CHEM 106/106L Chemistry Survey (SGR 6) (4 credits) [2 credits count toward the CM major – applied to block transfer]

The remaining nine (9) credits must meet SGR 3 Social Sciences/Diversity (3 credits) and SGR 4 Humanities and Arts/Diversity (6 credits) requirements and be selected from the approved list of courses specified in the SDSU Catalog.~~BOR policy 2-7-~~

**Total number of credits at SDSU: 86**

**Transfer credits from LATI: 34\***

**Total credits required: 120**

\*Transferable general education courses can be completed at LATI to a maximum of 60 transferrable credits.

Additional requirements:

1. Students transferring from Lake Area Technical Institute must have a cumulative GPA of “C” (2.0 on a 4.0 scale) and no course grade below a “C” (2.0 on a 4.0 scale).
2. ~~In accordance with BOR policy 2:28, students must demonstrate satisfactory performance in writing, mathematics, reading and science reasoning as evidenced by receiving a passing score on all sections of the Collegiate Assessment of Academic Proficiency (CAAP) exam. The exam must be taken during the first semester of enrollment at SDSU.~~

**IV. Obligations**

Both parties agree to confer with each other on a yearly basis regarding changes in curricula involved in this articulation agreement.

**V. Modifications**

This agreement may be modified from time to time by the South Dakota Board of Regents and Lake Area Technical Institute. ~~with approval by the South Dakota Board of Education.~~ Modifications may not diminish the entitlements enjoyed by students who have already attended classes delivered under the terms of earlier versions of the agreement, except in rare instances in which retroactive implementation of modifications may be required to comply with accreditation standards or to conform to professional licensure requirements.

**VI. Effective Date of Agreement**

This agreement will go into effect at the start of the Fall 201~~8~~<sup>7</sup> semester term at LATI and SDSU. The agreement applies to students who graduated from LATI in 2005 and subsequent years.

**VII. Acceptance of Agreement:**For South Dakota State University:

Date: \_\_\_\_\_

Dean, Jerome J. Lohr College of Engineering

Date: \_\_\_\_\_

~~Dennis Hedge~~

Provost and Vice President for Academic Affairs

Date: \_\_\_\_\_

~~Michael G. Rush~~

Executive Director, South Dakota Board of Regents

For Lake Area Technical Institute:

Date: \_\_\_\_\_

~~Michael Cartney~~~~President,~~ Lake Area Technical Institute

## PROGRAM TO PROGRAM ARTICULATION AGREEMENT

Between  
LAKE AREA TECHNICAL INSTITUTE  
and  
SOUTH DAKOTA STATE UNIVERSITY

Agreement with Respect to Applying the  
**BUILDING TRADES TECHNOLOGY**  
Associate of Applied Sciences Degree Program  
Towards the  
**CONSTRUCTION MANAGEMENT MAJOR**  
Bachelor of Science Degree Program

### I. Parties

The parties to this agreement are Lake Area Technical Institute (LATI) and South Dakota State University (SDSU).

### II. Purpose

The purpose of this agreement is to:

- A. have a signed articulation agreement that addresses the varying needs of students and complementary nature of the institutions' programs;
- B. provide increased educational opportunities for students from South Dakota and the region;
- C. extend and clarify educational opportunities for students; and
- D. provide LATI students who have completed the A.A.S. degree in Building Trades Technology an opportunity to earn a Bachelor of Science degree with a major in Construction Management.

### III. Academic Program

Graduation Requirements for the B.S.CM degree at SDSU:

Construction Management requirements:	56
General Education (SGR) credits:	30
Block Transfer credits from LATI Building Trades Technology:	34
<b>Total Credits Required:</b>	<b>120</b>

- A. Upon successful completion of the major requirements specified in III.B. below, SDSU will accept **34** technical course credits from the A.A.S. degree in Building Trades Technology for students majoring in Construction Management. Students must successfully complete the A.A.S. degree prior to transferring to SDSU for the technical course credits to be accepted. *Transferrable general education coursework taken at LATI is in addition to the 34 technical course credits.* Students must meet all Board of Regents policies and university graduation requirements in order to receive a degree.

- B. Requirements to be completed at SDSU to earn a Bachelor of Science degree with a major in Construction Management are outlined below.

Major requirements: 27 credits

1. CM 210/210L, Construction Surveying & Lab (3 credits)
2. CM 320/320L, Construction Soil Mechanics & Lab (3 credits)
3. CM 353, Construction Structures (3 credits)
4. CM 374, Heavy Construction Methods and Systems (3 credits)
5. CM 400, Risk Management and Construction Safety (3 credits)
6. CM 410, Construction Project Management and Supervision (3 credits)
7. CM 443, Construction Planning and Scheduling (3 credits)
8. CM 471, Capstone Experience (2 credits)
9. CM 473, Construction Law & Accounting (3 credits)
10. CM 490, Seminar (1 credit)

Required Support Courses: 29 credits

1. ACCT 210, Principles of Accounting (3 credits)
2. ACCT 211, Principles of Accounting (3 credits)
3. BADM 360, Organization and Management (3 credits)
4. CSC 325, Management Information Systems (3 credits)
5. FIN 310, Business Finance (3 credits)
6. GE 231, Technology Society & Ethics (3 credits)
7. HRM 460, Human Resource Management OR  
LEAD 435 Organizational Leadership & Team Development (3 credits)
8. MATH 121/121L, Survey of Calculus and Lab (5 credits)
9. STAT 281, Introduction to Statistics (3 credits)

The general education coursework to meet South Dakota Regental System General Education Requirements (SGR) must also be completed as outlined below. **This coursework may be taken at LATI if equivalent courses are available.** Please note that BOR Policy 2.5.13 states: “Total transfer credit for work at a two-year technical or community college may not exceed one-half of the hours required for completion of the baccalaureate degree at the accepting institution.” *For the BSCM program, that number is 60 credits.*

General Education Requirement Courses: 30 credits

1. Must include ENGL 101, Composition I, (SGR 1) (3 credits)
2. Must include ENGL 277, Technical Writing in Engineering (SGR 1) (3 credits)
3. Must include SPCM 101, Fundamentals of Speech, (SGR 2) (3 credits)
4. Must include ECON 201, Principles of Microeconomics (SGR 3) (3 credits)
5. Must include MATH 102, College Algebra (SGR 5) (3 credits)
6. Must include PHYS 111/111L, Introduction to Physics I & Lab (SGR 6) (4 credits)
7. Must include CHEM 106/106L Chemistry Survey (SGR 6) (4 credits) [2 credits count toward the CM major – applied to block transfer]
8. The remaining nine (9) credits must meet SGR 3 Social Sciences/Diversity (3 credits) and SGR 4 Humanities and Arts/Diversity (6 credits) requirements and be selected from the approved list of courses specified in the SDSU Catalog.

**Total number of credits at SDSU: 86**

**Transfer credits from LATI: 34\***

**Total credits required: 120**

\*Transferable general education courses can be completed at LATI to a maximum of 60 transferrable credits.

Additional requirements:

1. Students transferring from Lake Area Technical Institute must have a cumulative GPA of “C” (2.0 on a 4.0 scale) and no course grade below a “C” (2.0 on a 4.0 scale).

**IV. Obligations**

Both parties agree to confer with each other on a yearly basis regarding changes in curricula involved in this articulation agreement.

**V. Modifications**

This agreement may be modified from time to time by the South Dakota Board of Regents and Lake Area Technical Institute. Modifications may not diminish the entitlements enjoyed by students who have already attended classes delivered under the terms of earlier versions of the agreement, except in rare instances in which retroactive implementation of modifications may be required to comply with accreditation standards or to conform to professional licensure requirements.

**VI. Effective Date of Agreement**

This agreement will go into effect at the start of the Fall 2018 semester term at LATI and SDSU. The agreement applies to students who graduated from LATI in 2005 and subsequent years.

**VII. Acceptance of Agreement**

For South Dakota State University:

\_\_\_\_\_  
Date: \_\_\_\_\_  
Dean, College of Engineering

\_\_\_\_\_  
Date: \_\_\_\_\_  
Provost and Vice President for Academic Affairs

\_\_\_\_\_  
Date: \_\_\_\_\_  
Executive Director, South Dakota Board of Regents

For Lake Area Technical Institute:

\_\_\_\_\_  
Date: \_\_\_\_\_  
Lake Area Technical Institute



## PROGRAM TO PROGRAM ARTICULATION AGREEMENT

Between  
LAKE AREA TECHNICAL INSTITUTE  
and  
SOUTH DAKOTA STATE UNIVERSITY

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Agreement with Respect to Applying the  
**Electronic Systems Technology**  
**Associate of Applied Sciences Degree Program at LATI**  
Toward the  
**Electronics Engineering Technology**  
**Bachelor of Science Degree Program at SDSU**

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### I. Parties

The parties to this agreement are South Dakota State University (SDSU), Brookings SD and Lake Area Technical Institute (LATI), Watertown SD.

### II. Purpose

The purpose of this agreement is to:

- A. have a signed articulation agreement that addresses the varying needs of students and complementary nature of the institutions' programs;
- B. provide increased educational opportunities for students from South Dakota and the region;
- C. extend and clarify educational opportunities for students; and
- D. provide LATI students who have completed the A.A.S. degree in Electronic Systems Technology an opportunity to earn a B.S. degree with a major in Electronics Engineering Technology at SDSU.

### III. Academic Program

Graduation Requirements for the B.S. EET degree at SDSU:

Electronics Engineering Technology requirements:	51
General Education (SGR) credits:	30
Block Transfer credits from LATI EST:	39
<b>Total Credits Required:</b>	<b>120</b>

- A. Upon successful completion of the major requirements specified in III.B. below, SDSU will accept **39 technical course credits** from the A.A.S. degree in Electronic Systems Technology for students majoring in Electronics Engineering Technology. Students must successfully complete the A.A.S. degree prior to transferring to SDSU for the block transfer course credits to be accepted. *Transferrable General Education coursework taken at LATI is in addition to the 39 technical course credits.* Students must meet all Board of Regents policies and university graduation requirements in order to receive a degree.

- B. Requirements to be completed at SDSU to earn a Bachelor of Science degree with a major in Electronics Engineering Technology are outlined here.

Major requirements: 12 credits

1. ET 325/L, Advanced Analog Electronics & Lab (4 credits)
2. ET 345/L, Power Systems & Lab (3 credits)
3. ET 426/L, Communication Systems & Lab (3 credits)
4. ET 471, Capstone Experience (2 credits)

Required Support Courses: 39 credits

1. ACCT 210, Principles of Accounting I (3 credits)
2. ACCT 211, Principles of Accounting II (3 credits)
3. BADM 360, Organization & Management (3 credits)
4. CSC 325, Management Information Systems (3 credits)
5. FIN 310, Business Finance (3 credits)
6. GE 231, Technology Society & Ethics (3 credits)
7. HRM 460, Human Resource Management OR  
LEAD 435 Organizational Leadership & Team Development (3 credits)
8. MATH 121/L, Survey of Calculus & Lab (5 credits)
9. MNET 367/L, Production Strategy & Lab (3 credits)
10. OM 462, Quality Management (3 credits)
11. OM 469, Project Management (2 credits)
12. OM 494, Internship (2 credits)
13. STAT 281, Introduction to Statistics (3 credits)

The general education coursework to meet South Dakota Regental System General Education Requirements (SGR) must also be completed as outlined below. ***This coursework may be taken at LATI if equivalent courses are available.*** Please note that BOR Policy 2.5.13 states: “Total transfer credit for work at a two-year technical or community college may not exceed one-half of the hours required for completion of the baccalaureate degree at the accepting institution.” *For the BSEET program, that number is 60 credits.*

General Education (SGR) Courses: 30 credits

1. Must include ENGL 101, Composition I, (SGR 1) (3 credits)
2. Must include ENGL 277, Technical Writing in Engineering (SGR 1) (3 credits)
3. Must include SPCM 101, Fundamentals of Speech, (SGR 2) (3 credits)
4. Must include ECON 201, Principles of Microeconomics (SGR 3) (3 credits)
5. Must include MATH 102, College Algebra (SGR 5) (3 credits)
6. Must include PHYS 111/L, Introduction to Physics I & Lab (SGR 6) (4 credits)
7. Must include PHYS 113/L, Introduction to Physics II & Lab (SGR 6) (4 credits) [2 credits count toward EET major – applied to block transfer]
8. The remaining nine (9) credits must meet SGR 3 Social Sciences/Diversity (3 credits) and SGR 4 Humanities and Arts/Diversity (6 credits) requirements and be selected from the approved list of courses in the SDSU Catalog.

**Total number of credits at SDSU: 81**

**Transfer credits from LATI: 39\***

**Total credits required: 120**

\*Transferable general education courses can be completed at LATI to a maximum of 60 transferrable credits.

Additional requirements:

1. Students transferring from Lake Area Technical Institute must have a cumulative GPA of “C” (2.0 on a 4.0 scale) and no course grade below a “C” (2.0 on a 4.0 scale).

#### **IV. Obligations**

Both parties agree to confer with each other on a regular basis regarding changes in curricula involved in this articulation agreement.

#### **V. Modifications**

This agreement may be modified from time to time by the South Dakota Board of Regents and Lake Area Technical Institute. Modifications may not diminish the entitlements enjoyed by students who have already attended classes delivered under the terms of earlier versions of the agreement, except in rare instances in which retroactive implementation of modifications may be required to comply with accreditation standards or to conform to professional licensure requirements.

#### **VI. Effective Date of Agreement**

This agreement will go into effect at the start of the Fall 2018 semester term at LATI and SDSU. The agreement applies to students who graduated from LATI in 2005 and subsequent years.

**VII. Acceptance of Agreement**

For South Dakota State University:

\_\_\_\_\_  
Dean, Jerome J. Lohr College of Engineering

Date: \_\_\_\_\_

\_\_\_\_\_  
Provost and Vice President for Academic Affairs

Date: \_\_\_\_\_

\_\_\_\_\_  
Executive Director, South Dakota Board of Regents

Date: \_\_\_\_\_

For Lake Area Technical Institute:

\_\_\_\_\_  
Lake Area Technical Institute

Date: \_\_\_\_\_

## PROGRAM TO PROGRAM ARTICULATION AGREEMENT

Between  
LAKE AREA TECHNICAL INSTITUTE  
and  
SOUTH DAKOTA STATE UNIVERSITY

---

Agreement with Respect to Applying the  
**Electronic Systems Technology**  
**Associate of Applied Sciences Degree Program at LATI**  
Toward the  
**Operations Management**  
**Bachelor of Science Degree Program at SDSU**

---

### I. Parties

The parties to this agreement are South Dakota State University (SDSU), Brookings SD and Lake Area Technical Institute (LATI), Watertown SD.

### II. Purpose

The purpose of this agreement is to:

- A. have a signed articulation agreement that addresses the varying needs of students and complementary nature of the institutions' programs;
- B. provide increased educational opportunities for students from South Dakota and the region;
- C. extend and clarify educational opportunities for students; and
- D. provide LATI students who have completed the A.A.S. degree in Electronic Systems Technology an opportunity to earn a B.S. degree with a major in Operations Management.

### III. Academic Program

Graduation Requirements for the B.S. OM degree at SDSU:

Operations Management requirements:	49
General Education (SGR) credits:	30
Block Transfer credits from LATI EST:	41
<b>Total Credits Required:</b>	<b>120</b>

- A. Upon successful completion of the major requirements specified in III.B. below, SDSU will accept **41 technical course credits** from the A.A.S. degree in Electronic Systems Technology for students majoring in Operations Management. Students must successfully complete the A.A.S. degree prior to transferring to SDSU for the block transfer course credits to be accepted. *Transferrable General Education coursework taken at LATI is in addition to the 41 technical course credits.* Students must meet all Board of Regents policies and university graduation requirements in order to receive a degree.

- B. Requirements to be completed at SDSU to earn a Bachelor of Science degree with a major in Operations Management are outlined here.

Major requirements: 25 credits

- 1.MNET 367/L, Production Strategy & Lab (3 credits)
- 2.MNET 460, Manufacturing Cost Analysis (3 credits)
- 3.OM 425, Production / Operations Management (3 credits)
- 4.OM 462, Quality Control (3 credits)
- 5.OM 463, Supply Chain Management (3 credits)
- 6.OM 465, Quality Control Applications (3 credits)
- 7.OM 469, Project Management (2 credits)
- 8.OM 471, Capstone Experience (1 credit)
- 9.OM 494, Internship (3 credits)
- 10.OM 490, Seminar (1 credit)

Required Support Courses: 29 credits

- 1.ACCT 210, Principles of Accounting I (3 credits)
- 2.ACCT 211, Principles of Accounting II (3 credits)
- 3.BADM 360, Organization & Management (3 credits)
- 4.CSC 325, Management Information Systems (3 credits)
- 5.FIN 310, Business Finance (3 credits)
- 6.GE 425, Occupational Safety & Health Management (3 credits)
- 7.HRM 460, Human Resource Management OF  
LEAD 435 Organizational Leadership &Team Development (3 credits)
- 8.MATH 121/L, Survey of Calculus & Lab (5 credits)
- 9.STAT 281, Introduction to Statistics (3 credits)

The general education coursework to meet South Dakota Regental System General Education Requirements (SGR) must also be completed as outlined below. ***This coursework may be taken at LATI if equivalent courses are available.*** Please note that BOR Policy 2.5.13 states: “Total transfer credit for work at a two-year technical or community college may not exceed one-half of the hours required for completion of the baccalaureate degree at the accepting institution.” *For the BSOM program, that number is 60 credits.*

General Education (SGR) Courses: 30 credits

1. Must include ENGL 101, Composition I, (SGR 1) (3 credits)
2. Must include ENGL 277, Technical Writing in Engineering (SGR 1) (3 credits)
3. Must include SPCM 101, Fundamentals of Speech, (SGR 2) (3 credits)
4. Must include ECON 201, Principles of Microeconomics (SGR 3) (3 credits)
5. Must include MATH 102, College Algebra (SGR 5) (3 credits)
6. Must include CHEM 106/106L Chemistry Survey (4 credits) [2 credits count toward OM major – applied to block transfer]
7. Must include PHYS 111/111L, Introduction to Physics I & Lab (SGR 6) (4 credits)
8. The remaining nine (9) credits must meet SGR 3 Social Sciences/Diversity (3 credits) and SGR 4 Humanities and Arts/Diversity (6 credits) requirements and be selected from the approved list of courses specified in the SDSU Catalog.

**Total number of credits at SDSU: 79**

**Transfer credits from LATI: 41\***

**Total credits required: 120**

\*Transferable general education courses can be completed at LATI to a maximum of 60 transferrable credits.

Additional requirements:

1. Students transferring from Lake Area Technical Institute must have a cumulative GPA of “C” (2.0 on a 4.0 scale) and no course grade below a “C” (2.0 on a 4.0 scale).

#### **IV. Obligations**

Both parties agree to confer with each other on a regular basis regarding changes in curricula involved in this articulation agreement.

#### **V. Modifications**

This agreement may be modified from time to time by the South Dakota Board of Regents and Lake Area Technical Institute. Modifications may not diminish the entitlements enjoyed by students who have already attended classes delivered under the terms of earlier versions of the agreement, except in rare instances in which retroactive implementation of modifications may be required to comply with accreditation standards or to conform to professional licensure requirements.

#### **VI. Effective Date of Agreement**

This agreement will go into effect at the start of the Fall 2018 semester term at LATI and SDSU. The agreement applies to students who graduated from LATI in 2005 and subsequent years.



**VII. Acceptance of Agreement**

For South Dakota State University:

\_\_\_\_\_  
Dean, College of Engineering

Date: \_\_\_\_\_

\_\_\_\_\_  
Provost and Vice President for Academic Affairs

Date: \_\_\_\_\_

\_\_\_\_\_  
Executive Director, South Dakota Board of Regents

Date: \_\_\_\_\_

For Lake Area Technical Institute:

\_\_\_\_\_  
Lake Area Technical Institute

Date: \_\_\_\_\_

## PROGRAM TO PROGRAM ARTICULATION AGREEMENT

Between  
LAKE AREA TECHNICAL INSTITUTE  
and  
SOUTH DAKOTA STATE UNIVERSITY

---

Agreement with Respect to Applying the  
**Precision Machining**  
**Associate of Applied Sciences Degree Program at LATI**  
Toward the  
**Operations Management**  
**Bachelor of Science Degree Program at SDSU**

---

### I. Parties

The parties to this agreement are South Dakota State University (SDSU), Brookings SD and Lake Area Technical Institute (LATI), Watertown SD.

### II. Purpose

The purpose of this agreement is to:

- A. have a signed articulation agreement that addresses the varying needs of students and complementary nature of the institutions' programs;
- B. provide increased educational opportunities for students from South Dakota and the region;
- C. extend and clarify educational opportunities for students; and
- D. provide LATI students who have completed the A.A.S. degree in Precision Machining an opportunity to earn a Bachelor of Science degree with a major in Operations Management (Manufacturing emphasis).

### III. Academic Program

Graduation Requirements for the BS in Operations Management at SDSU

Operations Management Major requirements:	54
General Education (SGR & IGR) credits:	30
<u>Block Transfer credits from LATI Precision Machining:</u>	<u>36</u>
<b>Total Credits Required:</b>	<b>120</b>

- A. Upon successful completion of the major requirements specified in III.B. below, SDSU will accept **36 technical course credits** from the A.A.S. degree in Precision Machining for students majoring in Operations Management. Students must successfully complete the A.A.S. degree prior to transferring to SDSU for the block transfer course credits to be accepted. *General Education coursework is in addition to the 36 technical course credits.* Students must meet all Board of Regents policies and university graduation requirements in order to receive a degree.

- B. Requirements to be completed at SDSU to earn a Bachelor of Science degree with a major in Operations Management are outlined below.

Major requirements: 25 credits

- 1.MNET 367/L, Production Strategy & Lab (3 credits)
- 2.MNET 460, Manufacturing Cost Analysis (3 credits)
- 3.OM 425, Production / Operations Management (3 credits)
- 4.OM 462, Quality Control (3 credits)
- 5.OM 463, Supply Chain Management (3 credits)
- 6.OM 465, Quality Control Applications (3 credits)
- 7.OM 469, Project Management (2 credits)
- 8.OM 471/L, Capstone Experience & Lab (1 credit)
- 9.OM 494, Internship (3 credits)
- 10.OM 490, Seminar (1 credit)

Required Support Courses: 29 credits

- 1.ACCT 210, Principles of Accounting I (3 credits)
- 2.ACCT 211, Principles of Accounting II (3 credits)
- 3.BADM 360, Organization & Management (3 credits)
- 4.CSC 325, Management Information Systems (3 credits)
- 5.FIN 310, Business Finance (3 credits)
- 6.GE 425, Occupational Safety & Health Management (3 credits)
- 7.HRM 460, Human Resource Management or LEAD 435 Organizational Leadership & Team Development (3 credits)
- 8.MATH 121/L, Survey of Calculus & Lab (5 credits)
- 9.STAT 281, Introduction to Statistics (3 credits)

The general education coursework to meet South Dakota Regental System General Education Requirements (SGR) and SDSU Institutional Graduation Requirements (IGR) must also be completed as outlined below. ***This coursework may be taken at LATI if equivalent courses are available.*** Please note that BOR Policy 2.5.13 states: “Total transfer credit for work at a two-year technical or community college may not exceed one-half of the hours required for completion of the baccalaureate degree at the accepting institution.” *For the BSOM program, that number is 60 credits.*

General Education (SGR) Courses: 30 credits

- 1.Must include ENGL 101, Composition I, (SGR 1) (3 credits)
- 2.Must include ENGL 277, Technical Writing in Engineering (SGR 1) (3 credits)
- 3.Must include SPCM 101, Fundamentals of Speech, (SGR 2) (3 credits)
- 4.Must include ECON 201, Principles of Microeconomics (SGR 3) (3 credits)
- 5.Must include MATH 102, College Algebra (SGR 5) (3 credits)
- 6.Must include CHEM 106/L Chemistry Survey (4 credits) [2 credits count toward OM major – applied to block transfer]
- 7.Must include PHYS 111/L, Introduction to Physics I & Lab (SGR 6) (4 credits)
- 8.The remaining nine (9) credits must meet SGR 3 Social Sciences/Diversity (3 credits) and SGR 4 Humanities and Arts/Diversity (6 credits) requirements and be selected from the approved list of courses specified in the SDSU Catalog.

**Total number of credits at SDSU: 84**

**Transfer credits from LATI: 36\***

**Total credits required: 120**

\*Transferable general education courses can be completed at LATI to a maximum of 60 transferrable credits.

Additional requirements:

1. Students transferring from Lake Area Technical Institute must have a cumulative GPA of “C” (2.0 on a 4.0 scale) and no course grade below a “C” (2.0 on a 4.0 scale).

#### **IV. Obligations**

Both parties agree to confer with each other on a regular basis regarding changes in curricula involved in this articulation agreement.

#### **V. Modifications**

This agreement may be modified from time to time by the South Dakota Board of Regents and Lake Area Technical Institute. Modifications may not diminish the entitlements enjoyed by students who have already attended classes delivered under the terms of earlier versions of the agreement, except in rare instances in which retroactive implementation of modifications may be required to comply with accreditation standards or to conform to professional licensure requirements.

#### **VI. Effective Date of Agreement**

This agreement will go into effect at the start of the Fall 2018 semester term at LATI and SDSU. The agreement applies to students who graduated from LATI in 2005 and subsequent years.

**VII. Acceptance of Agreement**

For South Dakota State University:

\_\_\_\_\_  
Dean, Jerome J. Lohr College of Engineering

Date: \_\_\_\_\_

\_\_\_\_\_  
Provost and Vice President for Academic Affairs

Date: \_\_\_\_\_

\_\_\_\_\_  
Executive Director, South Dakota Board of Regents

Date: \_\_\_\_\_

For Lake Area Technical Institute:

\_\_\_\_\_  
Lake Area Technical Institute

Date: \_\_\_\_\_

## PROGRAM TO PROGRAM ARTICULATION AGREEMENT

Between  
LAKE AREA TECHNICAL INSTITUTE  
and  
SOUTH DAKOTA STATE UNIVERSITY

---

Agreement with Respect to Applying the  
**Robotics**  
**Associate of Applied Sciences Degree Program at LATI**  
Toward the  
**Electronics Engineering Technology**  
**Bachelor of Science Degree Program at SDSU**

---

### I. Parties

The parties to this agreement are South Dakota State University (SDSU), Brookings SD and Lake Area Technical Institute (LATI), Watertown SD.

### II. Purpose

The purpose of this agreement is to:

- A. have a signed articulation agreement that addresses the varying needs of students and complementary nature of the institutions' programs;
- B. provide increased educational opportunities for students from South Dakota and the region;
- C. extend and clarify educational opportunities for students; and
- D. provide LATI students who have completed the A.A.S. degree in Robotics an opportunity to earn a B.S. degree with a major in Electronics Engineering Technology.

### III. Academic Program

Graduation Requirements for the B.S. EET degree at SDSU:

Electronics Engineering Technology requirements:	51
General Education (SGR) credits:	30
Block Transfer credits from LATI Robotics:	39
<b>Total Credits Required:</b>	<b>120</b>

- A. Upon successful completion of the major requirements specified in III.B. below, SDSU will accept **39 technical course credits** from the A.A.S. degree in Robotics for students majoring in Electronics Engineering Technology. Students must successfully complete the A.A.S. degree prior to transferring to SDSU for the block transfer course credits to be accepted. *General Education coursework is in addition to the 39 technical course credits.* Students must meet all Board of Regents policies and university graduation requirements in order to receive a degree.
- B. Requirements to be completed at SDSU to earn a Bachelor of Science degree with a major in Electronics Engineering Technology are outlined here.

Major requirements: 12 credits

1. ET 325/L, Advanced Analog Electronics & Lab (4 credits)
2. ET 380/L, Circuit Boards & Design & Lab (3 credits)
3. ET 426/L, Communication Systems & Lab (3 credits)
4. ET 471, Capstone Experience (2 credits)

Required Support Courses: 39 credits

1. ACCT 210, Principles of Accounting I (3 credits)
2. ACCT 211, Principles of Accounting II (3 credits)
3. BADM 360, Organization & Management (3 credits)
4. CSC 325, Management Information Systems (3 credits)
5. FIN 310, Business Finance (3 credits)
6. GE 231, Technology Society & Ethics (3 credits)
7. HRM 460, Human Resource Management or LEAD 435 Organizational Leadership & Team Development (3 credits)
8. MATH 121/L, Survey of Calculus & Lab (5 credits)
9. MNET 367/L, Production Strategy & Lab (3 credits)
10. OM 462, Quality Management (3 credits)
11. OM 469, Project Management (2 credits)
12. OM 494, Internship (2 credits)
13. STAT 281, Introduction to Statistics (3 credits)

The general education coursework to meet South Dakota Regental System General Education Requirements (SGR) must also be completed as outlined below. ***This coursework may be taken at LATI if equivalent courses are available.*** Please note that BOR Policy 2.5.13 states: “Total transfer credit for work at a two-year technical or community college may not exceed one-half of the hours required for completion of the baccalaureate degree at the accepting institution.” *For the BSEET program, that number is 60 credits.*

General Education (SGR) Courses: 30 credits

1. Must include ENGL 101, Composition I, (SGR 1) (3 credits)
2. Must include ENGL 277, Technical Writing in Engineering (SGR 1) (3 credits)
3. Must include SPCM 101, Fundamentals of Speech, (SGR 2) (3 credits)
4. Must include ECON 201, Principles of Microeconomics (SGR 3) (3 credits)
5. Must include MATH 102, College Algebra (SGR 5) (3 credits)
6. Must include PHYS 111/L, Introduction to Physics I & Lab (SGR 6) (4 credits)
7. Must include PHYS 113/L, Introduction to Physics II & Lab (SGR 6) (4 credits)  
[2 credits count toward EET major – applied to block transfer]
8. The remaining nine (9) credits must meet SGR 3 Social Sciences/Diversity (3 credits) and SGR 4 Humanities and Arts/Diversity (6 credits) requirements and be selected from the approved list of courses specified in the SDSU Catalog.



**Total number of credits at SDSU: 81**

**Transfer credits from LATI: 39\***

**Total credits required: 120**

\*Transferable general education courses can be completed at LATI to a maximum of 60 transferrable credits.

Additional requirements:

1. Students transferring from Lake Area Technical Institute must have a cumulative GPA of “C” (2.0 on a 4.0 scale) and no course grade below a “C” (2.0 on a 4.0 scale).

#### **IV. Obligations**

Both parties agree to confer with each other on a regular basis regarding changes in curricula involved in this articulation agreement.

#### **V. Modifications**

This agreement may be modified from time to time by the South Dakota Board of Regents and Lake Area Technical Institute. Modifications may not diminish the entitlements enjoyed by students who have already attended classes delivered under the terms of earlier versions of the agreement, except in rare instances in which retroactive implementation of modifications may be required to comply with accreditation standards or to conform to professional licensure requirements.

#### **VI. Effective Date of Agreement**

This agreement will go into effect at the start of the Fall 2018 semester term at LATI and SDSU. The agreement applies to students who graduated from LATI in 2005 and subsequent years.

**VII. Acceptance of Agreement**

For South Dakota State University:

\_\_\_\_\_  
Dean, Jerome J. Lohr College of Engineering

Date: \_\_\_\_\_

\_\_\_\_\_  
Provost and Vice President for Academic Affairs

Date: \_\_\_\_\_

\_\_\_\_\_  
Executive Director, South Dakota Board of Regents

Date: \_\_\_\_\_

For Lake Area Technical Institute:

\_\_\_\_\_  
Lake Area Technical Institute

Date: \_\_\_\_\_

## PROGRAM TO PROGRAM ARTICULATION AGREEMENT

Between  
LAKE AREA TECHNICAL INSTITUTE  
and  
SOUTH DAKOTA STATE UNIVERSITY

---

Agreement with Respect to Applying the  
**Robotics**  
**Associate of Applied Sciences Degree Program at LATI**  
Toward the  
**Operations Management**  
**Bachelor of Science Degree Program at SDSU**

---

### I. Parties

The parties to this agreement are South Dakota State University (SDSU), Brookings SD and Lake Area Technical Institute (LATI), Watertown SD.

### II. Purpose

The purpose of this agreement is to:

- A. have a signed articulation agreement that addresses the varying needs of students and complementary nature of the institutions' programs;
- B. provide increased educational opportunities for students from South Dakota and the region;
- C. extend and clarify educational opportunities for students; and
- D. provide LATI students who have completed the A.A.S. degree in Robotics an opportunity to earn a Bachelor of Science degree with a major in Operations Management (Manufacturing emphasis).

### III. Academic Program

Graduation Requirements for the BS in Operations Management at SDSU

Operations Management Major requirements:	55
General Education (SGR & IGR) credits:	30
<u>Block Transfer credits from LATI Robotics:</u>	<u>35</u>
<b>Total Credits Required:</b>	<b>120</b>

- A. Upon successful completion of the major requirements specified in III.B. below, SDSU will accept **35 technical course credits** from the A.A.S. degree in Robotics for students majoring in Operations Management. Students must successfully complete the A.A.S. degree prior to transferring to SDSU for the block transfer course credits to be accepted. *General Education coursework is in addition to the 35 technical course credits.* Students must meet all Board of Regents policies and university graduation requirements in order to receive a degree.

- B. Requirements to be completed at SDSU to earn a Bachelor of Science degree with a major in Operations Management are outlined below.

Major requirements: 26 credits

- 1.MNET 367/L, Production Strategy & Lab (3 credits)
- 2.MNET 460, Manufacturing Cost Analysis (3 credits)
- 3.OM 425, Production / Operations Management (3 credits)
- 4.OM 462, Quality Control (3 credits)
- 5.OM 463, Supply Chain Management (3 credits)
- 6.OM 465, Quality Control Applications (3 credits)
- 7.OM 469, Project Management (2 credits)
- 8.OM 471, Capstone Experience (2 credits)
- 9.OM 494, Internship (3 credits)
- 10.OM 490, Seminar (1 credit)

Required Support Courses: 29 credits

- 1.ACCT 210, Principles of Accounting I (3 credits)
- 2.ACCT 211, Principles of Accounting II (3 credits)
- 3.BADM 360, Organization & Management (3 credits)
- 4.CSC 325, Management Information Systems (3 credits)
- 5.FIN 310, Business Finance (3 credits)
- 6.GE 425, Occupational Safety & Health Management (3 credits)
- 7.HRM 460, Human Resource Management OR  
LEAD 435 Organizational Leadership & Team Development (3 credits)
- 8.MATH 121/L, Survey of Calculus & Lab (5 credits)
- 9.STAT 281, Introduction to Statistics (3 credits)

The general education coursework to meet South Dakota Regental System General Education Requirements (SGR) and SDSU Institutional Graduation Requirements (IGR) must also be completed as outlined below. ***This coursework may be taken at LATI if equivalent courses are available.*** Please note that BOR Policy 2.5.13 states: “Total transfer credit for work at a two-year technical or community college may not exceed one-half of the hours required for completion of the baccalaureate degree at the accepting institution.” *For the BSOM program, that number is 60 credits.*

General Education (SGR) Courses: 30 credits

1. Must include ENGL 101, Composition I, (SGR 1) (3 credits)
2. Must include ENGL 277, Technical Writing in Engineering (SGR 1) (3 credits)
3. Must include SPCM 101, Fundamentals of Speech, (SGR 2) (3 credits)
4. Must include ECON 201, Principles of Microeconomics (SGR 3) (3 credits)
5. Must include MATH 102, College Algebra (SGR 5) (3 credits)
6. Must include CHEM 106/L Chemistry Survey (4 credits) [2 credits count toward OM major – applied to block transfer]
7. Must include PHYS 111/L, Introduction to Physics I & Lab (SGR 6) (4 credits)
8. The remaining nine (9) credits must meet SGR 3 Social Sciences/Diversity (3 credits) and SGR 4 Humanities and Arts/Diversity (6 credits) requirements and be selected from the approved list of courses specified in the SDSU Catalog.

**Total number of credits at SDSU: 85**

**Transfer credits from LATI: 35\***

**Total credits required: 120**

\*Transferable general education courses can be completed at LATI to a maximum of 60 transferrable credits.

Additional requirements:

1. Students transferring from Lake Area Technical Institute must have a cumulative GPA of “C” (2.0 on a 4.0 scale) and no course grade below a “C” (2.0 on a 4.0 scale).

**IV. Obligations**

Both parties agree to confer with each other on a regular basis regarding changes in curricula involved in this articulation agreement.

**V. Modifications**

This agreement may be modified from time to time by the South Dakota Board of Regents and Lake Area Technical Institute. Modifications may not diminish the entitlements enjoyed by students who have already attended classes delivered under the terms of earlier versions of the agreement, except in rare instances in which retroactive implementation of modifications may be required to comply with accreditation standards or to conform to professional licensure requirements.

**VI. Effective Date of Agreement**

This agreement will go into effect at the start of the Fall 2018 semester term at LATI and SDSU. The agreement applies to students who graduated from LATI in 2005 and subsequent years.

**VII. Acceptance of Agreement**

For South Dakota State University:

\_\_\_\_\_  
Dean, Jerome J. Lohr College of Engineering

Date: \_\_\_\_\_

\_\_\_\_\_  
Provost and Vice President for Academic Affairs

Date: \_\_\_\_\_

\_\_\_\_\_  
Executive Director, South Dakota Board of Regents

Date: \_\_\_\_\_

For Lake Area Technical Institute:

\_\_\_\_\_  
Lake Area Technical Institute

Date: \_\_\_\_\_

## PROGRAM TO PROGRAM ARTICULATION AGREEMENT

Between  
MITCHELL TECHNICAL INSTITUTE  
and  
SOUTH DAKOTA STATE UNIVERSITY

---

Agreement with Respect to Applying the  
**ARCHITECTURAL DRAFTING & BUILDING CONSTRUCTION**  
**Associate of Applied Sciences Degree Program**  
Towards the  
**CONSTRUCTION MANAGEMENT MAJOR**  
**Bachelor of Science Degree Program**

### I. Parties

The parties to this agreement are Mitchell Technical Institute (MTI) and South Dakota State University (SDSU).

### II. Purpose

The purpose of this agreement is to:

- A. have a signed articulation agreement that addresses the varying needs of students and complementary nature of the institutions' programs;
- B. provide increased educational opportunities for students from South Dakota and the region;
- C. extend and clarify educational opportunities for students; and
- D. provide MTI students who have completed the A.A.S. degree in Architectural Design and Building Construction an opportunity to earn a Bachelor of Science degree with a major in Construction Management.

### III. Academic Program

Graduation Requirements for the BS in Construction Management at SDSU

Construction Management Major requirements:	59
General Education (SGR & IGR) credits:	30
<u>Block Transfer credits from MTI ADBC:</u>	<u>31</u>
<b>Total Credits Required:</b>	<b>120</b>

- A. Upon successful completion of the major requirements specified in III.B. below, SDSU will accept **31** technical course credits from the A.A.S. degree in Architectural Design and Building Construction for students majoring in Construction Management. Students must successfully complete the A.A.S. degree prior to transferring to SDSU for the technical course credits to be accepted. *Transferrable general education coursework taken at MTI is in addition to the 31 technical course credits.* Students must meet all Board of Regents policies and university graduation requirements in order to receive a degree.
- B. Requirements to be completed at SDSU to earn a Bachelor of Science degree with a major in Construction Management are outlined below.



Major requirements: 30 credits

1. CM 210/210L, Construction Surveying and Lab (3 credits)
2. CM 320/320L, Construction Soil Mechanics and Lab (3 credits)
3. CM 333, Mechanical, Electrical, Plumbing Systems (3 credits)
4. CM 353, Construction Structures (3 credits)
5. CM 374, Heavy Construction Methods and Systems (3 credits)
6. CM 400, Risk Management and Construction Safety (3 credits)
7. CM 410, Construction Project Management and Supervision (3 credits)
8. CM 443, Construction Planning and Scheduling (3 credits)
9. CM 471, Capstone Experience (2 credits)
10. CM 473, Construction Law and Accounting (3 credits)
11. CM 490, Seminar (1 credit)

Required Support Courses: 29 credits

1. ACCT 210, Principles of Accounting (3 credits)
2. ACCT 211, Principles of Accounting (3 credits)
3. BADM 360, Organization and Management (3 credits)
4. CSC 325, Management Information Systems (3 credits)
5. FIN 310, Business Finance (3 credits)
6. GE 231, Technology Society & Ethics (3 credits)
7. HRM 460, Human Resource Management OR  
LEAD 435 Organizational Leadership & Team Development (3 credits)
8. MATH 121/121L, Survey of Calculus and Lab (5 credits)
9. STAT 281, Introduction to Statistics (3 credits)

The general education coursework to meet South Dakota Regental System General Education Requirements (SGR) must also be completed as outlined below. **This coursework may be taken at MTI if equivalent courses are available.** Please note that BOR Policy 2.5.13 states: “Total transfer credit for work at a two-year technical or community college may not exceed one-half of the hours required for completion of the baccalaureate degree at the accepting institution.” *For the BSCM program, that number is 60 credits.*

General Education Requirement Courses: 30 credits

1. Must include ENGL 101, Composition I, (SGR 1) (3 credits)
2. Must include ENGL 277, Technical Writing in Engineering (SGR 1) (3 credits)
3. Must include SPCM 101, Fundamentals of Speech, (SGR 2) (3 credits)
4. Must include ECON 201, Principles of Microeconomics (SGR 3) (3 credits)
5. Must include MATH 102, College Algebra (SGR 5) (3 credits)
6. Must include PHYS 111/111L, Introduction to Physics I & Lab (SGR 6) (4 credits)
7. Must include CHEM 106/106L Chemistry Survey (SGR 6) (4 credits) [2 credits count toward the CM major – applied to block transfer]
8. The remaining nine (9) credits must meet SGR 3 Social Sciences/Diversity (3 credits) and SGR 4 Humanities and Arts/Diversity (6 credits) requirements and be selected from the approved list of courses specified in the SDSU Catalog.

**Total number of credits at SDSU: 89**

**Transfer credits from MTI: 31\***

**Total credits required: 120**

\*Transferable general education courses can be completed at MTI to a maximum of 60 transferrable credits.

Additional requirements:

1. Students transferring from Mitchell Technical Institute must have a cumulative GPA of “C” (2.0 on a 4.0 scale) and no course grade below a “C” (2.0 on a 4.0 scale).

**IV. Obligations**

Both parties agree to confer with each other on a yearly basis regarding changes in curricula involved in this articulation agreement.

**V. Modifications**

This agreement may be modified from time to time by the South Dakota Board of Regents and Mitchell Technical Institute. Modifications may not diminish the entitlements enjoyed by students who have already attended classes delivered under the terms of earlier versions of the agreement, except in rare instances in which retroactive implementation of modifications may be required to comply with accreditation standards or to conform to professional licensure requirements.

**VI. Effective Date of Agreement**

This agreement will go into effect at the start of the Fall 2018 terms at MTI and SDSU. The agreement applies to students who graduated from MTI in 2005 and subsequent years.

**VII. Acceptance of Agreement**

For South Dakota State University:

\_\_\_\_\_  
Dean, Jerome J. Lohr College of Engineering

Date: \_\_\_\_\_

\_\_\_\_\_  
Provost and Vice President for Academic Affairs

Date: \_\_\_\_\_

\_\_\_\_\_  
Executive Director, South Dakota Board of Regents

Date: \_\_\_\_\_

For Mitchell Technical Institute:

\_\_\_\_\_  
Mitchell Technical Institute

Date: \_\_\_\_\_

**PROGRAM TO PROGRAM ARTICULATION AGREEMENT**

Between  
MITCHELL TECHNICAL INSTITUTE  
and  
SOUTH DAKOTA STATE UNIVERSITY

---

Agreement with Respect to Applying the  
**Administrative Office Specialist**  
**Associate of Applied Sciences Degree Program**  
Towards the  
**Operations Management Program**  
**Bachelor of Science Degree Program**

---

**I. Parties**

The parties to this agreement are Mitchell Technical Institute (MTI) and South Dakota State University (SDSU).

**II. Purpose**

The purpose of this agreement is to:

- A. have a signed articulation agreement that addresses the varying needs of students and complementary nature of the institutions' programs;
- B. provide increased educational opportunities for students from South Dakota and the region;
- C. extend and clarify educational opportunities for students; and
- D. provide MTI students who have completed the A.A.S. degree in Administrative Office Specialist an opportunity to earn a Bachelor of Science degree with a major in Operations Management at SDSU.

**III. Academic Program**

Graduation Requirements for the B.S.OM degree at SDSU:

Operations Management requirements:	62
General Education (SGR) credits:	30
<u>Block Transfer credits from MTI AOS</u>	<u>28</u>
<b>Total Credits Required:</b>	<b>120</b>

- A. Upon successful completion of the major requirements specified in III.B. below, SDSU will accept **28 technical course credits** from the A.A.S. degree in Administrative Office Specialist for students majoring in Operations Management. Students must successfully complete the A.A.S. degree prior to transferring to SDSU for the block transfer course credits to be accepted. *General Education coursework is in addition to the 28 technical course credits.* Students must meet all Board of Regents policies and university graduation requirements in order to receive a degree.

- B. Requirements to be completed at SDSU to earn a Bachelor of Science degree with a major in Operations Management are outlined below.

Major Requirements: 30 credits

1. ET 210/L, Intro to Electronic Systems & Lab (4 credits)
2. ET 451/L, Industrial Controls & PLCs & Lab (3 credits)
3. MNET 367/L, Production Strategy & Lab (3 credits)
4. OM 240, Decision Making Processes in Management (3 credits)
5. OM 425, Production & Operations Management (3 credits)
6. OM 462, Quality Control (3 credits)
7. OM 463, Supply Chain Management (3 credits)
8. OM 469, Project Management (2 credits)
9. OM 471, Capstone Experience (2 credits)
10. OM 494, Internship (3 credits)
11. OM 490, Seminar (1 credit)

Required Support Courses: 32 credits

1. ACCT 210, Principles of Accounting I (3 credits)
2. ACCT 211, Principles of Accounting II (3 credits)
3. BADM 360, Organization & Management (3 credits)
4. CSC 325, Management Information Systems (3 credits)
5. FIN 310, Business Finance (3 credits)
6. GE 231, Technology Society & Ethics (3 credits)
7. GE 425, Occupational Safety & Health Management (3 credits)
8. HRM 460, Human Resource Management OR  
LEAD 435 Organizational Leadership & Team Development (3 credits)
9. MATH 121/L, Survey of Calculus & Lab (5 credits)
10. STAT 281, Introduction to Statistics (3 credits)

The general education coursework to meet South Dakota Regental System General Education Requirements (SGR) must also be completed as outlined below. ***This coursework may be taken at MTI if equivalent courses are available.*** Please note that BOR Policy 2.5.13 states: “Total transfer credit for work at a two-year technical or community college may not exceed one-half of the hours required for completion of the baccalaureate degree at the accepting institution.” *For the BSOM program, that number is 60 credits.*

General Education (SGR) Courses: 30 credits

1. Must include ENGL 101, Composition I, (SGR 1) (3 credits)
2. Must include ENGL 277, Technical Writing in Engineering (SGR 1) (3 credits)
3. Must include SPCM 101, Fundamentals of Speech, (SGR 2) (3 credits)
4. Must include ECON 201, Principles of Microeconomics (SGR 3) (3 credits)
5. Must include MATH 102, College Algebra (SGR 5) (3 credits)
6. Must include PHYS 111/L, Introduction to Physics I & Lab (SGR 6) (4 credits)
7. Must include CHEM 106/L, Chemistry Survey & Lab (SGR 6) (4 credits)  
[2 credits count toward OM major – applied to the block transfer]
8. The remaining nine (9) credits must meet SGR 3 Social Sciences/Diversity (3 credits) and SGR 4 Humanities and Arts/Diversity (6 credits) requirements and be selected from the approved list of courses specified in the SDSU Catalog.

**Total number of credits at SDSU: 92**

**Transfer credits from MTI: 28\***

**Total credits required: 120**

*\*Transferable general education courses can be completed at MTI to a maximum of 60 transferrable credits.*

**Additional requirements:**

1. Students transferring from Mitchell Technical Institute must have a cumulative GPA of “C” (2.0 on a 4.0 scale) and no course grade below a “C” (2.0 on a 4.0 scale).

**IV. Obligations**

Both parties agree to confer with each other on a regular basis regarding changes in curricula involved in this articulation agreement.

**V. Modifications**

This agreement may be modified from time to time by the South Dakota Board of Regents and Mitchell Technical Institute. Modifications may not diminish the entitlements enjoyed by students who have already attended classes delivered under the terms of earlier versions of the agreement, except in rare instances in which retroactive implementation of modifications may be required to comply with accreditation standards or to conform to professional licensure requirements.

**VI. Effective Date of Agreement**

This agreement will go into effect at the start of the Fall 2018 semester term at MTI and SDSU. The agreement applies to students who graduated from MTI in 2005 and subsequent years.

**VII. Acceptance of Agreement**

For South Dakota State University:

\_\_\_\_\_  
Dean, Jerome J. Lohr College of Engineering

Date: \_\_\_\_\_

\_\_\_\_\_  
Provost and Vice President for Academic Affairs

Date: \_\_\_\_\_

\_\_\_\_\_  
Executive Director, South Dakota Board of Regents

Date: \_\_\_\_\_

For Mitchell Technical Institute:

\_\_\_\_\_  
Mitchell Technical Institute

Date: \_\_\_\_\_



## PROGRAM TO PROGRAM ARTICULATION AGREEMENT

Between  
MITCHELL TECHNICAL INSTITUTE  
and  
SOUTH DAKOTA STATE UNIVERSITY

---

Agreement with Respect to Applying the  
**Automation Controls / SCADA**  
**Associate of Applied Sciences Degree Program**  
Towards the  
**Electronics Engineering Technology Program**  
**Bachelor of Science Degree Program**

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### I. Parties

The parties to this agreement are Mitchell Technical Institute (MTI) and South Dakota State University (SDSU).

### II. Purpose

The purpose of this agreement is to:

- A. have a signed articulation agreement that addresses the varying needs of students and complementary nature of the institutions' programs;
- B. provide increased educational opportunities for students from South Dakota and the region;
- C. extend and clarify educational opportunities for students; and
- D. provide MTI students who have completed the A.A.S. degree in Automation Controls / SCADA an opportunity to earn a Bachelor of Science degree with a major in Electronics Engineering Technology at SDSU.

### III. Academic Program

Graduation Requirements for the B.S. EET degree at SDSU:

Electronics Engineering Technology requirements:	55
General Education (SGR) credits:	30
<u>Block Transfer credits from MTI SCADA</u>	<u>35</u>
<b>Total Credits Required:</b>	<b>120</b>

- A. Upon successful completion of the major requirements specified in III.B. below, SDSU will accept **35 technical course credits** from the A.A.S. degree in Automation Controls / SCADA for students majoring in Electronics Engineering Technology. Students must successfully complete the A.A.S. degree in prior to transferring to SDSU for the block transfer course credits to be accepted. *General Education coursework is in addition to the 35 technical course credits.* Students must meet all Board of Regents policies and university graduation requirements in order to receive a degree.

- B. Requirements to be completed at SDSU to earn a Bachelor of Science degree with a major in Electronics Engineering Technology are outlined below.

Major Requirements: 16 credits

1. ET 220/L, Analog Electronics & Lab (4 credits)
2. ET 325/L, Advanced Analog Electronics & Lab (4 credits)
3. ET 380/L, Circuit Boards & Design & Lab (3 credits)
4. ET 426/L, Communication Systems & Lab (3 credits)
5. ET 471, Capstone Experience (2 credits)

Required Support Courses: 39 credits

1. ACCT 210, Principles of Accounting I (3 credits)
2. ACCT 211, Principles of Accounting II (3 credits)
3. BADM 360, Organization & Management (3 credits)
4. CSC 325, Management Information Systems (3 credits)
5. FIN 310, Business Finance (3 credits)
6. GE 231, Technology Society & Ethics (3 credits)
7. HRM 460, Human Resource Management OR  
LEAD 435 Organizational Leadership & Team Development (3 credits)
8. MATH 121/L, Survey of Calculus & Lab (5 credits)
9. MNET 367/L, Production Strategy & Lab (3 credits)
10. OM 462, Quality Management (3 credits)
11. OM 469, Project Management (2 credits)
12. OM 494, Internship (2 credits)
13. STAT 281, Introduction to Statistics (3 credits)

The general education coursework to meet South Dakota Regental System General Education Requirements (SGR) must also be completed as outlined below. ***This coursework may be taken at MTI if equivalent courses are available.*** Please note that BOR Policy 2.5.13 states: “Total transfer credit for work at a two-year technical or community college may not exceed one-half of the hours required for completion of the baccalaureate degree at the accepting institution.” *For the BSEET program, that number is 60 credits.*

General Education (SGR) Courses: 30 credits

1. Must include ENGL 101, Composition I, (SGR 1) (3 credits)
2. Must include ENGL 277, Technical Writing in Engineering (SGR 1) (3 credits)
3. Must include SPCM 101, Fundamentals of Speech, (SGR 2) (3 credits)
4. Must include ECON 201, Principles of Microeconomics (SGR 3) (3 credits)
5. Must include MATH 102, College Algebra (SGR 5) (3 credits)
6. Must include PHYS 111/111L, Introduction to Physics I & Lab (SGR 6) (4 credits)
7. Must include PHYS 113/113L, Introduction to Physics II & Lab (SGR 6) (4 credits)  
[2 credits count toward EET major – applied to the block transfer]
8. The remaining nine (9) credits must meet SGR 3 Social Sciences/Diversity (3 credits) and SGR 4 Humanities and Arts/Diversity (6 credits) requirements and be selected from the approved list of courses specified in the SDSU Catalog.

**Total number of credits at SDSU: 85**

**Transfer credits from MTI: 35\***

**Total credits required: 120**

*\*Transferable general education courses can be completed at MTI to a maximum of 60 transferrable credits.*

Additional requirements:

1. Students transferring from Mitchell Technical Institute must have a cumulative GPA of “C” (2.0 on a 4.0 scale) and no course grade below a “C” (2.0 on a 4.0 scale).

**IV. Obligations**

Both parties agree to confer with each other on a regular basis regarding changes in curricula involved in this articulation agreement.

**V. Modifications**

This agreement may be modified from time to time by the South Dakota Board of Regents and Mitchell Technical Institute. Modifications may not diminish the entitlements enjoyed by students who have already attended classes delivered under the terms of earlier versions of the agreement, except in rare instances in which retroactive implementation of modifications may be required to comply with accreditation standards or to conform to professional licensure requirements.

**VI. Effective Date of Agreement**

This agreement will go into effect at the start of the Fall 2018 semester term at MTI and SDSU. The agreement applies to students who graduated from MTI in 2005 and subsequent years.

**VII. Acceptance of Agreement**

For South Dakota State University:

\_\_\_\_\_  
Date: \_\_\_\_\_  
Dean, Jerome J. Lohr College of Engineering

\_\_\_\_\_  
Date: \_\_\_\_\_  
Provost and Vice President for Academic Affairs

\_\_\_\_\_  
Date: \_\_\_\_\_  
Executive Director, South Dakota Board of Regents

For Mitchell Technical Institute:

\_\_\_\_\_  
Date: \_\_\_\_\_  
Mitchell Technical Institute

# PROGRAM TO PROGRAM ARTICULATION AGREEMENT

Between  
MITCHELL TECHNICAL INSTITUTE  
and  
SOUTH DAKOTA STATE UNIVERSITY

---

Agreement with Respect to Applying the  
**TELECOMMUNICATIONS**  
**Associate of Applied Sciences Degree Program**  
Towards the  
**ELECTRONICS ENGINEERING TECHNOLOGY MAJOR**  
**Bachelor of Science Degree Program**

---

## I. Parties

The parties to this agreement are Mitchell Technical Institute (MTI) and South Dakota State University (SDSU).

## II. Purpose

The purpose of this agreement is to:

- A. have a signed articulation agreement that addresses the varying needs of students and complementary nature of the institutions' programs;
- B. provide increased educational opportunities for students from South Dakota and the region;
- C. extend and clarify educational opportunities for students; and
- D. provide MTI students who have completed the A.A.S. degree in Telecommunications an opportunity to earn a Bachelor of Science degree with a major in Electronics Engineering Technology at SDSU.

## III. Academic Program

Graduation Requirements for the B.S. EET degree at SDSU:

Electronics Engineering Technology requirements:	56
General Education (SGR) credits:	30
<u>Block Transfer credits from MTI Telecom</u>	<u>34</u>
<b>Total Credits Required:</b>	<b>120</b>

- A. Upon successful completion of the major requirements specified in III.B. below, SDSU will accept **34** technical course credits from the A.A.S. degree in Telecommunications for students majoring in Electronics Engineering Technology. Students must successfully complete the A.A.S. degree prior to transferring to SDSU for the technical course credits to be accepted. *General Education coursework is in addition to the 34 technical course credits.* Students must meet all Board of Regents policies and university graduation requirements in order to receive a degree.
- B. Requirements to be completed at SDSU to earn a Bachelor of Science degree with a major in Electronics Engineering Technology are outlined below.

Major requirements: 17 credits

1. ET 325/L, Advanced Analog Devices & Lab (3 credits)
2. ET 330/L, Microcontrollers & Networks & Lab (3 credits)
3. ET 345/L, Power Systems & Lab (3 credits)
4. ET 380/L, Circuit Boards and Design & Lab (3 credits)
5. ET 451/L, Industrial Controls and PLCs & Lab (3 credits)
6. ET 471, Capstone Experience & Lab (2 credits)

Required Support Courses: 39 credits

1. ACCT 210, Principles of Accounting I (3 credits)
2. ACCT 211, Principles of Accounting II (3 credits)
3. BADM 360, Organization & Management (3 credits)
4. CSC 325, Management Information Systems (3 credits)
5. FIN 310, Business Finance (3 credits)
6. GE 231, Technology Society & Ethics (3 credits)
7. HRM 460, Human Resource Management OR  
LEAD 435 Organizational Leadership & Team Development (3 credits)
8. MATH 121/L, Survey of Calculus & Lab (5 credits)
9. MNET 367/L, Production Strategy & Lab (3 credits)
10. OM 462, Quality Management (3 credits)
11. OM 469, Project Management (2 credits)
12. OM 494, Internship (2 credits)
13. STAT 281, Introduction to Statistics (3 credits)

The general education coursework to meet South Dakota Regental System General Education Requirements (SGR) must also be completed as outlined below. ***This coursework may be taken at MTI if equivalent courses are available.*** Please note that BOR Policy 2.5.13 states: “Total transfer credit for work at a two-year technical or community college may not exceed one-half of the hours required for completion of the baccalaureate degree at the accepting institution.” *For the BSEET program, that number is 60 credits.*

General Education (SGR) Courses: 30 credits

1. Must include ENGL 101, Composition I, (SGR 1) (3 credits)
2. Must include ENGL 277, Technical Writing in Engineering (SGR 1) (3 credits)
3. Must include SPCM 101, Fundamentals of Speech, (SGR 2) (3 credits)
4. Must include ECON 201, Principles of Microeconomics (SGR 3) (3 credits)
5. Must include MATH 102, College Algebra (SGR 5) (3 credits)
6. Must include PHYS 111/111L, Introduction to Physics I & Lab (SGR 6) (4 credits)
7. Must include PHYS 113/113L, Introduction to Physics II & Lab (SGR 6) (4 credits)  
[2 credits count toward EET major – applied to the block transfer]
8. The remaining nine (9) credits must meet SGR 3 Social Sciences/Diversity (3 credits) and SGR 4 Humanities and Arts/Diversity (6 credits) requirements and be selected from the approved list of courses specified in the SDSU Catalog.

**Total number of credits at SDSU: 86**

**Transfer credits from MTI: 34\***

**Total credits required: 120**

*\*Transferable general education courses can be completed at MTI to a maximum of 60 transferrable credits.*

Additional requirements:

1. Students transferring from Mitchell Technical Institute must have a cumulative GPA of “C” (2.0 on a 4.0 scale) and no course grade below a “C” (2.0 on a 4.0 scale).

**IV. Obligations**

Both parties agree to confer with each other on a regular basis regarding changes in curricula involved in this articulation agreement.

**V. Modifications**

This agreement may be modified from time to time by the South Dakota Board of Regents and Mitchell Technical Institute. Modifications may not diminish the entitlements enjoyed by students who have already attended classes delivered under the terms of earlier versions of the agreement, except in rare instances in which retroactive implementation of modifications may be required to comply with accreditation standards or to conform to professional licensure requirements.

**VI. Effective Date of Agreement**

This agreement will go into effect at the start of the Fall 2018 semester term at MTI and SDSU. The agreement applies to students who graduated from MTI in 2005 and subsequent years.



**VII. Acceptance of Agreement**

For South Dakota State University:

\_\_\_\_\_  
Date: \_\_\_\_\_  
Dean, Jerome J. Lohr College of Engineering

\_\_\_\_\_  
Date: \_\_\_\_\_  
Provost and Vice President for Academic Affairs

\_\_\_\_\_  
Date: \_\_\_\_\_  
Executive Director, South Dakota Board of Regents

For Mitchell Technical Institute:

\_\_\_\_\_  
Date: \_\_\_\_\_  
Mitchell Technical Institute

**PROGRAM TO PROGRAM ARTICULATION AGREEMENT**

Between  
MITCHELL TECHNICAL INSTITUTE  
and  
SOUTH DAKOTA STATE UNIVERSITY

---

Agreement with Respect to Applying the  
**Welding and Manufacturing Technology**  
**Associate of Applied Sciences Degree Program**  
Towards the  
**Operations Management Program**  
**Bachelor of Science Degree Program**

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**I. Parties**

The parties to this agreement are Mitchell Technical Institute (MTI) and South Dakota State University (SDSU).

**II. Purpose**

The purpose of this agreement is to:

- A. have a signed articulation agreement that addresses the varying needs of students and complementary nature of the institutions' programs;
- B. provide increased educational opportunities for students from South Dakota and the region;
- C. extend and clarify educational opportunities for students; and
- D. provide MTI students who have completed the A.A.S. degree in Welding and Manufacturing Technology an opportunity to earn a Bachelor of Science degree with a major in Operations Management at SDSU.

**III. Academic Program**

Graduation Requirements for the B.S.OM degree at SDSU:

Operations Management requirements:	65
General Education (SGR) credits:	30
<u>Block Transfer credits from MTI WMT</u>	<u>25</u>
<b>Total Credits Required:</b>	<b>120</b>

- A. Upon successful completion of the major requirements specified in III.B. below, SDSU will accept **25 technical course credits** from the A.A.S. degree in Welding and Manufacturing Technology for students majoring in Operations Management. Students must successfully complete the A.A.S. degree prior to transferring to SDSU for the block transfer course credits to be accepted. *General Education coursework is in addition to the 25 technical course credits.* Students must meet all Board of Regents policies and university graduation requirements in order to receive a degree.

- B. Requirements to be completed at SDSU to earn a Bachelor of Science degree with a major in Operations Management are outlined below.

Major Requirements: 33 credits

1. ET 210/L, Intro to Electronic Systems & Lab (4 credits)
2. ET 451/L, Industrial Controls & PLCs & Lab (3 credits)
3. MNET 367/L, Production Strategy & Lab (3 credits)
4. MNET 460, Manufacturing Cost Analysis (3 credits)
5. OM 240, Decision Making Processes in Management (3 credits)
6. OM 425, Production & Operations Management (3 credits)
7. OM 462, Quality Control (3 credits)
8. OM 463, Supply Chain Management (3 credits)
9. OM 469, Project Management (2 credits)
10. OM 471, Capstone Experience (2 credits)
11. OM 490, Seminar (1 credit)
12. OM 494, Internship (3 credits)

Required Support Courses: 32 credits

1. ACCT 210, Principles of Accounting I (3 credits)
2. ACCT 211, Principles of Accounting II (3 credits)
3. BADM 360, Organization & Management (3 credits)
4. CSC 325, Management Information Systems (3 credits)
5. FIN 310, Business Finance (3 credits)
6. GE 231, Technology Society & Ethics (3 credits)
7. GE 425, Occupational Safety & Health Management (3 credits)
8. HRM 460, Human Resource Management OR  
LEAD 435 Organizational Leadership & Team Development (3 credits)
9. MATH 121/L, Survey of Calculus & Lab (5 credits)
10. STAT 281, Introduction to Statistics (3 credits)

The general education coursework to meet South Dakota Regental System General Education Requirements (SGR) must also be completed as outlined below. ***This coursework may be taken at MTI if equivalent courses are available.*** Please note that BOR Policy 2.5.13 states: “Total transfer credit for work at a two-year technical or community college may not exceed one-half of the hours required for completion of the baccalaureate degree at the accepting institution.” *For the BSOM program, that number is 60 credits.*

General Education (SGR) Courses: 32 credits

1. Must include ENGL 101, Composition I, (SGR 1) (3 credits)
2. Must include ENGL 277, Technical Writing in Engineering (SGR 1) (3 credits)
3. Must include SPCM 101, Fundamentals of Speech, (SGR 2) (3 credits)
4. Must include ECON 201, Principles of Microeconomics (SGR 3) (3 credits)
5. Must include MATH 102, College Algebra (SGR 5) (3 credits)
6. Must include CHEM 106/L, Chemistry Survey & Lab (SGR 6) (4 credits)
7. Must include PHYS 111/L, Introduction to Physics I & Lab (SGR 6) (4 credits)  
[2 credits count toward OM major – applied to the block transfer]
8. The remaining nine (9) credits must meet SGR 3 Social Sciences/Diversity (3 credits) and SGR 4 Humanities and Arts/Diversity (6 credits) requirements and be selected from the approved list of courses specified in the SDSU Catalog.

**Total number of credits at SDSU: 95**

**Transfer credits from MTI: 25\***

**Total credits required: 120**

*\*Transferable general education courses can be completed at MTI to a maximum of 60 transferrable credits.*

**Additional requirements:**

1. Students transferring from Mitchell Technical Institute must have a cumulative GPA of “C” (2.0 on a 4.0 scale) and no course grade below a “C” (2.0 on a 4.0 scale).

#### **IV. Obligations**

Both parties agree to confer with each other on a regular basis regarding changes in curricula involved in this articulation agreement.

#### **V. Modifications**

This agreement may be modified from time to time by the South Dakota Board of Regents and Mitchell Technical Institute. Modifications may not diminish the entitlements enjoyed by students who have already attended classes delivered under the terms of earlier versions of the agreement, except in rare instances in which retroactive implementation of modifications may be required to comply with accreditation standards or to conform to professional licensure requirements.

#### **VI. Effective Date of Agreement**

This agreement will go into effect at the start of the Fall 2018 semester term at MTI and SDSU. The agreement applies to students who graduated from MTI in 2005 and subsequent years.

**VII. Acceptance of Agreement**

For South Dakota State University:

\_\_\_\_\_  
Dean, Jerome J. Lohr College of Engineering

Date: \_\_\_\_\_

\_\_\_\_\_  
Provost and Vice President for Academic Affairs

Date: \_\_\_\_\_

\_\_\_\_\_  
Executive Director, South Dakota Board of Regents

Date: \_\_\_\_\_

For Mitchell Technical Institute:

\_\_\_\_\_  
Mitchell Technical Institute

Date: \_\_\_\_\_

# PROGRAM TO PROGRAM ARTICULATION AGREEMENT

Between  
MITCHELL TECHNICAL INSTITUTE  
and  
SOUTH DAKOTA STATE UNIVERSITY

---

Agreement with Respect to Applying the  
**Wind Turbine Technology**  
**Associate of Applied Sciences Degree Program**  
Towards the  
**Electronics Engineering Technology Program**  
**Bachelor of Science Degree Program**

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## I. Parties

The parties to this agreement are Mitchell Technical Institute (MTI) and South Dakota State University (SDSU).

## II. Purpose

The purpose of this agreement is to:

- A. have a signed articulation agreement that addresses the varying needs of students and complementary nature of the institutions' programs;
- B. provide increased educational opportunities for students from South Dakota and the region;
- C. extend and clarify educational opportunities for students; and
- D. provide MTI students who have completed the A.A.S. degree in Wind Turbine Technology an opportunity to earn a Bachelor of Science degree with a major in Electronics Engineering Technology at SDSU.

## III. Academic Program

Graduation Requirements for the B.S. EET degree at SDSU:

Electronics Engineering Technology requirements:	60
General Education (SGR) credits:	30
<u>Block Transfer credits from MTI WTT</u>	<u>30</u>
<b>Total Credits Required:</b>	<b>120</b>

- A. Upon successful completion of the major requirements specified in III.B. below, SDSU will accept **30 technical course credits** from the A.A.S. degree in Wind Turbine Technology for students majoring in Electronics Engineering Technology. Students must successfully complete the A.A.S. degree prior to transferring to SDSU for the block transfer course credits to be accepted. *General Education coursework is in addition to the 30 technical course credits.* Students must meet all Board of Regents policies and university graduation requirements in order to receive a degree.

- B. Requirements to be completed at SDSU to earn a Bachelor of Science degree with a major in Electronics Engineering Technology are outlined below.

Major Requirements: 21 credits

1. ET 232/L, Digital Electronics and Microprocessors & Lab (3 credits)
2. ET 325/L, Advanced Analog Electronics & Lab (4 credits)
3. ET 330/L, Microcontrollers and Networks & Lab (3 credits)
4. ET 345/L, Power Systems & Lab (3 credits)
5. ET 380/L, Circuit Boards & Design & Lab (3 credits)
6. ET 426/L, Communication Systems & Lab (3 credits)
7. ET 471, Capstone Experience (2 credits)

Required Support Courses: 39 credits

1. ACCT 210, Principles of Accounting I (3 credits)
2. ACCT 211, Principles of Accounting II (3 credits)
3. BADM 360, Organization & Management (3 credits)
4. CSC 325, Management Information Systems (3 credits)
5. FIN 310, Business Finance (3 credits)
6. GE 231, Technology Society & Ethics (3 credits)
7. HRM 460, Human Resource Management OR  
LEAD 435 Organizational Leadership & Team Development (3 credits)
8. MATH 121/L, Survey of Calculus & Lab (5 credits)
9. MNET 367/L, Production Strategy & Lab (3 credits)
10. OM 462, Quality Management (3 credits)
11. OM 469, Project Management (2 credits)
12. OM 494, Internship (2 credits)
13. STAT 281, Introduction to Statistics (3 credits)

The general education coursework to meet South Dakota Regental System General Education Requirements (SGR) must also be completed as outlined below. ***This coursework may be taken at MTI if equivalent courses are available.*** Please note that BOR Policy 2.5.13 states: “Total transfer credit for work at a two-year technical or community college may not exceed one-half of the hours required for completion of the baccalaureate degree at the accepting institution.” *For the BSEET program, that number is 60 credits.*

General Education (SGR) Courses: 32 credits

1. Must include ENGL 101, Composition I, (SGR 1) (3 credits)
2. Must include ENGL 277, Technical Writing in Engineering (SGR 1) (3 credits)
3. Must include SPCM 101, Fundamentals of Speech, (SGR 2) (3 credits)
4. Must include ECON 201, Principles of Microeconomics (SGR 3) (3 credits)
5. Must include MATH 102, College Algebra (SGR 5) (3 credits)
6. Must include PHYS 111/111L, Introduction to Physics I & Lab (SGR 6) (4 credits)
7. Must include PHYS 113/113L, Introduction to Physics II & Lab (SGR 6) (4 credits)  
[2 credits count toward EET major – applied to the block transfer]
8. The remaining nine (9) credits must meet SGR 3 Social Sciences/Diversity (3 credits) and SGR 4 Humanities and Arts/Diversity (6 credits) requirements and be selected from the approved list of courses specified in the SDSU Catalog.



**Total number of credits at SDSU: 90**

**Transfer credits from MTI: 30\***

**Total credits required: 120**

*\*Transferable general education courses can be completed at MTI to a maximum of 60 transferrable credits.*

Additional requirements:

1. Students transferring from Mitchell Technical Institute must have a cumulative GPA of “C” (2.0 on a 4.0 scale) and no course grade below a “C” (2.0 on a 4.0 scale).

#### **IV. Obligations**

Both parties agree to confer with each other on a regular basis regarding changes in curricula involved in this articulation agreement.

#### **V. Modifications**

This agreement may be modified from time to time by the South Dakota Board of Regents and Mitchell Technical Institute. Modifications may not diminish the entitlements enjoyed by students who have already attended classes delivered under the terms of earlier versions of the agreement, except in rare instances in which retroactive implementation of modifications may be required to comply with accreditation standards or to conform to professional licensure requirements.

#### **VI. Effective Date of Agreement**

This agreement will go into effect at the start of the Fall 2018 semester term at MTI and SDSU. The agreement applies to students who graduated from MTI in 2005 and subsequent years.

**VII. Acceptance of Agreement**

For South Dakota State University:

\_\_\_\_\_  
Date: \_\_\_\_\_  
Dean, Jerome J. Lohr College of Engineering

\_\_\_\_\_  
Date: \_\_\_\_\_  
Provost and Vice President for Academic Affairs

\_\_\_\_\_  
Date: \_\_\_\_\_  
Executive Director, South Dakota Board of Regents

For Mitchell Technical Institute:

\_\_\_\_\_  
Date: \_\_\_\_\_  
Mitchell Technical Institute

# PROGRAM TO PROGRAM ARTICULATION AGREEMENT

Between  
SOUTHEAST TECHNICAL INSTITUTE  
and  
SOUTH DAKOTA STATE UNIVERSITY

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Agreement with Respect to Applying the  
**Business Administration**  
**Associate of Applied Sciences Degree Program**  
Towards the  
**Operations Management Program**  
**Bachelor of Science Degree Program**

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## I. Parties

The parties to this agreement are Southeast Technical Institute (STI) and South Dakota State University (SDSU).

## II. Purpose

The purpose of this agreement is to:

- A. have a signed articulation agreement that addresses the varying needs of students and complementary nature of the institutions' programs;
- B. provide increased educational opportunities for students from South Dakota and the region;
- C. extend and clarify educational opportunities for students; and
- D. provide STI students who have completed the A.A.S. degree in Business Administration an opportunity to earn a Bachelor of Science degree with a major in Operations Management at SDSU.

## III. Academic Program

Graduation Requirements for the B.S.OM degree at SDSU:

Operations Management requirements:	53
General Education (SGR) credits:	30
<u>Block Transfer credits from STI BA:</u>	<u>37</u>
<b>Total Credits Required:</b>	<b>120</b>

- A. Upon successful completion of the major requirements specified in III.B. below, SDSU will accept **37 technical course credits** from the A.A.S. degree in Business Administration for students majoring in Operations Management. Students must successfully complete the A.A.S. degree prior to transferring to SDSU for the block transfer course credits to be accepted. *General Education coursework is in addition to the 37 technical course credits.* Students must meet all Board of Regents policies and university graduation requirements in order to receive a degree.

- B. Requirements to be completed at SDSU to earn a Bachelor of Science degree with a major in Operations Management are outlined below.

Major Requirements: 23 credits

1. MNET 367/L, Production Strategy & Lab (3 credits)
2. OM 240, Decision Making Processes in Management (3 credits)
3. OM 425, Production & Operations Management (3 credits)
4. OM 462, Quality Control (3 credits)
5. OM 463, Supply Chain Management (3 credits)
6. OM 469, Project Management (2 credits)
7. OM 471, Capstone Experience (2 credits)
8. OM 490, Seminar (1 credit)
9. OM 494, Internship (3 credits)

Required Support Courses: 30 credits

1. BADM 360, Organization & Management (3 credits)
2. CSC 325, Management Information Systems (3 credits)
3. ET 210/L, Intro to Electronic Systems & Lab (4 credits)
4. ET 451/L, Industrial Controls & PLCs & Lab (3 credits)
5. GE 425, Occupational Safety & Health Management (3 credits)
6. HRM 460, Human Resource Management OR  
LEAD 435 Organizational Leadership & Team Development (3 credits)
7. MATH 121/L, Survey of Calculus & Lab (5 credits)
8. MNET 231/L, Manufacturing Processes I & Lab (3 credits)
9. STAT 281, Introduction to Statistics (3 credits)

The general education coursework to meet South Dakota Regental System General Education Requirements (SGR) must also be completed as outlined below. ***This coursework may be taken at STI if equivalent courses are available.*** Please note that BOR Policy 2.5.13 states: “Total transfer credit for work at a two-year technical or community college may not exceed one-half of the hours required for completion of the baccalaureate degree at the accepting institution.” *For the BSOM program, that number is 60 credits.*

General Education (SGR) Courses: 30 credits

1. Must include ENGL 101, Composition I, (SGR 1) (3 credits)
2. Must include ENGL 277, Technical Writing in Engineering (SGR 1) (3 credits)
3. Must include SPCM 101, Fundamentals of Speech, (SGR 2) (3 credits)
4. Must include ECON 201, Principles of Microeconomics (SGR 3) (3 credits)
5. Must include MATH 102, College Algebra (SGR 5) (3 credits)
6. Must include PHYS 111/L, Introduction to Physics I & Lab (SGR 6) (4 credits)
7. Must include CHEM 106/L, Chemistry Survey & Lab (SGR 6) (4 credits)  
[2 credits count toward OM major – applied to the block transfer]
8. The remaining nine (9) credits must meet SGR 3 Social Sciences/Diversity (3 credits) and SGR 4 Humanities and Arts/Diversity (6 credits) requirements and be selected from the approved list of courses specified in the SDSU Catalog.

**Total number of credits at SDSU: 83**

**Transfer credits from STI: 37\***

**Total credits required: 120**

*\*Transferable general education courses can be completed at STI to a maximum of 60 transferrable credits.*

Additional requirements:

1. Students transferring from Southeast Technical Institute must have a cumulative GPA of “C” (2.0 on a 4.0 scale) and no course grade below a “C” (2.0 on a 4.0 scale).

**IV. Obligations**

Both parties agree to confer with each other on a regular basis regarding changes in curricula involved in this articulation agreement.

**V. Modifications**

This agreement may be modified from time to time by the South Dakota Board of Regents and Southeast Technical Institute. Modifications may not diminish the entitlements enjoyed by students who have already attended classes delivered under the terms of earlier versions of the agreement, except in rare instances in which retroactive implementation of modifications may be required to comply with accreditation standards or to conform to professional licensure requirements.

**VI. Effective Date of Agreement**

This agreement will go into effect at the start of the Fall 2018 semester term at STI and SDSU. The agreement applies to students who graduated from STI 2005 and subsequent years.

**VII. Acceptance of Agreement**

For South Dakota State University:

\_\_\_\_\_  
Date: \_\_\_\_\_  
Dean, Jerome J. Lohr College of Engineering

\_\_\_\_\_  
Date: \_\_\_\_\_  
Provost and Vice President for Academic Affairs

\_\_\_\_\_  
Date: \_\_\_\_\_  
Executive Director, South Dakota Board of Regents

For Southeast Technical Institute:

\_\_\_\_\_  
Date: \_\_\_\_\_  
Southeast Technical Institute

## PROGRAM TO PROGRAM ARTICULATION AGREEMENT

Between  
SOUTHEAST TECHNICAL INSTITUTE  
and  
SOUTH DAKOTA STATE UNIVERSITY

---

Agreement with Respect to Applying the  
**Civil Engineering Technology**  
**Associate of Applied Sciences Degree Program at STI**  
Toward the  
**Construction Management**  
**Bachelor of Science Degree Program at SDSU**

---

### I. Parties

The parties to this agreement are South Dakota State University (SDSU), Brookings SD and Southeast Technical Institute (STI), Sioux Falls SD.

### II. Purpose

The purpose of this agreement is to:

- A. have a signed articulation agreement that addresses the varying needs of students and complementary nature of the institutions' programs;
- B. provide increased educational opportunities for students from South Dakota and the region;
- C. extend and clarify educational opportunities for students; and
- D. provide STI students who have completed the A.A.S. degree in Civil Engineering Technology an opportunity to earn a Bachelor of Science degree with a major in Construction Management at SDSU.

### III. Academic Program

Graduation Requirements for the BS in Construction Management at SDSU

Construction Management Major requirements:	50
General Education credits:	30
<u>Block Transfer credits from STI CET:</u>	<u>40</u>
<b>Total Credits Required:</b>	<b>120</b>

- A. Upon successful completion of the major requirements specified in III.B. below, SDSU will accept **40** technical course credits from the A.A.S. degree in Civil Engineering Technology for students majoring in Construction Management. Students must successfully complete the A.A.S. degree prior to transferring to SDSU for the block transfer course credits to be accepted. *General Education coursework is in addition to the 40 technical course credits.* Students must meet all Board of Regents policies and university graduation requirements in order to receive a degree.



- B. Requirements to be completed at SDSU to earn a Bachelor of Science degree with a major in Construction Management are outlined below.

Major requirements: 24 credits

1. CM 130, Management Tools & Analysis (3 credits)
2. CM 333, Mechanical, Electrical, Plumbing Systems (3 credits)
3. CM 353, Construction Structures (3 credits)
4. CM 400, Risk Management & Construction Safety (3 credits)
5. CM 410, Construction Project Management (3 credits)
6. CM 443, Construction Planning & Scheduling (3 credits)
7. CM 471, Capstone Experience (2 credits)
8. CM 473, Construction Law & Accounting (3 credits)
9. CM 490, Seminar (1 credit)

Required Support Courses: 26 credits

1. ACCT 210, Principles of Accounting (3 credits)
2. ACCT 211, Principles of Accounting (3 credits)
3. BADM 360, Organization and Management (3 credits)
4. CSC 325, Management Information Systems (3 credits)
5. FIN 310, Business Finance (3 credits)
6. HRM 460, Human Resource Management OR  
LEAD 435 Organizational Leadership & Team Development (3 credits)
7. MATH 121/121L, Survey of Calculus and Lab (5 credits)
8. STAT 281, Introduction to Statistics (3 credits)

The general education coursework to meet South Dakota Regental System General Education Requirements (SGR) must also be completed as outlined below. **This coursework may be taken at STI if equivalent courses are available.** Please note that BOR Policy 2.5.13 states: “Total transfer credit for work at a two-year technical or community college may not exceed one-half of the hours required for completion of the baccalaureate degree at the accepting institution.” *For the BSCM program, that number is 60 credits.*

General Education Requirement Courses: 30 credits

1. Must include ENGL 101, Composition I, (SGR 1) (3 credits)
2. Must include ENGL 277, Technical Writing in Engineering (SGR 1) (3 credits)
3. Must include SPCM 101, Fundamentals of Speech, (SGR 2) (3 credits)
4. Must include ECON 201, Principles of Microeconomics (SGR 3) (3 credits)
5. Must include MATH 102, College Algebra (SGR 5) (3 credits)
6. Must include PHYS 111/111L, Introduction to Physics I & Lab (SGR 6) (4 credits)
7. Must include CHEM 106/106L Chemistry Survey (SGR 6) (4 credits) [2 credits count toward the CM major – applied to block transfer]
8. The remaining nine (9) credits must meet SGR 3 Social Sciences/Diversity (3 credits) and SGR 4 Humanities and Arts/Diversity (6 credits) requirements and be selected from the approved list of courses specified in the SDSU Catalog.

**Total number of credits at SDSU: 80**

**Transfer credits from STI: 40\***

**Total credits required: 120**

\*Transferable general education courses can be completed at STI to a maximum of 60 transferrable credits.

Additional requirements:

1. Students transferring from Southeast Technical Institute must have a cumulative GPA of “C” (2.0 on a 4.0 scale) and no course grade below a “C” (2.0 on a 4.0 scale).

**IV. Obligations**

Both parties agree to confer with each other on a regular basis regarding changes in curricula involved in this articulation agreement.

**V. Modifications**

This agreement may be modified from time to time by the South Dakota Board of Regents and Southeast Technical Institute. Modifications may not diminish the entitlements enjoyed by students who have already attended classes delivered under the terms of earlier versions of the agreement, except in rare instances in which retroactive implementation of modifications may be required to comply with accreditation standards or to conform to professional licensure requirements.

**VI. Effective Date of Agreement**

This agreement will go into effect at the start of the Fall 2018 semester term at STI and SDSU. The agreement applies to students who graduated from STI in 2007 and subsequent years.

**VII. Acceptance of Agreement**

For South Dakota State University:

\_\_\_\_\_  
Dean, Jerome J. Lohr College of Engineering

Date: \_\_\_\_\_

\_\_\_\_\_  
Provost and Vice President for Academic Affairs

Date: \_\_\_\_\_

\_\_\_\_\_  
Executive Director, South Dakota Board of Regents

Date: \_\_\_\_\_

For Southeast Technical Institute:

\_\_\_\_\_  
Southeast Technical Institute

Date: \_\_\_\_\_

## PROGRAM TO PROGRAM ARTICULATION AGREEMENT

Between  
SOUTHEAST TECHNICAL INSTITUTE  
and  
SOUTH DAKOTA STATE UNIVERSITY

---

Agreement with Respect to Applying the  
**Construction Management Technology**  
**Associate of Applied Sciences Degree Program at STI**  
Toward the  
**Construction Management**  
**Bachelor of Science Degree Program at SDSU**

---

### I. Parties

The parties to this agreement are South Dakota State University (SDSU), Brookings SD and Southeast Technical Institute (STI), Sioux Falls SD.

### II. Purpose

The purpose of this agreement is to:

- A. have a signed articulation agreement that addresses the varying needs of students and complementary nature of the institutions' programs;
- B. provide increased educational opportunities for students from South Dakota and the region;
- C. extend and clarify educational opportunities for students; and
- D. provide STI students who have completed the A.A.S. degree in Construction Management Technology an opportunity to earn a Bachelor of Science degree with a major in Construction Management.

### III. Academic Program

Graduation Requirements for the BS in Construction Management at SDSU:

Construction Management Major requirements:	53
General Education credits:	30
<u>Block Transfer credits from STI CMT:</u>	<u>37</u>
<b>Total Credits Required:</b>	<b>120</b>

- A. Upon successful completion of the major requirements specified in III.B. below SDSU will accept **37 technical course credits** from the A.A.S. degree in Construction Management Technology for students majoring in Construction Management. Students must successfully complete the A.A.S. degree prior to transferring to SDSU for the block transfer course credits to be accepted. *General Education coursework is in addition to the 37 technical course credits.* Students must meet all Board of Regents policies and university graduation requirements in order to receive a degree.

- B. Requirements to be completed at SDSU to earn a Bachelor of Science degree with a major in Construction Management are outlined below.

Major requirements: 27 credits

1. CM 130, Management Tools & Analysis (3 credits)
2. CM 320/L, Construction Soil Mechanics & Lab (3 credits)
3. CM 374, Heavy Construction Methods (3 credits)
4. CM 353, Construction Structures (3 credits)
5. CM 400, Risk Management & Construction Safety (3 credits)
6. CM 410, Construction Project Management (3 credits)
7. CM 443, Construction Planning & Scheduling (3 credits)
8. CM 471, Capstone Experience (2 credits)
9. CM 473, Construction Law & Accounting (3 credits)
10. CM 490, Seminar (1 credit)

Required Support Courses: 26 credits

1. ACCT 210, Principles of Accounting (3 credits)
2. ACCT 211, Principles of Accounting (3 credits)
3. BADM 360, Organization and Management (3 credits)
4. CSC 325, Management Information Systems (3 credits)
5. FIN 310, Business Finance (3 credits)
6. HRM 460, Human Resource Management OR  
LEAD 435 Organizational Leadership & Team Development (3 credits)
7. MATH 121/121L, Survey of Calculus and Lab (5 credits)
8. STAT 281, Introduction to Statistics (3 credits)

The general education coursework to meet South Dakota Regental System General Education Requirements (SGR) must also be completed as outlined below. **This coursework may be taken at STI if equivalent courses are available.** Please note that BOR Policy 2.5.13 states: “Total transfer credit for work at a two-year technical or community college may not exceed one-half of the hours required for completion of the baccalaureate degree at the accepting institution.” *For the BSCM program, that number is 60 credits.*

General Education/Institutional Graduation Requirement Courses: 30 credits

1. Must include ENGL 101, Composition I, (SGR 1) (3 credits)
2. Must include ENGL 277, Technical Writing in Engineering (SGR 1) (3 credits)
3. Must include SPCM 101, Fundamentals of Speech, (SGR 2) (3 credits)
4. Must include ECON 201, Principles of Microeconomics (SGR 3) (3 credits)
5. Must include MATH 102, College Algebra (SGR 5) (3 credits)
6. Must include PHYS 111/111L, Introduction to Physics I & Lab (SGR 6) (4 credits)
7. Must include CHEM 106/106L Chemistry Survey (SGR 6) (4 credits) [2 credits count toward the CM major – applied to block transfer]
8. The remaining nine (9) credits must meet SGR 3 Social Sciences/Diversity (3 credits) and SGR 4 Humanities and Arts/Diversity (6 credits) requirements and be selected from the approved list of courses specified in the SDSU Catalog.

**Total number of credits at SDSU: 83**

**Transfer credits from STI: 37\***

**Total credits required: 120**

\*Transferable general education courses can be completed at STI to a maximum of 60 transferrable credits.

Additional requirements:

1. Students transferring from Southeast Technical Institute must have a cumulative GPA of “C” (2.0 on a 4.0 scale) and no course grade below a “C” (2.0 on a 4.0 scale).

**IV. Obligations**

Both parties agree to confer with each other on a regular basis regarding changes in curricula involved in this articulation agreement.

**V. Modifications**

This agreement may be modified from time to time by the South Dakota Board of Regents and Southeast Technical Institute. Modifications may not diminish the entitlements enjoyed by students who have already attended classes delivered under the terms of earlier versions of the agreement, except in rare instances in which retroactive implementation of modifications may be required to comply with accreditation standards or to conform to professional licensure requirements.

**VI. Effective Date of Agreement**

This agreement will go into effect at the start of the Fall 2018 semester term at STI and SDSU. The agreement applies to students who graduated from STI in 2007 and subsequent years.

**VII. Acceptance of Agreement**

For South Dakota State University:

\_\_\_\_\_  
Dean, Jerome J. Lohr College of Engineering

Date: \_\_\_\_\_

\_\_\_\_\_  
Provost and Vice President for Academic Affairs

Date: \_\_\_\_\_

\_\_\_\_\_  
Executive Director, South Dakota Board of Regents

Date: \_\_\_\_\_

For Southeast Technical Institute:

\_\_\_\_\_  
Southeast Technical Institute

Date: \_\_\_\_\_



## PROGRAM TO PROGRAM ARTICULATION AGREEMENT

Between  
SOUTHEAST TECHNICAL INSTITUTE  
and  
SOUTH DAKOTA STATE UNIVERSITY

---

Agreement with Respect to Applying the  
**Electronics Technology**  
**Associate of Applied Sciences Degree Program at STI**  
Toward the  
**Electronics Engineering Technology**  
**Bachelor of Science Degree Program at SDSU**

---

### I. Parties

The parties to this agreement are South Dakota State University (SDSU), Brookings SD and Southeast Technical Institute (STI), Sioux Falls SD.

### II. Purpose

The purpose of this agreement is to:

- A. have a signed articulation agreement that addresses the varying needs of students and complementary nature of the institutions' programs;
- B. provide increased educational opportunities for students from South Dakota and the region;
- C. extend and clarify educational opportunities for students; and
- D. provide STI students who have completed the A.A.S. degree in Electronics Technology an opportunity to earn a Bachelor of Science degree with a major in Electronics Engineering Technology at SDSU.

### III. Academic Program

Graduation requirements for the B.S. EET degree at SDSU:

Electronics Engineering Technology requirements:	54
General Education (SGR) credits:	30
<u>Block Transfer credits from STI Electronics Technology:</u>	<u>36</u>
<b>Total Credits Required:</b>	<b>120</b>

- A. Upon successful completion of the major requirements specified in III.B. below, SDSU will accept **36 technical course credits** from the A.A.S. degree in Electronics Technology for students majoring in Electronics Engineering Technology. Students must successfully complete the A.A.S. degree prior to transferring to SDSU for the block transfer course credits to be accepted. *Transferrable General Education coursework taken at STI is in addition to the 36 technical course credits.* Students must meet all Board of Regents policies and university graduation requirements in order to receive a degree.

- B. Requirements to be completed at SDSU to earn a Bachelor of Science degree with a major in Electronics Engineering Technology are outlined here.

Major requirements: 15 credits

1. ET 325/L, Advanced Analog Devices & Lab (4 credits)
2. ET 345/L, Power Systems & Lab (3 credits)
3. ET 330/L Microcontrollers and Networks & Lab (3 credits)
4. ET 380/L, Circuit Boards and Design & Lab (3 credits)
5. ET 471, Capstone Experience (2 credits)

Required Support Courses: 39 credits

1. ACCT 210, Principles of Accounting I (3 credits)
2. ACCT 211, Principles of Accounting II (3 credits)
3. BADM 360, Organization & Management (3 credits)
4. CSC 325, Management Information Systems (3 credits)
5. FIN 310, Business Finance (3 credits)
6. GE 425, Occupational Safety & Health (3 credits)
7. HRM 460, Human Resource Management OR  
LEAD 435 Organizational Leadership & Team Development (3 credits)
8. MATH 121/L, Survey of Calculus & Lab (5 credits)
9. MNET 367/L, Production Strategy & Lab (3 credits)
10. OM 462, Quality Management (3 credits)
11. OM 469, Project Management (2 credits)
12. OM 494, Internship (2 credits)
13. STAT 281, Introduction to Statistics (3 credits)

The general education coursework to meet South Dakota Regental System General Education Requirements (SGR) must also be completed as outlined below. ***This coursework may be taken at STI if equivalent courses are available.*** Please note that BOR Policy 2.5.13 states: “Total transfer credit for work at a two-year technical or community college may not exceed one-half of the hours required for completion of the baccalaureate degree at the accepting institution.” *For the BSEET program, that number is 60 credits.*

General Education (SGR) Courses: 30 credits

1. Must include ENGL 101, Composition I, (SGR 1) (3 credits)
2. Must include ENGL 277, Technical Writing in Engineering (SGR 1) (3 credits)
3. Must include SPCM 101, Fundamentals of Speech, (SGR 2) (3 credits)
4. Must include ECON 201, Principles of Microeconomics (SGR 3) (3 credits)
5. Must include MATH 102, College Algebra (SGR 5) (3 credits)
6. Must include PHYS 111/111L, Introduction to Physics I & Lab (SGR 6) (4 credits)
7. Must include PHYS 113/113L, Introduction to Physics II & Lab (SGR 6) (4 credits) [2 credits count toward EET major – applied to block transfer]
8. The remaining nine (9) credits must meet SGR 3 Social Sciences/Diversity (3 credits) and SGR 4 Humanities and Arts/Diversity (6 credits) requirements and be selected from the approved list of courses specified in the SDSU Catalog.

**Total number of credits at SDSU: 84**

**Transfer credits from STI: 36\***

**Total credits required: 120**

\*Transferable general education courses can be completed at STI to a maximum of 60 transferrable credits.

Additional requirements:

1. Students transferring from Southeast Technical Institute must have a cumulative GPA of “C” (2.0 on a 4.0 scale) and no course grade below a “C” (2.0 on a 4.0 scale).

#### **IV. Obligations**

Both parties agree to confer with each other on a regular basis regarding changes in curricula involved in this articulation agreement.

#### **V. Modifications**

This agreement may be modified from time to time by the South Dakota Board of Regents and Southeast Technical Institute. Modifications may not diminish the entitlements enjoyed by students who have already attended classes delivered under the terms of earlier versions of the agreement, except in rare instances in which retroactive implementation of modifications may be required to comply with accreditation standards or to conform to professional licensure requirements.

#### **VI. Effective Date of Agreement**

This agreement will go into effect at the start of the Fall 2018 semester term at STI and SDSU. The agreement applies to students who graduated from STE in 2005 and subsequent years.

**VII. Acceptance of Agreement**

For South Dakota State University:

\_\_\_\_\_  
Date: \_\_\_\_\_  
Dean, Jerome J. Lohr College of Engineering

\_\_\_\_\_  
Date: \_\_\_\_\_  
Provost and Vice President for Academic Affairs

\_\_\_\_\_  
Date: \_\_\_\_\_  
Executive Director, South Dakota Board of Regents

For Southeast Technical Institute:

\_\_\_\_\_  
Date: \_\_\_\_\_  
Southeast Technical Institute

## PROGRAM TO PROGRAM ARTICULATION AGREEMENT

Between  
SOUTHEAST TECHNICAL INSTITUTE  
and  
SOUTH DAKOTA STATE UNIVERSITY

---

Agreement with Respect to Applying the  
**Mechatronics Technology**  
**Associate of Applied Sciences Degree Program at STI**  
Toward the  
**Electronics Engineering Technology**  
**Bachelor of Science Degree Program at SDSU**

---

### I. Parties

The parties to this agreement are South Dakota State University (SDSU), Brookings SD and Southeast Technical Institute (STI), Sioux Falls SD.

### II. Purpose

The purpose of this agreement is to:

- A. have a signed articulation agreement that addresses the varying needs of students and complementary nature of the institutions' programs;
- B. provide increased educational opportunities for students from South Dakota and the region;
- C. extend and clarify educational opportunities for students; and
- D. provide STI students who have completed the A.A.S. degree in Mechatronics Technology an opportunity to earn a Bachelor of Science degree with a major in Electronics Engineering Technology at SDSU.

### III. Academic Program

Graduation requirements for the B.S. EET degree at SDSU:

Electronics Engineering Technology requirements:	57
General Education (SGR) credits:	30
<u>Block Transfer credits from STI Mechatronics Technology:</u>	<u>33</u>
<b>Total Credits Required:</b>	<b>120</b>

- A. Upon successful completion of the major requirements specified in III.B. below, SDSU will accept **33 technical course credits** from the A.A.S. degree in Mechatronics Technology for students majoring in Electronics Engineering Technology. Students must successfully complete the A.A.S. degree prior to transferring to SDSU for the block transfer course credits to be accepted. *Transferrable General Education coursework taken at STI is in addition to the 33 technical course credits.* Students must meet all Board of Regents policies and university graduation requirements in order to receive a degree.

- B. Requirements to be completed at SDSU to earn a Bachelor of Science degree with a major in Electronics Engineering Technology are outlined here.

Major requirements: 18 credits

1. ET 325/L, Advanced Analog Devices & Lab (4 credits)
2. ET 330/L Microcontrollers and Networks & Lab (3 credits)
3. ET 332/L, Advanced Digital Devices & Lab (3 credits)
4. ET 380/L, Circuit Boards and Design & Lab (3 credits)
5. ET 426/L, Communication Systems & Lab (3 credits)
6. ET 471, Capstone Experience (2 credits)

Required Support Courses: 39 credits

1. ACCT 210, Principles of Accounting I (3 credits)
2. ACCT 211, Principles of Accounting II (3 credits)
3. BADM 360, Organization & Management (3 credits)
4. CSC 325, Management Information Systems (3 credits)
5. FIN 310, Business Finance (3 credits)
6. GE 425, Occupational Safety & Health (3 credits)
7. HRM 460, Human Resource Management OR  
LEAD 435 Organizational Leadership & Team Development (3 credits)
8. MATH 121/L, Survey of Calculus & Lab (5 credits)
9. MNET 367/L, Production Strategy & Lab (3 credits)
10. OM 462, Quality Management (3 credits)
11. OM 469, Project Management (2 credits)
12. OM 494, Internship (2 credits)
13. STAT 281, Introduction to Statistics (3 credits)

The general education coursework to meet South Dakota Regental System General Education Requirements (SGR) must also be completed as outlined below. ***This coursework may be taken at STI if equivalent courses are available.*** Please note that BOR Policy 2.5.13 states: “Total transfer credit for work at a two-year technical or community college may not exceed one-half of the hours required for completion of the baccalaureate degree at the accepting institution.” *For the BSEET program, that number is 60 credits.*

General Education (SGR) Courses: 30 credits

1. Must include ENGL 101, Composition I, (SGR 1) (3 credits)
2. Must include ENGL 277, Technical Writing in Engineering (SGR 1) (3 credits)
3. Must include SPCM 101, Fundamentals of Speech, (SGR 2) (3 credits)
4. Must include ECON 201, Principles of Microeconomics (SGR 3) (3 credits)
5. Must include MATH 102, College Algebra (SGR 5) (3 credits)
6. Must include PHYS 111/111L, Introduction to Physics I & Lab (SGR 6) (4 credits)
7. Must include PHYS 113/113L, Introduction to Physics II & Lab (SGR 6) (4 credits) [2 credits count toward EET major – applied to block transfer]
8. The remaining nine (9) credits must meet SGR 3 Social Sciences/Diversity (3 credits) and SGR 4 Humanities and Arts/Diversity (6 credits) requirements and be selected from the approved list of courses specified in the SDSU Catalog.

**Total number of credits at SDSU: 87**

**Transfer credits from STI: 33\***

**Total credits required: 120**

\*Transferable general education courses can be completed at STI to a maximum of 60 transferrable credits.

Additional requirements:

1. Students transferring from Southeast Technical Institute must have a cumulative GPA of “C” (2.0 on a 4.0 scale) and no course grade below a “C” (2.0 on a 4.0 scale).

**IV. Obligations**

Both parties agree to confer with each other on a regular basis regarding changes in curricula involved in this articulation agreement.

**V. Modifications**

This agreement may be modified from time to time by the South Dakota Board of Regents and Southeast Technical Institute. Modifications may not diminish the entitlements enjoyed by students who have already attended classes delivered under the terms of earlier versions of the agreement, except in rare instances in which retroactive implementation of modifications may be required to comply with accreditation standards or to conform to professional licensure requirements.

**VI. Effective Date of Agreement**

This agreement will go into effect at the start of the Fall 2018 semester term at STI and SDSU. The agreement applies to students who graduated from STI in 2005 and subsequent years.



**VII. Acceptance of Agreement**

For South Dakota State University:

\_\_\_\_\_  
Date: \_\_\_\_\_  
Dean, Jerome J. Lohr College of Engineering

\_\_\_\_\_  
Date: \_\_\_\_\_  
Provost and Vice President for Academic Affairs

\_\_\_\_\_  
Date: \_\_\_\_\_  
Executive Director, South Dakota Board of Regents

For Southeast Technical Institute:

\_\_\_\_\_  
Date: \_\_\_\_\_  
Southeast Technical Institute

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**  
**Consent**

**AGENDA ITEM: 4 – I**  
**DATE: March 27-29, 2018**

\*\*\*\*\*

**SUBJECT**

**Inactive Status and Program Termination Requests – DSU, SDSU, USD & BHSU**

**CONTROLLING STATUTE, RULE, OR POLICY**

None

**BACKGROUND / DISCUSSION**

Dakota State University has submitted a request asking that the following degree program be terminated (see Attachment I).

- Website Administration Certificate – Terminate  
*There has only been one graduate in the last 5 years, and there are currently no students enrolled. Additionally, faculty do not feel the courses provide the knowledge and skills needed to administer a web server in which a website is hosted.*
- Information Technology Entrepreneurship Certificate – Terminate  
*This certificate has not been active for a number of years.*

South Dakota State University has submitted a request asking that the following degree program be terminated (see Attachment II).

(Continued)

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**DRAFT MOTION 20180327\_4-I:**

I move to approve DSU, SDSU, USD and BHSU's program termination requests for: Website Administration Certificate (DSU); Information Technology Entrepreneurship Certificate (DSU); Business Economics Specialization within the BA/BS in Economics program (SDSU); BS in Environmental Management – Articulation Agreement with LATI (SDSU); MS in Human Sciences – Adult Development in the Workplace Specialization (SDSU); Theatre Arts Administration Certificate (SDSU); Human Computer Interaction Specialization (USD); Theatre Education Minor (USD); BS in Earth Sciences (USD); BS in Earth Sciences with Education Specialization (USD); Bachelor of Composite Speech/Communication (BHSU); and approved BHSU's request to inactivate their Bachelor of Business Education, Bachelor of Chemistry Education, Bachelor of Composite Communication/English, and Bachelor of Social Science programs.

- **Economics (BA / BS) – Business Economics Specialization – Terminate**  
*SDSU has been authorized to offer Bachelor of Arts and Bachelor of Science degrees in Business Economics. The addition of the Business Economics major will provide greater transparency and assurance for state and regional businesses that they are hiring employees with the appropriate skills for finance, accounting, management and marketing positions.*
- **Environmental Management (BS) – Articulation Agreement with LATI – Terminate**  
*As part of the BOR Program Productivity Review process, the ecology and environmental science offerings were streamlined in fall 2010. The B.S. in Environmental Management changed program names to Ecology and Environmental Science. The program code for the Environmental Management – Articulation Agreement with LATI is no longer needed.*
- **Human Sciences (MS) – Adult Development in the Workplace Specialization – Terminate**  
*Two years ago the Department of Psychology started an Industrial/Organizational Psychology master's degree. Because of this and the low enrollment of the specialization (4 students graduating since the Spring of 2015), the Adult Development in the Workplace Specialization is proposed for termination. This proposal's submission is contingent upon the approval of the Developmental Sciences Specialization for the M.S. in Human Sciences.*
- **Theatre Arts Administration Certificate – Terminate**  
*SDSU has requested authorization to offer a minor in Performing Arts Administration. This addition will strengthen the ability of the School of Performing Arts to provide competitive job training options to students interested in careers in the performing arts. The termination of the Theatre Arts Administration certificate ensures no duplication of curriculum.*

The University of South Dakota has also submitted a request asking that the following degree program be terminated (see Attachment III).

- **Human Computer Interaction Specialization – Terminate**  
*The two faculty members who taught the three computer science core courses for this specialization have retired.*
- **Theatre Education Minor – Terminate**  
*This minor does not provide a student enough theatre education and training to know how to teach theatre in the public schools. It is not appropriate to allow a graduate of USD to teach theatre in the public schools when they should have a BFA in Theatre Education, which we do not offer, to be qualified.*
- **Earth Sciences (BS) – Terminate**  
*There has been an insufficient number of students enrolled. Final offerings of required courses will be taught for current majors by December 2018 (with the exception of Capstone ESCI 495, see below). The Earth Sciences electives necessary*

*for current majors to complete their programs will continue to be offered because they serve the Sustainability major and other majors at USD. The 1-credit Capstone course will be offered on an as-needed basis for students in their final semesters prior to graduation with minimal workload implications.*

- **Earth Sciences (BS) with Education Specialization – Terminate**  
*There has been an insufficient number of students enrolled (currently one student is enrolled). Final offerings of required courses will be taught for current majors by December 2018 (with the exception of Capstone ESCI 495, see below). The Earth Sciences electives necessary for current majors to complete their programs will continue to be offered because they serve the Sustainability major and other majors at USD. The 1-credit Capstone course will be offered on an as-needed basis for students in their final semesters prior to graduation with minimal workload implications.*

Black Hills State University has also submitted a request asking that the following degree programs be inactivated and/or terminated (see Attachment IV).

- **Business Education (BSEd) – Inactivate**  
*Over the past 5 years only 3 students have graduated from the Business Education program. In many cases, students become aware of the pay differential existing between teaching business as a career and becoming prepared with an Accounting, Finance, Marketing, or Management degree. BHSU is requesting inactive status so the school of business may have the opportunity to redefine the degree within the next two years. Currently, BHSU has 5 students enrolled in the program. These students may continue in the program to completion or may choose to change majors to seek a disciplinary business degree.*
- **Chemistry Education (BSEd) – Inactivate**  
*Over the past 5 years only 2 students have graduated from the Chemistry Education program. In many cases, students become aware of the pay differential existing between teaching chemistry as a career and becoming prepared as a chemist. BHSU is requesting inactive status so the school of natural science may have the opportunity to redefine the degree within the next two years. Currently, BHSU has no students enrolled in the program.*
- **Bachelor of Composite Communication / English – Inactivate**  
*Over the last 5 years BHSU has graduated 9 students from this program. Several comparable degree programs exist at BHSU, many with the composite designation designed for teaching credentials as well as disciplinary degrees. Inactivating the program would allow the school of arts and humanities to study the feasibility of this program against the array of existing comparable programs. Currently, BHSU has 3 students enrolled in the program. These students may continue in the program to completion or may choose to change majors to seek a disciplinary liberal arts degree or a comparable composite program.*

- Bachelor of Social Science – Inactivate  
*Over the past 5 years 15 students have graduated from the Social Science program. BHSU also offers a Composite Social Science degree as well as disciplinary degrees in History and Political Science. BHSU is requesting inactive status so the school of mathematics and social science may have the opportunity to redefine the degree within the next two years. Currently, BHSU has only 1 student enrolled in the program. This student may continue in the program to completion or may choose to change majors to seek a disciplinary social science degree.*
- Bachelor of Composite Speech / Communication – Terminate  
*The Composite Speech/Communication program was recommended for termination in 2016. Over the last 5 years, no students have graduated or enrolled in the program.*

### **IMPACT AND RECOMMENDATION**

Neither DSU, SDSU or USD anticipate any cost savings, employee terminations or any other potential implications associated with terminating their respective programs, with the following exception:

- BS in Earth Sciences -- & -- BS in Earth Sciences with Education Specialization  
USD notes there will be \$110,012.35 in savings due to unfilled vacancy, following faculty retirement in FY2017. The savings will be applied to the college budget deficit. Restructuring of the department as the new Department of Sustainability and Environment resulted in one tenure line being eliminated through attrition and reallocation of some faculty resources to new programs in Sustainability.

Board staff recommend approval.

### **ATTACHMENTS**

Attachment I – DSU Program Termination Requests  
Attachment II – SDSU Program Termination Requests  
Attachment III – USD Program Termination Requests



**SOUTH DAKOTA BOARD OF REGENTS**  
**ACADEMIC AFFAIRS FORMS**  
**Program Termination or**  
**Placement on Inactive Status**

<b>UNIVERSITY:</b>	DSU
<b>DEGREE(S) AND PROGRAM:</b>	Website Administration Certificate
<b>CIP CODE:</b>	11.0801
<b>UNIVERSITY DEPARTMENT:</b>	College of Business & Info Systems
<b>UNIVERSITY DIVISION:</b>	Information Systems

**University Approval**

*To the Board of Regents and the Executive Director: I certify that I have read this proposal, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.*

\_\_\_\_\_  
 President of the University

1/16/2018

\_\_\_\_\_  
 Date

**1. Program Degree Level (place an "X" in the appropriate box):**

Associate ☐ Bachelor's ☐ Master's ☐ Doctoral ☐

**2. Category (place an "X" in the appropriate box):<sup>1</sup>**

Certificate ☒ Specialization ☐ Minor ☐ Major ☐

**3. The program action proposed is (place an "X" in the appropriate box):<sup>2</sup>**

Inactive Status ☐ Termination ☒

*See question 4*

*See questions 5 and 6*

**4. INACTIVE STATUS**

**A. Provide a justification for inactivating the program:**

<sup>1</sup> Note: Certificates, specializations, and minors may only be terminated and not placed on inactive status due to limitations in Colleague.

<sup>2</sup> Note: An inactive program is a program a university has authority to offer, but the program is not admitting new students and has not formally terminated. A presumption exists that inactive status is a temporary status; universities review inactive programs periodically to determine the feasibility of reactivating or terminating the program. Programs can remain inactive for five (5) consecutive years at which time a university must terminate the program. A terminated program is a program for which a university ceases to have authority to offer. Reinstatement of a terminated program requires university and BOR approval through the prescribed new program approval processes.

- B. If there are current students in the program, what are the implications of placing the program on inactive status?
- C. What is the last date (day/month/year) by which a student can graduate in the program:
- D. What is the proposed date (day/month/year) inactive status takes effect (the proposed date for inactive status is also the last date a student may enroll in or declare the program)?

## 5. TERMINATION WITH ENROLLED STUDENTS

- A. Provide a justification for terminating the program:
- B. What is the plan for completion of the program by current students?
- C. What is the proposed date (day/month/year) program termination status begins (program status in the database changes to *Phasing Out* and last date a student may enroll in or declare the program)?
- D. What is the last date (day/month/year) in which a student may enroll in the program (program status in the database changes to *Phase Out*)?
- E. What is the last term or date (day/month/year) by which a student can graduate from the program?
- F. What are the potential cost savings of terminating the program and what are the planned uses of the savings?
- G. What are the resulting employee terminations and other possible implications including impact on other programs?

## 6. TERMINATION WITHOUT ENROLLED STUDENTS

- A. Provide a justification for terminating the program:  
There has only been one graduate in the last 5 years, and there are currently no students enrolled. Additionally, faculty do not feel the courses provide the knowledge and skills needed to administer a web server in which a website is hosted.
- B. What is the proposed date (day/month/year) for the program to terminate (program status in the database changes to *Deleted*)? Summer 2018
- C. What are the potential cost savings of terminating the program and what are the planned uses of the savings?  
None – N/A
- D. What are the resulting employee terminations and other possible implications including impact on other programs?  
None – N/A





## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

### Program Termination or Placement on Inactive Status

Use this form to request termination or inactive status for an existing program (graduate program, undergraduate major or minor, certificate, or specialization). The Board of Regents, Executive Director, and/or their designees may request additional information about the proposal. After the university President approves the proposal, submit a signed copy to the Executive Director through the system Chief Academic Officer. Only post the form to the university website for review by other universities after approval by the Executive Director and Chief Academic Officer.

<b>UNIVERSITY:</b>	DSU
<b>DEGREE(S) AND PROGRAM:</b>	<b>Information Technology Entrepreneurship Certificate</b>
<b>CIP CODE:</b>	<b>11.0101</b>
<b>UNIVERSITY DEPARTMENT:</b>	<b>DBUSS</b>
<b>UNIVERSITY DIVISION:</b>	<b>College of Business &amp; Info Systems</b>

#### University Approval

*To the Board of Regents and the Executive Director: I certify that I have read this proposal, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.*

\_\_\_\_\_  
President of the University

2/2/2018

\_\_\_\_\_  
Date

#### 1. Program Degree Level (place an "X" in the appropriate box):

Associate ☐ Bachelor's ☐ Master's ☐ Doctoral ☐

#### 2. Category (place an "X" in the appropriate box):<sup>1</sup>

Certificate ☒ Specialization ☐ Minor ☐ Major ☐

#### 3. The program action proposed is (place an "X" in the appropriate box):<sup>2</sup>

Inactive Status ☐ Termination ☒

*See question 4*

*See questions 5 and 6*

#### 4. INACTIVE STATUS

<sup>1</sup> Note: Certificates, specializations, and minors may only be terminated and not placed on inactive status due to limitations in Colleague.

<sup>2</sup> Note: An inactive program is a program a university has authority to offer, but the program is not admitting new students and has not formally terminated. A presumption exists that inactive status is a temporary status; universities review inactive programs periodically to determine the feasibility of reactivating or terminating the program. Programs can remain inactive for five (5) consecutive years at which time a university must terminate the program. A terminated program is a program for which a university ceases to have authority to offer. Reinstatement of a terminated program requires university and BOR approval through the prescribed new program approval processes.

- A. Provide a justification for inactivating the program:
- B. If there are current students in the program, what are the implications of placing the program on inactive status?
- C. What is the last date (day/month/year) by which a student can graduate in the program:
- D. What is the proposed date (day/month/year) inactive status takes effect (the proposed date for inactive status is also the last date a student may enroll in or declare the program)?

## 5. TERMINATION WITH ENROLLED STUDENTS

- A. Provide a justification for terminating the program:
- B. What is the plan for completion of the program by current students?
- C. What is the proposed date (day/month/year) program termination status begins (program status in the database changes to *Phasing Out* and last date a student may enroll in or declare the program)?
- D. What is the last date (day/month/year) in which a student may enroll in the program (program status in the database changes to *Phase Out*)?
- E. What is the last term or date (day/month/year) by which a student can graduate from the program?
- F. What are the potential cost savings of terminating the program and what are the planned uses of the savings?
- G. What are the resulting employee terminations and other possible implications including impact on other programs?

## 6. TERMINATION WITHOUT ENROLLED STUDENTS

- A. Provide a justification for terminating the program:

This certificate has not been in active for a number of years.

- B. What is the proposed date (day/month/year) for the program to terminate (program status in the database changes to *Deleted*)?

Summer 2018

- C. What are the potential cost savings of terminating the program and what are the planned uses of the savings?

This was a module-based certificate, so no cost savings involved.

- D. What are the resulting employee terminations and other possible implications including impact on other programs?

None



## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

### Program Termination or Placement on Inactive Status

<b>UNIVERSITY:</b>	<b>SDSU</b>
<b>DEGREE(S) AND PROGRAM:</b>	<b>Economics (B.A./B.S.) – Business Economics Specialization [S.BAA&amp;S.ECON-BE &amp; S.BSA&amp;S.ECON-BE]</b>
<b>CIP CODE:</b>	<b>45.0601</b>
<b>UNIVERSITY DEPARTMENT:</b>	<b>Economics (SASEC)</b>
<b>UNIVERSITY DIVISION:</b>	<b>Arts &amp; Sciences (SA&amp;S)</b>

#### University Approval

*To the Board of Regents and the Executive Director: I certify that I have read this proposal, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.*

\_\_\_\_\_  
President of the University

1/8/2018

\_\_\_\_\_  
Date

#### 1. Program Degree Level:

Associate ☐ Bachelor's ☒ Master's ☐ Doctoral ☐

#### 2. Category:<sup>1</sup>

Certificate ☐ Specialization ☒ Minor ☐ Major ☐

#### 3. The program action proposed is:<sup>2</sup>

Inactive Status ☐ Termination ☒

#### 5. TERMINATION WITH ENROLLED STUDENTS

##### a. Provide a justification for terminating the program:

SDSU has been authorized to offer Bachelor of Arts and Bachelor of Science degrees in Business Economics. The addition of the Business Economics major will provide greater transparency and assurance for state and regional businesses that they are hiring employees with the appropriate skills for finance, accounting, management and marketing positions.

<sup>1</sup> Note: Certificates, specializations, and minors may only be terminated and not placed on inactive status due to limitations in Colleague.

<sup>2</sup> Note: An inactive program is a program a university has authority to offer, but the program is not admitting new students and has not formally terminated. A presumption exists that inactive status is a temporary status; universities review inactive programs periodically to determine the feasibility of reactivating or terminating the program. Programs can remain inactive for five (5) consecutive years at which time a university must terminate the program. A terminated program is a program for which a university ceases to have authority to offer. Reinstatement of a terminated program requires university and BOR approval through the prescribed new program approval processes.

The establishment of a stand-alone Business Economics major also offers greater transparency of program curricula to attract in and out of state undergraduate students. Through the Business Economics program, students will be empowered to compete in the job market with those with similar skills knowing that they do not have to justify their qualifications. The program in Business Economics also helps align the current curriculum with the Association to Advance Collegiate Schools of Business (AACSB) standards. In 2011, SDSU was granted permission from the Board of Regents to seek accreditation from AACSB for a set of undergraduate programs including offerings based in economics, management and agricultural business. SDSU is currently the only 1862 land-grant institution in the United States that does not have a formally organized and AACSB accredited business/management program/unit.

**b. What is the plan for completion of the program by current students?**

Current students in the Business Economics Specialization will be given an option to continue in their current program of study, however the Department anticipates that all will likely choose the B.A. or B.S. in Business Economics.

**c. What is the proposed date (day/month/year) program termination status begins (program status in the database changes to *Phasing Out* and last date a student may enroll in or declare the program)?**

May 4, 2018

**d. What is the last date (day/month/year) in which a student may enroll in the program (program status in the database changes to *Phase Out*)?**

May 4, 2018

**e. What is the last term or date (day/month/year) by which a student can graduate from the program?**

May 7, 2021

**f. What are the potential cost savings of terminating the program and what are the planned uses of the savings?**

No cost savings anticipated; all costs transfer to new program.

**g. What are the resulting employee terminations and other possible implications including impact on other programs?**

None



## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

### Program Termination or Placement on Inactive Status

<b>UNIVERSITY:</b>	<b>SDSU</b>
<b>DEGREE(S) AND PROGRAM:</b>	<b>Environmental Management (B.S.) – Articulation Agreement with LATI [S.BS.ENVM-AL]</b>
<b>CIP CODE:</b>	<b>03.0201</b>
<b>UNIVERSITY DEPARTMENT:</b>	<b>Biology &amp; Microbiology (SBIOM)</b>
<b>UNIVERSITY DIVISION:</b>	<b>Agriculture &amp; Biological Sciences (SAGBS)</b>

#### University Approval

*To the Board of Regents and the Executive Director: I certify that I have read this proposal, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.*

\_\_\_\_\_  
President of the University

1/8/2018

\_\_\_\_\_  
Date

#### 1. Program Degree Level:

Associate ☐ Bachelor's ☒ Master's ☐ Doctoral ☐

#### 2. Category:<sup>1</sup>

Certificate ☐ Specialization ☐ Minor ☐ Major ☒

#### 3. The program action proposed is:<sup>2</sup>

Inactive Status ☐ Termination ☒

#### 6. TERMINATION WITHOUT ENROLLED STUDENTS

##### a. Provide a justification for terminating the program:

As part of the BOR Program Productivity Review process, the ecology and environmental science offerings were streamlined in fall 2010. The B.S. in Environmental Management [S.BSBIO.ENVMT] changed program names to Ecology and Environmental Science. The program code for the Environmental Management – Articulation Agreement with LATI [S.BS.ENVM-AL] is no longer needed.

<sup>1</sup> Note: Certificates, specializations, and minors may only be terminated and not placed on inactive status due to limitations in Colleague.

<sup>2</sup> Note: An inactive program is a program a university has authority to offer, but the program is not admitting new students and has not formally terminated. A presumption exists that inactive status is a temporary status; universities review inactive programs periodically to determine the feasibility of reactivating or terminating the program. Programs can remain inactive for five (5) consecutive years at which time a university must terminate the program. A terminated program is a program for which a university ceases to have authority to offer. Reinstatement of a terminated program requires university and BOR approval through the prescribed new program approval processes.

- b. What is the proposed date (day/month/year) for the program to terminate (program status in the database changes to *Deleted*)?**

May 5, 2018

- c. What are the potential cost savings of terminating the program and what are the planned uses of the savings?**

None

- d. What are the resulting employee terminations and other possible implications including impact on other programs?**

None



## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

### Program Termination or Placement on Inactive Status

<b>UNIVERSITY:</b>	<b>SDSU</b>
<b>DEGREE(S) AND PROGRAM:</b>	<b>Human Sciences (M.S.) - Adult Development in the Workplace Specialization [S.MS.HUSC-ADVW]</b>
<b>CIP CODE:</b>	<b>19.0401</b>
<b>UNIVERSITY DEPARTMENT:</b>	<b>Counseling &amp; Human Development</b>
<b>UNIVERSITY DIVISION:</b>	<b>Education &amp; Human Sciences</b>

#### University Approval

*To the Board of Regents and the Executive Director: I certify that I have read this proposal, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.*

*Barry H. Dunn*

\_\_\_\_\_  
President of the University

\_\_\_\_\_  
2/8/2018

\_\_\_\_\_  
Date

#### 1. Program Degree Level :

Associate ☐ Bachelor's ☐ Master's ☒ Doctoral ☐

#### 2. Category:<sup>1</sup>

Certificate ☐ Specialization ☒ Minor ☐ Major ☐

#### 3. The program action proposed is:<sup>2</sup>

Inactive Status ☐ Termination ☒

#### 6. TERMINATION WITHOUT ENROLLED STUDENTS

##### a. Provide a justification for terminating the program:

Two years ago the Department of Psychology started an Industrial/Organizational Psychology master's degree. Because of this and the low enrollment of the specialization (4 students graduating since the Spring of 2015), the Adult Development in the Workplace Specialization [S.MS.HUSC-ADVW] is proposed for termination. This proposal's submission is contingent upon the approval of the Developmental Sciences Specialization for the M.S. in Human Sciences.

##### b. What is the proposed date (day/month/year) for the program to terminate (program status in the database changes to *Deleted*)?

<sup>1</sup> Note: Certificates, specializations, and minors may only be terminated and not placed on inactive status due to limitations in Colleague.

<sup>2</sup> Note: An inactive program is a program a university has authority to offer, but the program is not admitting new students and has not formally terminated. A presumption exists that inactive status is a temporary status; universities review inactive programs periodically to determine the feasibility of reactivating or terminating the program. Programs can remain inactive for five (5) consecutive years at which time a university must terminate the program. A terminated program is a program for which a university ceases to have authority to offer. Reinstatement of a terminated program requires university and BOR approval through the prescribed new program approval processes.

May 4, 2018

- c. What are the potential cost savings of terminating the program and what are the planned uses of the savings?**

No cost savings anticipated.

- d. What are the resulting employee terminations and other possible implications including impact on other programs?**

None.





## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

### Program Termination or Placement on Inactive Status

<b>UNIVERSITY:</b>	<b>SDSU</b>
<b>DEGREE(S) AND PROGRAM:</b>	<b>Theatre Arts Administration Certificate [S.CERTU.TADM]</b>
<b>CIP CODE:</b>	<b>50.0599</b>
<b>UNIVERSITY DEPARTMENT:</b>	<b>School of Performing Arts (SPART)</b>
<b>UNIVERSITY DIVISION:</b>	<b>Arts and Sciences (SA&amp;S)</b>

#### University Approval

*To the Board of Regents and the Executive Director: I certify that I have read this proposal, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.*

\_\_\_\_\_  
President of the University

2/8/2018

\_\_\_\_\_  
Date

#### 1. Program Degree Level:

Associate ☐ Bachelor's ☒ Master's ☐ Doctoral ☐

#### 2. Category:<sup>1</sup>

Certificate ☒ Specialization ☐ Minor ☐ Major ☐

#### 3. The program action proposed is:<sup>2</sup>

Inactive Status ☐ Termination ☒

#### 4. TERMINATION WITH ENROLLED STUDENTS

##### A. Provide a justification for terminating the program:

SDSU has requested authorization to offer a minor in Performing Arts Administration. This addition will strengthen the ability of the School of Performing Arts to provide competitive job training options to students interested in careers in the performing arts. The termination of the Theatre Arts Administration certificate ensures no duplication of curriculum.

<sup>1</sup> Note: Certificates, specializations, and minors may only be terminated and not placed on inactive status due to limitations in Colleague.

<sup>2</sup> Note: An inactive program is a program a university has authority to offer, but the program is not admitting new students and has not formally terminated. A presumption exists that inactive status is a temporary status; universities review inactive programs periodically to determine the feasibility of reactivating or terminating the program. Programs can remain inactive for five (5) consecutive years at which time a university must terminate the program. A terminated program is a program for which a university ceases to have authority to offer. Reinstatement of a terminated program requires university and BOR approval through the prescribed new program approval processes.

This proposal's submission is contingent upon the approval of the minor in Performing Arts Administration.

**B. What is the plan for completion of the program by current students?**

Current students will be given the option to continue the certificate, although it is anticipated that many, if not all, who are currently pursuing the certificate will opt for the minor. As all courses in the certificate are required in other degree options, no courses will be eliminated.

**C. What is the proposed date (day/month/year) program termination status begins (program status in the database changes to *Phasing Out* and last date a student may enroll in or declare the program)?**

5/4/2018

**D. What is the last date (day/month/year) in which a student may enroll in the program (program status in the database changes to *Phase Out*)?**

5/4/2018

**E. What is the last term or date (day/month/year) by which a student can graduate from the program?**

5/7/2021

**F. What are the potential cost savings of terminating the program and what are the planned uses of the savings?**

No cost savings anticipated; all costs transfer to new program.

**G. What are the resulting employee terminations and other possible implications including impact on other programs?**

None.



**SOUTH DAKOTA BOARD OF REGENTS**  
**ACADEMIC AFFAIRS FORMS**  
**Program Termination or**  
**Placement on Inactive Status**

<b>UNIVERSITY:</b>	University of South Dakota
<b>DEGREE(S) AND PROGRAM:</b>	Human Computer Interaction Specialization [MS.CSCI-HCIN]
<b>CIP CODE:</b>	11.0101
<b>UNIVERSITY DEPARTMENT:</b>	Computer Science [UCSCI]
<b>UNIVERSITY DIVISION:</b>	College of Arts & Sciences [UAS]

**University Approval**

*To the Board of Regents and the Executive Director: I certify that I have read this proposal, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.*

*James N. Abbott*  
 \_\_\_\_\_  
 President of the University

3/21/2018

Date

**1. Program Degree Level:**

Associate ☐ Bachelor's ☐ Master's ☒ Doctoral ☐

**2. Category:<sup>1</sup>**

Certificate ☐ Specialization ☒ Minor ☐ Major ☐

**3. The program action proposed is:<sup>2</sup>**

Inactive Status ☐ Termination ☒

**6. TERMINATION WITHOUT ENROLLED STUDENTS**

**A. Provide a justification for terminating the program:**

The two faculty members who taught the three computer science core courses for this specialization have retired.

**B. What is the proposed date (day/month/year) for the program to terminate (program status in the database changes to *Deleted*)?**

08/21/2017. No students are in this specialization.

**C. What are the potential cost savings of terminating the program and what are the planned uses of the savings?**

Since our current faculty members are focusing on other areas of computer science, it is unrealistic to offer these specialized and unique courses on a regular basis under our current limited resources.

**D. What are the resulting employee terminations and other possible implications including impact on other programs?**

None.

<sup>1</sup> Note: Certificates, specializations, and minors may only be terminated and not placed on inactive status due to limitations in Colleague.

<sup>2</sup> Note: An inactive program is a program a university has authority to offer, but the program is not admitting new students and has not formally terminated. A presumption exists that inactive status is a temporary status; universities review inactive programs periodically to determine the feasibility of reactivating or terminating the program. Programs can remain inactive for five (5) consecutive years at which time a university must terminate the program. A terminated program is a program for which a university ceases to have authority to offer. Reinstatement of a terminated program requires university and BOR approval through the prescribed new program approval processes.



**SOUTH DAKOTA BOARD OF REGENTS**  
**ACADEMIC AFFAIRS FORMS**  
**Program Termination or**  
**Placement on Inactive Status**

<b>UNIVERSITY:</b>	<b>University of South Dakota</b>
<b>DEGREE(S) AND PROGRAM:</b>	<b>Theatre Education minor</b>
<b>CIP CODE:</b>	<b>13.1324</b>
<b>UNIVERSITY DEPARTMENT:</b>	<b>Theatre</b>
<b>UNIVERSITY DIVISION:</b>	<b>College of Fine Arts</b>

**University Approval**

*To the Board of Regents and the Executive Director: I certify that I have read this proposal, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.*

*James N. Abbott*

\_\_\_\_\_  
 President of the University

1/10/2018

\_\_\_\_\_  
 Date

**1. Program Degree Level:**

Associate ☐ Bachelor's ☐ Master's ☐ Doctoral ☐

**2. Category:<sup>1</sup>**

Certificate ☐ Specialization ☐ Minor ☒ Major ☐

**3. The program action proposed is:<sup>2</sup>**

Inactive Status ☐ Termination ☒  
*See question 4* *See questions 5 and 6*

**5. TERMINATION WITH ENROLLED STUDENTS**

- a. **Provide a justification for terminating the program:** This minor does not provide a student enough theatre education and training to know how to teach theatre in the public schools. It is not appropriate to allow a graduate of USD to teach theatre in the public schools when they should have a BFA in Theatre Education, which we do not offer, to be qualified.
- b. **What is the plan for completion of the program by current students?** Current students will be allowed to continue in the minor until they complete the program. New students will not be accepted.

<sup>1</sup> Note: Certificates, specializations, and minors may only be terminated and not placed on inactive status due to limitations in Colleague.

<sup>2</sup> Note: An inactive program is a program a university has authority to offer, but the program is not admitting new students and has not formally terminated. A presumption exists that inactive status is a temporary status; universities review inactive programs periodically to determine the feasibility of reactivating or terminating the program. Programs can remain inactive for five (5) consecutive years at which time a university must terminate the program. A terminated program is a program for which a university ceases to have authority to offer. Reinstatement of a terminated program requires university and BOR approval through the prescribed new program approval processes.

- c. **What is the proposed date (day/month/year) program termination status begins (program status in the database changes to *Phasing Out* and last date a student may enroll in or declare the program)?** January 8, 2018 last date a student may enroll and phase out
- d. **What is the last date (day/month/year) in which a student may enroll in the program (program status in the database changes to *Phase Out*)?** January 8, 2018
- e. **What is the last term or date (day/month/year) by which a student can graduate from the program?** May 2022
- f. **What are the potential cost savings of terminating the program and what are the planned uses of the savings?** There are no cost savings in terminating this minor.
- g. **What are the resulting employee terminations and other possible implications including impact on other programs?** There are no employee terminations or other implications in terminating this minor beyond maintaining a strong reputation of quality education by not offering a theatre education minor with minimal courses.



**SOUTH DAKOTA BOARD OF REGENTS**  
**ACADEMIC AFFAIRS FORMS**  
**Program Termination or**  
**Placement on Inactive Status**

<b>UNIVERSITY:</b>	University of South Dakota
<b>DEGREE(S) AND PROGRAM:</b>	Earth Sciences, B.S. [U.BS.ESCI]
<b>CIP CODE:</b>	40.0601
<b>UNIVERSITY DEPARTMENT:</b>	Sustainability and Environment (previously Physics/Earth Sciences)
<b>UNIVERSITY DIVISION:</b>	College of Arts & Sciences

**University Approval**

*To the Board of Regents and the Executive Director: I certify that I have read this proposal, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.*

*James N. Abbott*

President of the University

2/8/2018

Date

**1. Program Degree Level:**

Associate ☐ Bachelor's ☒ Master's ☐ Doctoral ☐

**2. Category:<sup>1</sup>**

Certificate ☐ Specialization ☐ Minor ☐ Major ☒

**3. The program action proposed is:<sup>2</sup>**

Inactive Status ☐ Termination ☒  
*See question 4* *See questions 5 and 6*

**5. TERMINATION WITH ENROLLED STUDENTS**

**a. Provide a justification for terminating the program:**

Insufficient number of students enrolled.

**b. What is the plan for completion of the program by current students?**

Final offerings of required courses will be taught for current majors by December 2018 (with the exception of Capstone ESCI 495, see below). The Earth Sciences electives necessary for current majors to complete their programs will continue to be offered because they serve the Sustainability major and other majors at USD. The 1-credit Capstone course will be offered on an as-needed basis for students in their final semesters prior to graduation with minimal workload implications.

**c. What is the proposed date (day/month/year) program termination status begins (program status in the database changes to *Phasing Out* and last date a student may enroll in or declare the program)?** 8/22/2017

**d. What is the last date (day/month/year) in which a student may enroll in the program (program status in the database changes to *Phase Out*)?** 8/22/2017

<sup>1</sup> Note: Certificates, specializations, and minors may only be terminated and not placed on inactive status due to limitations in Colleague.

<sup>2</sup> Note: An inactive program is a program a university has authority to offer, but the program is not admitting new students and has not formally terminated. A presumption exists that inactive status is a temporary status; universities review inactive programs periodically to determine the feasibility of reactivating or terminating the program. Programs can remain inactive for five (5) consecutive years at which time a university must terminate the program. A terminated program is a program for which a university ceases to have authority to offer. Reinstatement of a terminated program requires university and BOR approval through the prescribed new program approval processes.

- e. **What is the last term or date (day/month/year) by which a student can graduate from the program?** Spring 2021
- f. **What are the potential cost savings of terminating the program and what are the planned uses of the savings?**  
\$110,012.35 in savings due to unfilled vacancy, following faculty retirement in FY 2017. Savings applied to college budget deficit.
- g. **What are the resulting employee terminations and other possible implications including impact on other programs?**  
Restructuring of department as new Department of Sustainability and Environment resulted in one tenure line being eliminated through attrition and reallocation of some faculty resources to new programs in Sustainability.



# SOUTH DAKOTA BOARD OF REGENTS

## ACADEMIC AFFAIRS FORMS

### Program Termination or Placement on Inactive Status

<b>UNIVERSITY:</b>	<b>University of South Dakota</b>
<b>DEGREE(S) AND PROGRAM:</b>	<b>Earth Sciences, B.S. with Education specialization [U.BS.ESCI-EDUC]</b>
<b>CIP CODE:</b>	<b>40.0601</b>
<b>UNIVERSITY DEPARTMENT:</b>	<b>Sustainability and Environment (previously Physics/Earth Sciences)</b>
<b>UNIVERSITY DIVISION:</b>	<b>College of Arts &amp; Sciences</b>

#### University Approval

*To the Board of Regents and the Executive Director: I certify that I have read this proposal, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.*

*James M. Abbott*  
\_\_\_\_\_  
President of the University

2/8/2018

Date

#### 1. Program Degree Level:

Associate ☐ Bachelor's ☒ Master's ☐ Doctoral ☐

#### 2. Category:<sup>1</sup>

Certificate ☐ Specialization ☒ Minor ☐ Major ☒

#### 3. The program action proposed is:<sup>2</sup>

Inactive Status ☐ Termination ☒  
*See question 4* *See questions 5 and 6*

#### 5. TERMINATION WITH ENROLLED STUDENTS

##### a. Provide a justification for terminating the program:

Insufficient number of students enrolled with no current students enrolled. Current number of students enrolled is 1.

##### b. What is the plan for completion of the program by current students?

Final offerings of required courses will be taught for current majors by December 2018 (with the exception of Capstone ESCI 495, see below). The Earth Sciences electives necessary for current majors to complete their programs will continue to be offered because they serve the Sustainability major and other majors at USD. The 1-credit Capstone course will be offered on an as-needed basis for students in their final semesters prior to graduation with minimal workload implications.

##### c. What is the proposed date (day/month/year) program termination status begins (program status in the database changes to *Phasing Out* and last date a student may enroll in or declare the program)? 1/15/2018

<sup>1</sup> Note: Certificates, specializations, and minors may only be terminated and not placed on inactive status due to limitations in Colleague.

<sup>2</sup> Note: An inactive program is a program a university has authority to offer, but the program is not admitting new students and has not formally terminated. A presumption exists that inactive status is a temporary status; universities review inactive programs periodically to determine the feasibility of reactivating or terminating the program. Programs can remain inactive for five (5) consecutive years at which time a university must terminate the program. A terminated program is a program for which a university ceases to have authority to offer. Reinstatement of a terminated program requires university and BOR approval through the prescribed new program approval processes.



- d. **What is the last date (day/month/year) in which a student may enroll in the program (program status in the database changes to *Phase Out*)?** 1/15/2018
- e. **What is the last term or date (day/month/year) by which a student can graduate from the program?**  
Spring 2021
- f. **What are the potential cost savings of terminating the program and what are the planned uses of the savings?**  
\$110,012.35 in savings due to unfilled vacancy, following faculty retirement in FY 2017. Savings applied to college budget deficit.
- g. **What are the resulting employee terminations and other possible implications including impact on other programs?**  
Restructuring of department as new Department of Sustainability and Environment resulted in one tenure line being eliminated through attrition and reallocation of some faculty resources to new programs in Sustainability.



## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

### Program Termination or Placement on Inactive Status

Use this form to request termination or inactive status for an existing program (graduate program, undergraduate major or minor, certificate, or specialization). The Board of Regents, Executive Director, and/or their designees may request additional information about the proposal. After the university President approves the proposal, submit a signed copy to the Executive Director through the system Chief Academic Officer. Only post the form to the university website for review by other universities after approval by the Executive Director and Chief Academic Officer.

<b>UNIVERSITY:</b>	BHSU
<b>DEGREE(S) AND PROGRAM:</b>	<b>Bachelors in Business Education</b>
<b>CIP CODE:</b>	
<b>UNIVERSITY DEPARTMENT:</b>	<b>Business</b>
<b>UNIVERSITY DIVISION:</b>	<b>Business and Natural Sciences</b>

#### University Approval

*To the Board of Regents and the Executive Director: I certify that I have read this proposal, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.*

President of the University	2/14/2018 Date
-----------------------------	-------------------

#### 1. Program Degree Level (place an "X" in the appropriate box):

Associate   ☐      Bachelor's   ☒      Master's   ☐      Doctoral   ☐

#### 2. Category (place an "X" in the appropriate box):<sup>1</sup>

Certificate   ☐      Specialization   ☐      Minor   ☐      Major   ☒

#### 3. The program action proposed is (place an "X" in the appropriate box):<sup>2</sup>

Inactive Status   ☒      Termination   ☐  
*See question 4*                      *See questions 5 and 6*

<sup>1</sup> Note: Certificates, specializations, and minors may only be terminated and not placed on inactive status due to limitations in Colleague.

<sup>2</sup> Note: An inactive program is a program a university has authority to offer, but the program is not admitting new students and has not formally terminated. A presumption exists that inactive status is a temporary status; universities review inactive programs periodically to determine the feasibility of reactivating or terminating the program. Programs can remain inactive for five (5) consecutive years at which time a university must terminate the program. A terminated program is a program for which a university ceases to have authority to offer. Reinstatement of a terminated program requires university and BOR approval through the prescribed new program approval processes.

#### 4. INACTIVE STATUS

**A. Provide a justification for inactivating the program:**

Over the past 5 years only 3 students have graduated from the Business Education program. In many cases, students become aware of the pay differential existing between teaching business as a career and becoming prepared with an Accounting, Finance, Marketing, or Management degree. BHSU is requesting inactive status so the school of business may have the opportunity to redefine the degree within the next two years. Additionally, the long-time Business Education advisor left BHSU last summer leaving a gap in teaching coverage of the Business Education classes.

**B. If there are current students in the program, what are the implications of placing the program on inactive status?**

Currently, BHSU has 5 students enrolled in the program. These students may continue in the program to completion or may choose to change majors to seek a disciplinary business degree. If the school makes substantial changes to the curriculum, we would seek to bring the program off inactive status.

**C. What is the last date (day/month/year) by which a student can graduate in the program:**  
June 1, 2022

**D. What is the proposed date (day/month/year) inactive status takes effect (the proposed date for inactive status is also the last date a student may enroll in or declare the program)?**  
September 1, 2018

#### 5. TERMINATION WITH ENROLLED STUDENTS

**A. Provide a justification for terminating the program:**

**B. What is the plan for completion of the program by current students?**

**C. What is the proposed date (day/month/year) program termination status begins (program status in the database changes to *Phasing Out* and last date a student may enroll in or declare the program)?**

**D. What is the last date (day/month/year) in which a student may enroll in the program (program status in the database changes to *Phase Out*)?**

**E. What is the last term or date (day/month/year) by which a student can graduate from the program?**

- F. What are the potential cost savings of terminating the program and what are the planned uses of the savings?**
- G. What are the resulting employee terminations and other possible implications including impact on other programs?**

**6. TERMINATION WITHOUT ENROLLED STUDENTS**

- A. Provide a justification for terminating the program:**
- B. What is the proposed date (day/month/year) for the program to terminate (program status in the database changes to *Deleted*)?**
- C. What are the potential cost savings of terminating the program and what are the planned uses of the savings?**
- D. What are the resulting employee terminations and other possible implications including impact on other programs?**



## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

### Program Termination or Placement on Inactive Status

Use this form to request termination or inactive status for an existing program (graduate program, undergraduate major or minor, certificate, or specialization). The Board of Regents, Executive Director, and/or their designees may request additional information about the proposal. After the university President approves the proposal, submit a signed copy to the Executive Director through the system Chief Academic Officer. Only post the form to the university website for review by other universities after approval by the Executive Director and Chief Academic Officer.

<b>UNIVERSITY:</b>	BHSU
<b>DEGREE(S) AND PROGRAM:</b>	<b>Bachelors in Chemistry Education</b>
<b>CIP CODE:</b>	
<b>UNIVERSITY DEPARTMENT:</b>	<b>Natural Sciences</b>
<b>UNIVERSITY DIVISION:</b>	<b>Business and Natural Sciences</b>

#### University Approval

*To the Board of Regents and the Executive Director: I certify that I have read this proposal, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.*

President of the University	2/14/2018 Date
-----------------------------	-------------------

#### 1. Program Degree Level (place an "X" in the appropriate box):

Associate   ☐      Bachelor's   ☒      Master's   ☐      Doctoral   ☐

#### 2. Category (place an "X" in the appropriate box):<sup>1</sup>

Certificate   ☐      Specialization   ☐      Minor   ☐      Major   ☒

#### 3. The program action proposed is (place an "X" in the appropriate box):<sup>2</sup>

Inactive Status   ☒      Termination   ☐  
*See question 4*      *See questions 5 and 6*

<sup>1</sup> Note: Certificates, specializations, and minors may only be terminated and not placed on inactive status due to limitations in Colleague.

<sup>2</sup> Note: An inactive program is a program a university has authority to offer, but the program is not admitting new students and has not formally terminated. A presumption exists that inactive status is a temporary status; universities review inactive programs periodically to determine the feasibility of reactivating or terminating the program. Programs can remain inactive for five (5) consecutive years at which time a university must terminate the program. A terminated program is a program for which a university ceases to have authority to offer. Reinstatement of a terminated program requires university and BOR approval through the prescribed new program approval processes.

#### 4. INACTIVE STATUS

**A. Provide a justification for inactivating the program:**

Over the past 5 years only 2 students have graduated from the Chemistry Education program. In many cases, students become aware of the pay differential existing between teaching chemistry as a career and becoming prepared as a chemist. BHSU is requesting inactive status so the school of natural science may have the opportunity to redefine the degree within the next two years.

**B. If there are current students in the program, what are the implications of placing the program on inactive status?**

Currently, BHSU has no students enrolled in the program. If the school makes substantial changes to the curriculum, we would seek to bring the program off inactive status.

**C. What is the last date (day/month/year) by which a student can graduate in the program:**  
June 1, 2022

**D. What is the proposed date (day/month/year) inactive status takes effect (the proposed date for inactive status is also the last date a student may enroll in or declare the program)?**  
September 1, 20180

#### 5. TERMINATION WITH ENROLLED STUDENTS

**A. Provide a justification for terminating the program:**

**B. What is the plan for completion of the program by current students?**

**C. What is the proposed date (day/month/year) program termination status begins (program status in the database changes to *Phasing Out* and last date a student may enroll in or declare the program)?**

**D. What is the last date (day/month/year) in which a student may enroll in the program (program status in the database changes to *Phase Out*)?**

**E. What is the last term or date (day/month/year) by which a student can graduate from the program?**

**F. What are the potential cost savings of terminating the program and what are the planned uses of the savings?**

**G. What are the resulting employee terminations and other possible implications including impact on other programs?**

**6. TERMINATION WITHOUT ENROLLED STUDENTS**

**A. Provide a justification for terminating the program:**

**B. What is the proposed date (day/month/year) for the program to terminate (program status in the database changes to *Deleted*)?**

**C. What are the potential cost savings of terminating the program and what are the planned uses of the savings?**

**D. What are the resulting employee terminations and other possible implications including impact on other programs?**



## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

### Program Termination or Placement on Inactive Status

Use this form to request termination or inactive status for an existing program (graduate program, undergraduate major or minor, certificate, or specialization). The Board of Regents, Executive Director, and/or their designees may request additional information about the proposal. After the university President approves the proposal, submit a signed copy to the Executive Director through the system Chief Academic Officer. Only post the form to the university website for review by other universities after approval by the Executive Director and Chief Academic Officer.

<b>UNIVERSITY:</b>	BHSU
<b>DEGREE(S) AND PROGRAM:</b>	<b>Bachelors of Composite Communication/English</b>
<b>CIP CODE:</b>	
<b>UNIVERSITY DEPARTMENT:</b>	<b>Arts and Humanities</b>
<b>UNIVERSITY DIVISION:</b>	<b>Liberal Arts</b>

#### University Approval

*To the Board of Regents and the Executive Director: I certify that I have read this proposal, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.*

President of the University	2/14/2018 Date
-----------------------------	-------------------

#### 1. Program Degree Level (*place an "X" in the appropriate box*):

Associate   ☐      Bachelor's   ☒      Master's   ☐      Doctoral   ☐

#### 2. Category (*place an "X" in the appropriate box*):<sup>1</sup>

Certificate   ☐      Specialization   ☐      Minor   ☐      Major   ☒

#### 3. The program action proposed is (*place an "X" in the appropriate box*):<sup>2</sup>

Inactive Status   ☒      Termination   ☐

<sup>1</sup> Note: Certificates, specializations, and minors may only be terminated and not placed on inactive status due to limitations in Colleague.

<sup>2</sup> Note: An inactive program is a program a university has authority to offer, but the program is not admitting new students and has not formally terminated. A presumption exists that inactive status is a temporary status; universities review inactive programs periodically to determine the feasibility of reactivating or terminating the program. Programs can remain inactive for five (5) consecutive years at which time a university must terminate the program. A terminated program is a program for which a university ceases to have authority to offer. Reinstatement of a terminated program requires university and BOR approval through the prescribed new program approval processes.



*See question 4**See questions 5 and 6***4. INACTIVE STATUS****A. Provide a justification for inactivating the program:**

Over the last 5 years BHSU has graduated 9 students from this program. Several comparable degree programs exist at BHSU, many with the composite designation designed for teaching credentials as well as disciplinary degrees. Inactivating the program would allow the school of arts and humanities to study the feasibility of this program against the array of existing comparable programs.

**B. If there are current students in the program, what are the implications of placing the program on inactive status?**

Currently, BHSU has 3 students enrolled in the program. These students may continue in the program to completion or may choose to change majors to seek a disciplinary liberal arts degree or a comparable composite program. If the school makes substantial changes to the curriculum, we would seek to bring the program off inactive status.

**C. What is the last date (day/month/year) by which a student can graduate in the program:**

June 1, 2022

**D. What is the proposed date (day/month/year) inactive status takes effect (the proposed date for inactive status is also the last date a student may enroll in or declare the program)?**

September 1, 2018

**5. TERMINATION WITH ENROLLED STUDENTS****A. Provide a justification for terminating the program:****B. What is the plan for completion of the program by current students?****C. What is the proposed date (day/month/year) program termination status begins (program status in the database changes to *Phasing Out* and last date a student may enroll in or declare the program)?****D. What is the last date (day/month/year) in which a student may enroll in the program (program status in the database changes to *Phase Out*)?****E. What is the last term or date (day/month/year) by which a student can graduate from the program?**

- F. What are the potential cost savings of terminating the program and what are the planned uses of the savings?**
- G. What are the resulting employee terminations and other possible implications including impact on other programs?**

**6. TERMINATION WITHOUT ENROLLED STUDENTS**

- A. Provide a justification for terminating the program:**
- B. What is the proposed date (day/month/year) for the program to terminate (program status in the database changes to *Deleted*)?**
- C. What are the potential cost savings of terminating the program and what are the planned uses of the savings?**
- D. What are the resulting employee terminations and other possible implications including impact on other programs?**



## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

### Program Termination or Placement on Inactive Status

Use this form to request termination or inactive status for an existing program (graduate program, undergraduate major or minor, certificate, or specialization). The Board of Regents, Executive Director, and/or their designees may request additional information about the proposal. After the university President approves the proposal, submit a signed copy to the Executive Director through the system Chief Academic Officer. Only post the form to the university website for review by other universities after approval by the Executive Director and Chief Academic Officer.

<b>UNIVERSITY:</b>	BHSU
<b>DEGREE(S) AND PROGRAM:</b>	<b>Bachelor of Social Science</b>
<b>CIP CODE:</b>	
<b>UNIVERSITY DEPARTMENT:</b>	<b>Mathematics and Social Science</b>
<b>UNIVERSITY DIVISION:</b>	<b>Liberal Arts</b>

#### University Approval

*To the Board of Regents and the Executive Director: I certify that I have read this proposal, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.*

President of the University	2/14/2018 Date
-----------------------------	-------------------

#### 1. Program Degree Level (*place an "X" in the appropriate box*):

Associate ☐      Bachelor's ☒      Master's ☐      Doctoral ☐

#### 2. Category (*place an "X" in the appropriate box*):<sup>1</sup>

Certificate ☐      Specialization ☐      Minor ☐      Major ☒

#### 3. The program action proposed is (*place an "X" in the appropriate box*):<sup>2</sup>

Inactive Status ☒      Termination ☐  
*See question 4*      *See questions 5 and 6*

<sup>1</sup> Note: Certificates, specializations, and minors may only be terminated and not placed on inactive status due to limitations in Colleague.

<sup>2</sup> Note: An inactive program is a program a university has authority to offer, but the program is not admitting new students and has not formally terminated. A presumption exists that inactive status is a temporary status; universities review inactive programs periodically to determine the feasibility of reactivating or terminating the program. Programs can remain inactive for five (5) consecutive years at which time a university must terminate the program. A terminated program is a program for which a university ceases to have authority to offer. Reinstatement of a terminated program requires university and BOR approval through the prescribed new program approval processes.

#### 4. INACTIVE STATUS

**A. Provide a justification for inactivating the program:**

Over the past 5 years 15 students have graduated from the Social Science program. BHSU also offers a Composite Social Science degree as well as disciplinary degrees in History and Political Science. BHSU is requesting inactive status so the school of mathematics and social science may have the opportunity to redefine the degree within the next two years.

**B. If there are current students in the program, what are the implications of placing the program on inactive status?**

Currently, BHSU has only 1 student enrolled in the program. This student may continue in the program to completion or may choose to change majors to seek a disciplinary social science degree. If the school makes substantial changes to the curriculum, we would seek to bring the program off inactive status.

**C. What is the last date (day/month/year) by which a student can graduate in the program:**  
June 2022, 2018

**D. What is the proposed date (day/month/year) inactive status takes effect (the proposed date for inactive status is also the last date a student may enroll in or declare the program)?**  
September 1, 2018

#### 5. TERMINATION WITH ENROLLED STUDENTS

**A. Provide a justification for terminating the program:**

**B. What is the plan for completion of the program by current students?**

**C. What is the proposed date (day/month/year) program termination status begins (program status in the database changes to *Phasing Out* and last date a student may enroll in or declare the program)?**

**D. What is the last date (day/month/year) in which a student may enroll in the program (program status in the database changes to *Phase Out*)?**

**E. What is the last term or date (day/month/year) by which a student can graduate from the program?**

**F. What are the potential cost savings of terminating the program and what are the planned uses of the savings?**

**G. What are the resulting employee terminations and other possible implications including impact on other programs?**

**6. TERMINATION WITHOUT ENROLLED STUDENTS**

**A. Provide a justification for terminating the program:**

**B. What is the proposed date (day/month/year) for the program to terminate (program status in the database changes to *Deleted*)?**

**C. What are the potential cost savings of terminating the program and what are the planned uses of the savings?**

**D. What are the resulting employee terminations and other possible implications including impact on other programs?**



## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

### Program Termination or Placement on Inactive Status

Use this form to request termination or inactive status for an existing program (graduate program, undergraduate major or minor, certificate, or specialization). The Board of Regents, Executive Director, and/or their designees may request additional information about the proposal. After the university President approves the proposal, submit a signed copy to the Executive Director through the system Chief Academic Officer. Only post the form to the university website for review by other universities after approval by the Executive Director and Chief Academic Officer.

<b>UNIVERSITY:</b>	BHSU
<b>DEGREE(S) AND PROGRAM:</b>	<b>Bachelor of Composite Speech/Communication</b>
<b>CIP CODE:</b>	
<b>UNIVERSITY DEPARTMENT:</b>	<b>Arts and Humanities</b>
<b>UNIVERSITY DIVISION:</b>	<b>Liberal Arts</b>

#### University Approval

*To the Board of Regents and the Executive Director: I certify that I have read this proposal, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.*

_____ President of the University	Click here to enter a date. _____ Date
--------------------------------------	--

#### 1. Program Degree Level (*place an "X" in the appropriate box*):

Associate   ☐      Bachelor's   ☒      Master's   ☐      Doctoral   ☐

#### 2. Category (*place an "X" in the appropriate box*):<sup>1</sup>

Certificate   ☐      Specialization   ☐      Minor   ☐      Major   ☒

#### 3. The program action proposed is (*place an "X" in the appropriate box*):<sup>2</sup>

Inactive Status   ☐      Termination   ☒

<sup>1</sup> Note: Certificates, specializations, and minors may only be terminated and not placed on inactive status due to limitations in Colleague.

<sup>2</sup> Note: An inactive program is a program a university has authority to offer, but the program is not admitting new students and has not formally terminated. A presumption exists that inactive status is a temporary status; universities review inactive programs periodically to determine the feasibility of reactivating or terminating the program. Programs can remain inactive for five (5) consecutive years at which time a university must terminate the program. A terminated program is a program for which a university ceases to have authority to offer. Reinstatement of a terminated program requires university and BOR approval through the prescribed new program approval processes.

*See question 4*

*See questions 5 and 6*

#### **4. INACTIVE STATUS**

- A. Provide a justification for inactivating the program:**
  
- B. If there are current students in the program, what are the implications of placing the program on inactive status?**
  
- C. What is the last date (day/month/year) by which a student can graduate in the program:**
  
- D. What is the proposed date (day/month/year) inactive status takes effect (the proposed date for inactive status is also the last date a student may enroll in or declare the program)?**

#### **5. TERMINATION WITH ENROLLED STUDENTS**

- A. Provide a justification for terminating the program:**
  
- B. What is the plan for completion of the program by current students?**
  
- C. What is the proposed date (day/month/year) program termination status begins (program status in the database changes to *Phasing Out* and last date a student may enroll in or declare the program)?**
  
- D. What is the last date (day/month/year) in which a student may enroll in the program (program status in the database changes to *Phase Out*)?**
  
- E. What is the last term or date (day/month/year) by which a student can graduate from the program?**
  
- F. What are the potential cost savings of terminating the program and what are the planned uses of the savings?**
  
- G. What are the resulting employee terminations and other possible implications including impact on other programs?**

**6. TERMINATION WITHOUT ENROLLED STUDENTS****A. Provide a justification for terminating the program:**

The Composite Speech/Communication program was recommended for termination in 2016. Over the last 5 years no students have graduated or enrolled in the program.

**B. What is the proposed date (day/month/year) for the program to terminate (program status in the database changes to *Deleted*)?**

April 1, 2018

**C. What are the potential cost savings of terminating the program and what are the planned uses of the savings?**

There are no expected cost savings associated with termination of this program mainly because there are no courses that will be eliminated. Every course under this major are shared courses between other communication or education majors.

**D. What are the resulting employee terminations and other possible implications including impact on other programs?**

Since there are no students enrolled in the program there will be no impact to other majors.



**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**  
**Consent**

**AGENDA ITEM: 4 – J**  
**March 27-29, 2018**

\*\*\*\*\*

**SUBJECT**

**Terminal Degrees Table Revisions – SDSU**

**CONTROLLING STATUTE, RULE, OR POLICY**

[AAC Guideline 6.1](#) – Terminal Degree Table Modifications

[AAC Guideline 6.2](#) – Terminal Degrees Table

**BACKGROUND / DISCUSSION**

South Dakota State University requests to make the following revisions to the Terminal Degrees Table (also noted in **Yellow** within Attachment I):

- Electronics Technology Discipline  
*Revision:* Change the discipline title to Electronics Engineering Technology
- Construction Management, Operations Management, and Electronics Engineering Technology Disciplines  
*Revision:* Addition of DT and DIT to each discipline

**IMPACT AND RECOMMENDATIONS**

With these changes, SDSU feels the terminal degree table would be more aligned with future faculty appointments.

Board staff recommend approval.

**ATTACHMENTS**

Attachment I – Proposed Revisions to the Terminal Degrees Table

\*\*\*\*\*

**DRAFT MOTION 20180327\_4-J:**

I move to approve the revisions to the Terminal Degrees Table as provided in Attachment I.

TERMINAL DEGREES						
Discipline	BHSU	DSU	NSU	SDSM&T	SDSU*	USD
Accounting	Ph.D, DBA	Ph.D, DBA, JD with CPA	Ph.D, DBA, Ed.D. with CPA, JD with CPA		Ph.D, DBA	Ph.D., DBA
Aerospace Studies					USAF Determines	
Agricultural Business					Ph.D	
Agricultural Finance					Ph.D	
Agricultural Economics					Ph.D	
Agricultural Education					Ph.D, Ed.D	
Agriculture & Biosystems Engineering					Ph.D	
Agricultural Journalism					Ph.D or Ed.D	
Agricultural Marketing					Ph.D	
Agricultural Systems Technology					Ph.D	
Agronomy					Ph.D	
Addiction Studies						Ed.D. or Ph.D. with licensure and clinical practice in addition or prevention
American Indian / Native Studies					Ph.D	Ph.D
Anatomy					Ph.D	Ph.D, MD, DO
Animal Science					Ph.D, DVM	
Anthropology					Ph.D	Ph.D
Apparel Merchandising					Ph.D, MFA	
Architecture					M.Arch, D.Arch, MS in Arch Design (coupled with B.Arch), Doctor of Design (coupled with a B.Arch or M.Arch)	
Art	Ph.D, Ed.D, MFA	Ph.D, D.A., MFA	Ph.D, MFA	Ph.D, MFA	DA, Ph.D, MFA	MFA, Ph.D
Arts Education		Ph.D, DA, MFA, Ed.D			DA, Ph.D, MFA	MFA, Ph.D, Ed.D
Athletic Training					Ph.D; Ed.D	MA/MS + certification by the Nat'l Athletic Training Assn
Atmospheric, Environmental & Water Resources				Ph.D	Ph.D	
Aviation Education					Ph.D, Ed.D, DM	
Biochemistry				Ph.D	Ph.D	Ph.D, MD, DO
Biology	Ph.D, DA	Ph.D, Ed.D	Ph.D, Ed.D	Ph.D	Ph.D	Ph.D
Biological Engineering				Ph.D		
Biological Sciences		Ph.D, Ed.D			Ph.D	Ph.D

Discipline	BHSU	DSU	NSU	SDSM&T	SDSU*	USD
Biomedical Engineering				Ph.D		Ph.D
Botany		Ph.D, Ed.D			Ph.D	
Business Administration (Management)	Ph.D, DBA, JD*	Ph.D, JD, DBA	Ph.D, DBA, Ed.D, JD		Ph.D, JD, DBA	Ph.D, DBA/JD
Business Education	Ph.D, Ed.D., DBA	Ph.D, JD, DBA, Ed.D	Ph.D, Ed.D		Ph.D, Ed.D, DBA	Ph.D, DBA, Ed.D
Chemistry	Ph.D	Ph.D, Ed.D	Ph.D, Ed.D	Ph.D	Ph.D	Ph.D
Chemical Engineering				Ph.D		
Civil Engineering				Ph.D	Ph.D	
Civil Engineering PhD						Ph.D, MD, DO
Communications/Mass-Journalism	Ph.D, Ed.D, MFA**	Ph.D, MFA, DA			Ph.D, Ed.D	JD, MFA, Ph.D, Ed.D
Communications/Theatre		Ph.D, MFA, DA			Ph.D, DA, MFA	
Communications Arts/Theatre		Ph.D, MFA, DA			Ph.D, MFA, DA	
Communications - English	Ph.D, Ed.D, DA	Ph.D, MFA, DA			Ph.D	
Communications - Speech	Ph.D, Ed.D	Ph.D, MFA, DA			Ph.D	Ph.D
Communication Disorders						Ph.D; AuD
Computer Applications	Ph.D, Ed.D, DBA	Ph.D, DBA, Ed.D			Ph.D	
Computer Engineering				Ph.D		
Computer Programming	Ph.D, Ed.D, DBA	Ph.D, DBA, Ed.D			Ph.D	
Computer Science/Information Systems		Ph.D	Ph.D, Ed.D	Ph.D	Ph.D	Ph.D
Construction Management					Ph.D, DM, Ed.D, DT, DIT	
Counseling & Human Resource Development					Ph.D, Ed.D	
Counseling & Psychology in Education						Ph.D, EdD
Construction Engineering & Management				Either a Ph.D. in Civil Engineering or related field; OR, a terminal degree such as a JD and significant experience in the area of civil engineering or construction engineering management		
Consumer Affairs					Ph.D, Ed.D	
Curriculum & Instruction	Ph.D, Ed.D		Ph.D, Ed.D		Ph.D, Ed.D	Ph.D, Ed.D
Dairy Manufacturing					Ph.D	
Dairy Production					Ph.D	

Discipline	BHSU	DSU	NSU	SDSM&T	SDSU*	USD
Dairy Science					Ph.D	
Dental Hygiene						MA/MS*, DDS
Dietetics					Ph.D	
Early Childhood Education	Ph.D, Ed.D		Ph.D, Ed.D		Ph.D, Ed.D	Ph.D, Ed.D
Earth Science					Ph.D	Ph.D
Economics	Ph.D, DA	Ph.D, DBA	Ph.D, Ed.D, DBA		Ph.D	Ph.D
Education		Ph.D, Ed.D	Ph.D, Ed.D		Ph.D, Ed.D	Ph.D, Ed.D
Education Administration					Ph.D, Ed.D	Ph.D, Ed.D
Electrical Engineering				Ph.D	Ph.D	
Electronics Engineering Technology					Ph.D, DM, Ed.D, DT, DIT	
Elementary Education	Ph.D, Ed.D	Ph.D, Ed.D	Ph.D, Ed.D			Ph.D, Ed.D
Engineering Management				Ph.D		
Engineering Physics					Ph.D	
English	Ph.D, DA, Ed.D****, MFA for composition and creative writing positions only	Ph.D, DA, MFA, Ed.D	Ph.D, Ed.D, DA	Ph.D	Ph.D, MFA for creative writing positions only	Ph.D, MFA for creative writing positions only
Environment Management					Ph.D	
Environmental Engineering				Ph.D		
Environmental Physical Science	Ph.D	Ph.D, Ed.D	Ph.D, Ed.D		Ph.D	
European Studies					Ph.D	
Family & Consumer Science Education					Ph.D, Ed.D	
Family Medicine						DO, MD, PhD
French Studies						Ph.D
General Agriculture					Ph.D	
Geography	Ph.D, DA	Ph.D, DA	Ph.D, Ed.D, DA	Ph.D	Ph.D	
Geographic Information Systems					Ph.D	
Geology				Ph.D		
Geological Engineering				Ph.D		
German					Ph.D	Ph.D
Gerontology					Ph.D	
Health Education					Ph.D, Ed.D, DPH	Ph.D, Ed.D

Discipline	BHSU	DSU	NSU	SDSM&T	SDSU*	USD
Health Information Management		MA or MBA or MS degree plus registered health information administrator or registered health information technician certification				
Health, Physical Education & Recreation		Ph.D, DA, Ed.D				Ph.D, Ed.D, Pe.D
Health Promotion						Ph.D, Ed.D
Exercise Science					Ph.D, Ed.D, DPH	
Health Science					Ph.D, DPH	Ph.D, Ed.D, or clinical doctorate
Health Services Administration	Ph.D, Ed.D, DHA					Ph.D Ed.D
History	Ph.D, DA	Ph.D, DA	Ph.D, Ed.D, DA	Ph.D	Ph.D	Ph.D
History & Criticism					Ph.D	Ph.D
Horticulture					Ph.D	
Hospitality Management					Ph.D, DM	
Human Development & Family Studies					Ph.D, Ed.D	
Human Resource Management	Ph.D, DBA					
Human Services	Ph.D, Ed.D, DA		Ph.D, Ed.D, DA			
Indian Studies	Ph.D, Ed.D, DA, JD*			Ph.D	Ph.D	Ph.D
Industrial Engineering						
Industrial Management/Technology		Ph.D, DBA				
Instrumental Music	Ph.D, Ed.D, DMA	Ph.D, MFA, DMA, DA	Ph.D, Ed.D, DMA, DA		Ph.D, DMA, MFA	MFA, DMA
Interior Design					Ph.D, MFA, M. Arch., D. Arch., MS in Arch (coupled with an ID undergraduate degree), and Doctor of Design (coupled with an ID undergraduate degree	
Internal Medicine						DO, MD
International Studies						Ph.D
Journalism		Ph.D, MFA, DA			Ph.D, Ed.D	MFA, Ph.D, JD, Ed.D
Kinesiology and Sport Science						Ph.D, EdD
Lab Animal Services					DVM	DVM,
Landscape Design					PH.D or MLA	
Law						JD*

Discipline	BHSU	DSU	NSU	SDSM&T	SDSU*	USD
Law Library Director						MLS and JD
Library					Ph.D or MLS + 2nd Masters; MLS or MLIS for Assistant Librarian rank; MLS or MLIS + Ph.D or 2 <sup>nd</sup> Masters for Associate Librarian and Librarian ranks	MLIS, MLS*
Library Media (Teaching)	Ph.D, Ed.D, MLS		Ph.D, Ed.D, MLS			Ph.D, Ed.D
Library Media (Non-Teaching)	Ph.D, Ed.D, MLS	Ph.D, Ed.D, MLS	Ph.D, Ed.D, MLS			
Library Science		MLS from an ALA accredited program		Ph.D, MLS		
Marketing	Ph.D, DBA	Ph.D, DBA	Ph.D, DBA		Ph.D, DBA	
Mass Communication					Ph.D, Ed.D	MFA, Ph.D, JD, Ed.D
Materials Engineering & Science					Ph.D	
Mathematics	Ph.D, DA	Ph.D	Ph.D, Ed.D, DA	Ph.D, DA	Ph.D	Ph.D
Mechanical Engineering				Ph.D	Ph.D	
Medical Library						MLS*
Medical Laboratory Science					Ph.D, DCLS, Ed.D in conjunction with MLS (ASCP)	MA/MS*
Metallurgical Engineering				Ph.D		
Microbiology					Ph.D	Ph.D, MD, DO
Middle School	Ph.D, Ed.D	Ph.D, Ed.D			Ph.D, Ed.D	Ph.D, Ed.D
Military Science					Determined by US Army	Determined by U.S. Army
Mining Engineering				Ph.D		
Modern Languages					Ph.D	Ph.D
Music		Ph.D, DA, MFA, DMA	Ph.D, DA, DMA	Ph.D, DMA	Ph.D, DMA, MFA, DA	DMA, PhD, D.A.
Music Education		Ph.D, DA, MFA, DMA, Ed.D			Ph.D, DMA, MFA, DA	Ph.D, Ed.D
Music Merchandising					Ph.D, DMA, MFA, DA	
Music (Non-Teaching)	PH.D, Ed.D, DMA		Ph.D, DA, DMA		Ph.D, DMA, MFA, DA	DMA, Ph.D, D.A.
Music Studio/Applied					Ph.D, DMA, MFA, DA	DMA, Ph.D, D.A.
Nanoscience & Nanoengineering				Ph.D		
Nursing					Ph.D, Doc N Science, Ed.D, DNP	Ph.D (nursing or related field), DNS, Ed.D, and D.N.P.
Nursing Practice					DNP	
Nutrition & Food Science					Ph.D	

Discipline	BHSU	DSU	NSU	SDSM&T	SDSU*	USD
Occupational Therapy						Ph.D, DiOT, OTD, EdD, DSc*
Office Administration	Ph.D, Ed.D, DBA	Ph.D, Ed.D, DBA	Ph.D, Ed.D, DBA			
Operations Management					Ph.D, DM, Ed.D, DT, DIT	
Ornithology						Ph.D
Outdoor Education	Ph.D, Ed.D					
Pest Management					Ph.D	
Pharmaceutical Sciences					Ph.D, Pharm.D	
Pharmacy					Ph.D, Pharm.D	
Philosophy					Ph.D	Ph.D
Physical Education	Ph.D, Ed.D	Ph.D, Ed.D	Ph.D, Ed.D		Ph.D, Ed.D	Ph.D, Ed.D
Physical Therapy						DPT, PhD, EdD, or DSc—all plus licensure to practice
Physician Assistant Studies						MA/MS*
Physiology/Pharmacology					Ph.D	Ph.D, MD, DO
Physics	Ph.D	Ph.D, Ed.D	Ph.D, Ed.D	Ph.D	Ph.D	Ph.D
Plant Production					Ph.D	
Political Science	Ph.D, DA,	Ph.D, DA	Ph.D, Ed.D, DA, JD		Ph.D, JD	Ph.D, DPA
Political Science/Criminal Justice					Ph.D, JD	Ph.D, DPA, JD
Psychiatry						Ph.D, MD, DO
Psychology	Ph.D, Ed.D	Ph.D, Ed.D	Ph.D, Ed.D	Ph.D	Ph.D	Ph.D
Public Administration					Ph.D, DPA	Ph.D, DPA
Public Health					M.P.H., D.P.H., Ph.D, or clinical doctorate	M.P.H., D.P.H., Ph.D, Ed.D, or clinical doctorate
Public Relations					Ph.D, Ed.D	
Range Science					Ph.D	
Religious Studies					Ph.D, Div.	
Respiratory Care		MS + RRT or MA + RRT				
Rural Sociology					Ph.D	
Science / Physical	Ph.D	Ph.D, Ed.D			Ph.D	
Scientific Forensic Technology		JD, PhD in Chemistry, PhD in Physics, PhD in Math				
Social Science	Ph.D, DA		Ph.D, Ed.D, DA		Ph.D	
Social Work					Ph.D, DSW	MSW*, Ph.D., DSW, Ed.D.
Sociology	Ph.D, DA	Ph.D, DA	Ph.D, Ed.D, DA, JD	Ph.D	Ph.D	Ph.D

Discipline	BHSU	DSU	NSU	SDSM&T	SDSU*	USD
SD University Affiliated Program						MSW, Ph.D, Ed.D, MD, DO
Spanish	Ph.D		Ph.D, Ed.D		Ph.D	Ph.D
Special Education	Ph.D, Ed.D	Ph.D, Ed.D	Ph.D, Ed.D			Ph.D, Ed.D
Speech	Ph.D, MFA***	Ph.D, DA, MFA	Ph.D, Ed.D, DA		Ph.D	Ph.D
Sport, Recreation, and Park Management					Ph.D, Ed.D	
Taxation						LLM or MT, Ph.D, DBA
Technology	Ph.D, Ed.D	Ph.D, Master's plus industry experience				
Theatre	Ph.D, DBA	Ph.D, DA, MFA	Ph.D, Ed.D, MFA, DA		Ph.D, DA, MFA	MFA, Ph.D, Ed.D
Tourism and Hospitality						
Visual Arts-Studio					Ph.D, DA, MFA	MFA
Vocal Music	Ph.D, Ed.D, D.M.A.		Ph.D, Ed.D, DMA		Ph.D, DMA, MFA	MFA, DMA
Wellness Management	Ph.D, Ed.D					Ph.D, Ed.D
Fitness-Wellness Management, Health, and Physical Education		Ph.D, DA, Ed.D			Ph.D, Ed.D, DPH	Ph.D, Ed.D, Pe.D
Wildlife Fisheries					Ph.D	
Veterinary Science					Ph.D, DVM	

#### Black Hills State University

\*In cases where the institution hires a J.D. for the specific purpose of using his/her legal expertise in law-related classes, that degree shall be considered terminal.

\*\* Graphics, Photography, or Multi-media Only

\*\*\* Theatre

\*\*\*\* Applies only to English Education

#### South Dakota School of Mines & Technology

We do not hire on a tenure track contract unless the person has an earned doctorate. Doctorates represented by our current faculty are:

Doctor of Philosophy (Ph.D)

Doctor of Arts (D.A.)

Doctor of Music Arts (D.M.A.)

Doctor of Education (Ed.D)

The degrees and discipline areas shown in the table are those of our current permanent faculty.

Part-Time faculty are hired in various disciplines within the liberal arts on an as needed basis.

Among our non-tenure track people in the areas of physical education, library, and art, we have considered the following to be terminal degrees for purposes of promotion:

Master of Arts (M.A.)

Master of Science (M.S.)

Master of Library Science (M.L.S.)

Master of Fine Arts (M.F.A.)



Discipline	BHSU	DSU	NSU	SDSM&T	SDSU*	USD
With the exception of our professional librarians, these positions are all ones with substantial soft money support.						
<b>South Dakota State University</b>						
Wherever a Ph.D is noted, other doctorates such as Ed.D, DTA, DA, Doc. Sci, etc. will be considered terminal degrees in place of the Ph.D in any area if appropriate to the assignment.						
Degrees regarded by South Dakota State University as terminal degrees for appointment, promotion, and tenure purposes are as follows:						
Master of Fine Arts (MFA)						
Master of Landscape Architecture (MLA)						
Master of Library Science (MLS) when combined with a second masters degree						
Master of Social Work (MSW) <i>(in the past; would be reevaluated with new appointments)</i>						
Director of Education (Ed.D)						
Doctor of Arts (DA)						
Doctor of Business Administration (DBA)						
Doctor of Dental Science (DDS)						
Doctor of Divinity (DD)						
Doctor of Engineering (D.Eng)						
Doctor of Industrial Technology (DIT)						
Doctor of Jurisprudence (JD)						
Doctor of Medicine (MD)						
Doctor of Music Arts (DMA)						
Doctor of Pharmacy (PharmD) <i>(if a first entry into practice degree, it would be necessary for individual to have experience and/or a residency or post doctoral experience to progress through the ranks)</i>						
Doctor of Philosophy (Ph.D)						
Doctor of Public Administration (DPA)						
Doctor of Public Health (DPH)						
Doctor of Science (D.Sci)						
Doctor of Teaching Arts (DAT or DTA)						
Doctor of Technology (DT)						
Doctor of Veterinary Medicine (DVM)						
In addition there are administratively approved explanations/justifications for:						
Journalism - a combination of degree plus work in the field is described relative to the various ranks						
Engineering Technology - a combination of degree plus industrial experience is described relative to the various ranks						
Both of these internally approved documents are justified with data about faculty in the profession and reference to accreditation criteria. In both areas the combination of academic degree and work experience is more relevant than looking solely at the doctorate as the terminal degree.						
<b>University of South Dakota</b>						

Discipline	BHSU	DSU	NSU	SDSM&T	SDSU*	USD
Dental Hygiene: MA or MS in an approved related area plus a baccalaureate degree in Dental Hygiene						
Law: Issued by a school accredited by the American Bar Association						
Law Library: MLS issued by a school accredited by the American Library Association and a JD issued by a school accredited by the American Bar Association						
Library: Issued by a school accredited by the American Library Association plus a second masters or a Specialist or a Doctorate in a disciplinary area						
Medical Library: With certification by the Medical Library Association plus a second masters in a discipline area						
Occupational Therapy: Plus licensure if the degree is in Occupational Therapy.						
Physical Therapy: Plus licensure if the degree is in Physical Therapy.						
Physician Assistant: Master's degree in any discipline						
Social Work: MSW required regardless of terminal degree						

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**  
**Consent**

**AGENDA ITEM: 4 – K**  
**DATE: March 27-29, 2018**

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**SUBJECT**

**SDSU Strategic Realignment Request**

**CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 2:14](#) – Campus Organization Structure

**BACKGROUND / DISCUSSION**

South Dakota State University requests to reorganize the academic colleges at South Dakota State University. This new college structure follows several campus conversations and stakeholder engagement during the recently concluded year-long strategic planning process, which culminated in the approval of South Dakota State University’s new strategic plan, *Imagine 2023: Aspire, Discover, Achieve*.

**IMPACT AND RECOMMENDATIONS**

These changes would be effective July 1, 2018. The total number of academic colleges and deans in this new structure would be the same as the academic college structure currently in place.

Board staff recommend approval.

**ATTACHMENTS**

Attachment I – SDSU Request to BOR: 2018 Strategic Re-Alignment  
Attachment II – Current Structure of SDSU Colleges  
Attachment III – Pending Structure of SDSU Colleges

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**DRAFT MOTION 20180327\_4-K:**

I move to approve SDSU’s request to reorganize the academic colleges at South Dakota State University.

February 6, 2018

Dr. Michael Rush, Executive Director  
South Dakota Board of Regents  
306 East Capitol Avenue, Suite 200  
Pierre, SD 57501

Dear Dr. Rush,

The purpose of this letter is to seek approval by the Board of Regents of a reorganization of academic colleges at South Dakota State University effective July 1, 2018. This new college structure follows several campus conversations and stakeholder engagement during the recently concluded year-long strategic planning process, which culminated in my approval of South Dakota State University's new strategic plan, *Imagine 2023: Aspire, Discover, Achieve*. Of note, the total number of academic colleges and deans in this new structure is the same as the academic college structure currently in place. Highlights of the college structure changes include:

- Creation of a College of Natural Sciences
  - Department of Biology/Microbiology (move from College of Agriculture and Biological Sciences)
  - Department of Chemistry/Biochemistry (move from College of Arts and Sciences)
  - Department of Physics (move from College of Arts and Sciences)
  - Department of Geography (move from College of Arts and Sciences)
- Elimination of University College
  - Move Exploratory Studies program to the Department of Counseling and Human Development within the College of Education and Human Sciences
  - Move first-year academic advisors to the Student Success Center
- Restructuring and renaming the College of Arts and Sciences to the College of Arts, Humanities, and Social Sciences
  - Move the Department of Chemistry/Biochemistry, the Department of Physics, and the Department of Geography into the new College of Natural Sciences
  - Administratively place the Department of Economics into the College
- Restructuring and renaming the College of Agriculture and Biological Sciences to the College of Agriculture, Food and Environmental Sciences.
  - Move the Department of Biology/Microbiology into the new College of Natural Sciences

As mentioned above, exploration of the merits of strategic realignment of academic units was an item that emerged during strategic planning conversations. Considering that, a task force was formed by Provost Dennis Hedge during September 2017 to study the issue. Jill Thorngren, Dean of the College of Education and Human Sciences chaired the task force. The entire task force membership was:

- Jill Thorngren, Dean, College of Education & Human Sciences – Chair
- Will Aylor, Assistant Vice President, Technology Transfer & Commercialization
- Christi Garst-Santos, Interim Department Head, Modern Languages & Global Studies
- Jose Gonzalez, Associate Professor of Agronomy, Horticulture, & Plant Science/President of Faculty Senate
- Nicole Lounsbery, Assistant Dean, Graduate School
- Jason McEntee, Interim Associate Dean, College of Arts & Sciences/Department Head, English
- Semhar Michael, Assistant Professor, Mathematics & Statistics
- Matt Miller, Associate Professor, Chemistry and Biochemistry
- Natalie Thiex, Assistant Professor, Biology & Microbiology

The task force was charged with submitting a report to Provost Hedge identifying the opportunities and challenges of college reorganization with particular attention to:

- Recruitment of new students
- Retention and graduation of current students
- Instructional collaborations and synergies
- New and emerging academic programs (undergraduate and graduate)
- Potential to facilitate research and foster new research opportunities
- Collaboration potential in outreach mission
- Increasing efficiency of operations
- Potential to facilitate long-term strategic growth
- Other areas that may arise as the task force conducts the evaluation

The resulting task force report, along with input from the SDSU Students' Association, and Provost Hedge's review, were the foundation of a recommendation to me to realign academic colleges at South Dakota State University as described in this request and presented in the attached documents. Evidence suggested opportunities to advance student recruitment, possibilities for greater academic collaboration and efficiency, potential to develop additional research collaborations, and enhanced fundraising capabilities through this strategic college realignment. The timing of making this change now is pragmatic due to leadership transitions at the Dean level in each of the affected colleges.

#### *Summary Rationale for the Changes:*

The strategic goals of *Imagine 2023: Aspire, Discover, Achieve*, are:

- Excellence through Transformative Education
- Cultivate and Strengthen Community Engagement
- Foster Innovation and Increase Research, Scholarship and Creative Activity
- Be a Growing, High-Performing and Healthy University

By strategically reorganizing our college/department structure, we will be better aligned to achieve success in each goal area. We especially believe this change will enhance student recruitment efforts by increasing the visibility of several majors at SDSU, as well as foster creative curriculum design. Innovative curriculum design will benefit student retention, enhance workforce development through interdisciplinary teamwork, and better prepare graduates as professional and global citizens.

*Financial Implications*

Financial side-by-sides were analyzed and it was determined there are no negative impacts to the university's overall finances. The University College Dean vacancy will be used to hire the Dean of the College of Natural Sciences.

If you have any questions, please contact Dr. Dennis Hedge, SDSU's Provost and Vice President for Academic Affairs.

Sincerely,

Barry H. Dunn, Ph.D.  
President

kh

cc: Dennis Hedge, Provost/Vice President for Academic Affairs  
Paul Turman, System Vice President for Academic Affairs

Enclosures

# Current Structure of SDSU Colleges



College of Agriculture & Biological Sciences	College of Arts & Sciences	College of Education & Human Sciences	Jerome J. Lohr College of Engineering	College of Nursing	College of Pharmacy & Allied Health Professions	University College	Van D. and Barbara B. Fishback Honors College
Agricultural & Biosystems Engineering	Architecture	Consumer Sciences	Civil & Environmental Engineering	Undergraduate Nursing	Pharmaceutical Sciences		
Agromony, Horticulture & Plant Science	Aerospace Studies and Military Sciences	Counseling & Human Development	Construction & Operations Management	Graduate Nursing	Pharmacy Practice		
Animal Science	Chemistry & Biochemistry	Health & Nutritional Sciences	Electrical Engineering & Computer Science				
Biology & Microbiology	Economics	Teaching, Learning, Leadership	Mathematics & Statistics				
Dairy & Food Science	English		Mechanical Engineering				
Economics	Geography						
Natural Resource Management	History, Political Science, Philosophy, Religion						
Veterinary & Biomedical Sciences	Modern Languages & Global Studies						
	Physics						
	Psychology						
	School of Communication & Journalism						
	School of Design						
	School of Performing Arts						
	Sociology & Rural Studies						

# Pending Structure of SDSU Colleges (July 1, 2018)



College of Agriculture, Food and Environmental Sciences	College of Arts, Humanities & Social Sciences	College of Education & Human Sciences	Jerome J. Lohr College of Engineering	College of Natural Sciences	College of Nursing	College of Pharmacy & Allied Health Professions	Van D. and Barbara B. Fishback Honors College
Agricultural & Biosystems Engineering	Architecture	Consumer Sciences	Civil & Environmental Engineering	Biology & Microbiology	Undergraduate Nursing	Pharmaceutical Sciences	
Agronomy, Horticulture & Plant Science	Aerospace Studies and Military Sciences	Counseling & Human Development	Construction & Operations Management	Chemistry & Biochemistry	Graduate Nursing	Pharmacy Practice	
Animal Science	Economics	Health & Nutritional Sciences	Electrical Engineering & Computer Science	Geography			
Dairy & Food Science	English	Teaching, Learning, Leadership	Mathematics & Statistics	Physics			
Natural Resource Management	History, Political Science, Philosophy, Religion		Mechanical Engineering				
Veterinary & Biomedical Sciences	Modern Languages & Global Studies						
	Psychology						
	School of Communication & Journalism						
	School of Design						
	School of Performing Arts						
	Sociology & Rural Studies						



**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**  
**Consent**

**AGENDA ITEM: 4 – L (1)**

**DATE: March 27-29, 2018**

\*\*\*\*\*

**SUBJECT**

**Naming Requests – NSU – Department Name Changes**

**CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 2:14](#) – Campus Organization Structure

**BACKGROUND / DISCUSSION**

Northern State University requests to make the following changes to existing department names:

- The History, Political Science, Sociology and Geography department will change to The Department of History and Social Sciences (Attachment I)
- The Biology, Chemistry & Physics, & Mathematics department will change to Science and Mathematics department (Attachment II)

**IMPACT AND RECOMMENDATIONS**

These changes would allow the departments to be more reflective of their current offerings.

Board staff recommend approval.

**ATTACHMENTS**

Attachment I – NSU Request to change the History, Political Science, Sociology and Geography department

Attachment II – NSU Request to change the Biology, Chemistry & Physics, & Mathematics department

\*\*\*\*\*

**DRAFT MOTION 20180327\_4-L(1):**

I move to approve NSU's requests to change the History, Political Science, Sociology and Geography department to the Department of History and Social Sciences; and change the Biology, Chemistry & Physics, & Mathematics department to the Science and Mathematics department.



February 1, 2018

Dear Provost Alan LaFave and Dean Joshua Hagen:

The Department of History, Sociology, Political Science & Geography voted on Wednesday, January 31, 2018 to enact the following changes to department name:

*History, Political Science, Sociology and Geography department will change to: The Department of History and Social Sciences.*

Thank you,

A handwritten signature in black ink, appearing to read 'Steven A. Usitalo'.

Steven A. Usitalo

Chair, Department of History, Sociology, Political Science & Geography



2-1-18

Dear Dr. Hagen:

Our department is implementing some curricular changes starting in the fall of 2018. For one thing, we are inactivating the Physics minor, as we do not have the staff or student interest to offer the necessary upper-level physics courses.

Thus, our current departmental name (Biology, Chemistry & Physics, & Mathematics) will not be reflective of what we will be offering. Faculty discussed this issue at a recent department meeting and held a vote, and the name we wish to use going forward is "Science and Mathematics". Biology and Chemistry really function as a single unit for the most part, so there is no need to list them separately.

If you have any questions related to this change, please let me know.

Sincerely,

Dr. Jodie Ramsay  
 Professor of Biology and Department Chair  
 Northern State University  
 605-626-3384  
 Jodie.Ramsay@northern.edu

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**  
**Consent**

**AGENDA ITEM: 4 – L (2)**

**DATE: March 27-29, 2018**

\*\*\*\*\*

**SUBJECT**

**Naming Request – BHSU – Life Sciences Laboratory**

**CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 1:27](#) – Naming of Institutional Facilities, Programmatic Units or Funded Academic Honors

**BACKGROUND / DISCUSSION**

Black Hills State University (BHSU) requests authorization to rename the Life Sciences Laboratory as the “Kathryn Johnson Life Sciences Laboratory.” Naming this facility after an outstanding alumna, scientist, and supporter of higher education will formally dedicate Dr. Johnson's impact to science and science education at BHSU and the State of South Dakota.

**IMPACT AND RECOMMENDATIONS**

Board staff recommend approval.

**ATTACHMENTS**

Attachment I – Naming Request Form: BHSU

Attachment II – Memorandum of Understanding: BHSU Foundation & Kathryn Johnson and Doyle Estes

\*\*\*\*\*

**DRAFT MOTION 20180327\_4-L(2):**

I move to approve the request by Black Hills State University to rename the Life Sciences Laboratory as the Kathryn Johnson Life Sciences Laboratory.



# South Dakota Board of Regents

## Naming Request Form

*Request for Naming of Campus Facilities,  
Programmatic Units, or Funded Academic Honors*

Please send this completed form to **BORSEC@sdbor.edu**.

**Date Request Submitted:** February 28, 2018

**Name of Institution:** Black Hills State University

**Current Name:** Life Sciences Laboratory

**Proposed Name:** Kathryn Johnson Life Sciences Laboratory

**Effective Date and Duration of Proposed Name:** March 28, 2018 (immediately upon Board approval) - life of building

**Location on Campus:** Life Sciences Laboratory - southeast corner of campus

**Purpose of Facility, Space, or Program to be Named:** science education and research

**If the naming request is the result of a gift, is the institution currently in possession of the gift?** : No, it's an estate gift.

**If the naming request is the result of a gift agreement that provides the donor the right to name the facility, when and how was the Board apprised of such an agreement in advance? (Please submit the gift agreement with this form.)**

**President Kay Schallenkamp 2013**

### **Rationale for Proposed Name (Include in the space below, or attach documentation):**

Dr. Kathryn Johnson is a graduate of Black Hills State University, earning her B.S. in Chemistry in 1975. She earned a Ph.D. from South Dakota School of Mines & Technology in 1986. While attending BHSU, Kathy majored in chemistry and math, working as a lab assistant in the chemistry labs. In 1990, Kathy successfully launched her own environmental consultancy business where she continues to serve as owner/principal after 28 years.

Kathy served on the South Dakota Board of Regents for 12 years from 2005 - 2017, including 2 years as President. She also served on a Congressional Commission on the Advancement of Women and Minorities in Science, Engineering & Technology in the 1990's.

Kathy and her husband Doyle Estes, attorney and real estate developer, pledged \$1 million to BHSU to create the Kathryn Johnson Science Scholarship which will support BHSU students majoring in the natural sciences or science education.

Naming this facility after an outstanding alumni, scientist, and supporter of higher education will formally dedicate Dr. Johnson's impact to science and science education at BHSU and the State of South Dakota.

**Authorization for Use of Name**

I, the undersigned, authorize the use of my name for the proposed naming request specified above.

DocuSigned by:

Kathryn Johnson  
Signature

3/15/2018 | 11:26:59 AM MDT

Date

Kathryn Johnson

Printed Name

**Campus Authorization of Naming Request**

I, the undersigned President/Superintendent, have a reasonable assurance that the proposed name will bring additional honor and distinction to the institution, the recognition implied by naming is appropriate for the behavior exhibited by the individual, family, or organization, and any philanthropic commitments connected with the naming can be realized. I certify that this naming request meets the criteria required by Board of Regents Policy 1:27, which key requirements are stated below:

1. When naming a facility or programmatic unit for a person, family, or organization where there is no gift, the proposed honoree shall have achieved distinction in one or more of the following ways:
  - a. Serving the university in an academic or administrative capacity with high distinction, or
  - b. By contributing in other exceptional ways to the welfare and reputation of the university, to education, or the community in general.

OR

2. When naming a facility or programmatic unit for a person, family, or organization where there is a gift to the institution, consideration has been given to the following factors:
  - a. The significance of the gift to the likely realization or success of a facility project or programmatic unit, based on the following guidelines:
    - i. A name proposed for a new facility or a facility to be renovated so as to recognize a gift to the institution may be considered when the gift represents a substantial component of the projects' total cost.
    - ii. A name proposed for an existing but presently untitled facility so as to recognize a gift to the institution may be considered when the gift represents a significant proportion of the value of the facility.
    - iii. A name may be proposed for a programmatic unit to recognize an endowed gift to the institution if the gift is similar to donations received for comparable naming at peer institutions, provided that any associated endowment will be sufficient to sustain the program or a substantial portion of it, since the naming shall be in effect for the life of the program.
    - iv. If a fund raising drive or a contractual agreement may involve naming that is subject to Board approval, the Board must be apprised of such initiatives in advance.
    - v. Before recommending a name in honor of an individual, corporate, or commercial entity, institutions must avoid any appearance of commercial influence or conflict of interest by taking additional due diligence. The naming for an individual associated with a corporation should be handled as any naming for an individual.
      - a. Corporate names may be used to designate individual rooms or suites of rooms, as well as endowed chairs and professorships. Plaques in public spaces within buildings may recognize the contributions of corporations. The size, design, and wording of plaques and other signs that acknowledge corporate generosity and express institutional appreciation should be modest in size and appropriate to the public university or school setting.
  - b. the urgency or need for the project or program, or continuing support for the program,
  - c. the standing of the individual, family, or entity in the community or profession,
  - d. the nature and duration of the relationship of the proposed honoree to the university.

DocuSigned by:

[Signature]  
President/Superintendent Signature

3/15/2018 | 8:55:27 AM MDT

Date

**MEMORANDUM OF UNDERSTANDING BETWEEN  
BLACK HILLS STATE UNIVERSITY FOUNDATION, SPEARFISH, SOUTH DAKOTA  
AND  
KATHRYN JOHNSON AND DOYLE ESTES**

This MEMORANDUM OF UNDERSTANDING EFFECTIVE AS OF June 19, 2014 is hereby made, and entered into by and between KATHRYN JOHNSON AND DOYLE ESTES hereinafter referred to as "Donors", and the Black Hills State University Foundation, Spearfish, South Dakota, hereinafter referred to as "Foundation".

**PURPOSE**

The purpose of this MOU is to establish the Kathryn Johnson and Doyle Estes endowment.

**AGREEMENT**

WHEREAS, Donors PLEDGE TO designate the Foundation as the recipient of part of their estate in the amount of \$ One Million Dollars ("Gift")

Donors wish to designate the distribution of this gift after the surviving spouse's death in accordance with the Policies and Procedures of the Foundation.

Black Hills State University agrees that the gift shall be used to name the Black Hills State University Life Sciences Laboratory building. The building shall be named the "KATHRYN JOHNSON Life Science Laboratory".

It is agreed the naming will not be announced until KATHRYN JOHNSON completes her service on the South Dakota Board of Regents as stipulated by Regents Policy 1:27 (Naming of Institutional Facilities).

This naming is contingent on approval by the SOUTH DAKOTA Board of Regents.

The Foundation represents that it will manage the gift to be made by the Donors subject to the Bylaws and Policies of the Foundation.

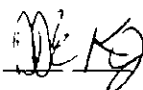
**DISTRIBUTION**

THEREFORE, the Foundation represents that it has received this Memorandum, and that it will make distributions as provided herein in accordance with the Donors' direction, which are stated as follows:

Donors stipulate that any gift or gifts to the Foundation by them pursuant to this agreement shall be segregated as a separate endowed account ("Endowed Account"), and such gift(s) shall be held and distributed in accordance with the provisions of this Memorandum.

The Foundation shall retain and invest the Endowed Account and shall distribute annually a sum equal to five percent (5%) of the fair market value of the Endowed Account.

*Black Hills State University Memorandum of Understanding*

Donor 

**SCHOLARSHIP**

The Black Hills State University Foundation will create THE KATHRYN JOHNSON SCIENCE SCHOLARSHIP that shall be awarded as follows:

- 1) The recipient(s) of the KATHRYN JOHNSON SCIENCE SCHOLARSHIP will be selected each year by Black Hills State University.
- 2) The recipient requirements are
  - a) Enrolled as a freshman, sophomore, junior, senior, or graduate student at Black Hills State University.
  - b) Majoring in the natural sciences or science education as follows:
    - i) Biology, Chemistry, Environmental Physical Science, Physics
    - ii) Or any above named Science Education major
    - iii) Or similarly named area of Science studies as designated by the Black Hills State University Curriculum.
  - c) Enroll in a minimum of 14 credit hours per semester
  - d) Maintain a GPA greater than 3.0 on a 4.0 scale
- 3) It is preferred the minimum amount awarded shall be 5% of tuition and fees.
- 4) The scholarships will be awarded in the fall and spring. Fifty percent of the scholarship funds will be distributed in the fall, and the remainder distributed in the spring.

**PUBLICATION**

Donors agree to be listed in the publications of the Black Hills State University Foundation including name information, photographs and other printed information. Publication will be after KATHRYN JOHNSON has completed her service for the South Dakota Board of Regents, and with donor approval. This is stipulated by Regents Policy 1:27 (Naming of Institutional Facilities), and requires Regent approval.

Any reference prior to KATHRYN JOHNSON completing her service with the South Dakota Board of Regents as well as approval from the South Dakota Board of regents shall be listed as Anonymous.

**ENDOWMENT**

All distributions made by the Foundation shall be given in the name of KATHRYN JOHNSON.

All transfers to the Foundation are irrevocable.

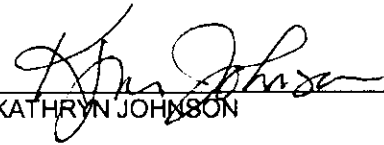
The Foundation, Donors and any other party that contribute assets to this endowed account intend that a transfer of assets to this Foundation qualify as a "component fund" under the Foundation and shall be construed as such. The Foundation at all times reserves the right to retroactively amend this instrument of transfer to achieve that result.




**ENTIRE AGREEMENT**

KATHRYN JOHNSON AND DOYLE ESTES recognize and acknowledge that this is a request to establish a Memorandum of Understanding, and that pursuant to the Bylaws of the Foundation, the Board of Directors may periodically evaluate these Funds, and if it determines that continued payments for the specified charitable purpose have become unnecessary, obsolete, incapable of fulfillment, impractical, or contrary to compliance requirements for the Foundation to retain its tax exempt status, the Board has the discretion to alter the distribution of the Funds. Kathryn Johnson and Doyle Estes acknowledge the authority of the Board of Directors to alter distribution, but request that to the maximum extent possible the purposes stated in this Memorandum be followed.

**DONORS**

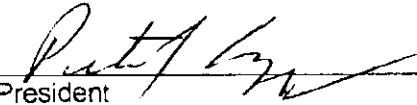
 6/19/2014  
KATHRYN JOHNSON Date

Witness to Kathryn Johnson signature Linda Morrison Linda Morrison 6-19-14  
Printed Name Signature and date


 6/19/2014  
DOYLE ESTES Date

Witness to Doyle Estes signature Linda Morrison Linda Morrison 6-19-2014  
Printed Name Signature and date

**BLACK HILLS STATE UNIVERSITY FOUNDATION**

 6-23-14  
President Date

**BLACK HILLS STATE UNIVERSITY**

<sup>68</sup>  
 6/20/14  
President Kay Schallenkamp Date

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**  
**Consent**

**AGENDA ITEM: 4 – L (3)**

**DATE: March 27-29, 2018**

\*\*\*\*\*

**SUBJECT**

**Naming Request – USD – Center for Business Analytics**

**CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 1:27](#) – Naming of Institutional Facilities, Programmatic Units or Funded Academic Honors

**BACKGROUND / DISCUSSION**

The University of South Dakota (USD) requests authorization to name the POET Center for Business Analytics.

The Center for Business Analytics (CBA) in the Beacom School of Business at USD will build on an emerging area of faculty expertise to serve as a catalyst for additional research, education, and outreach in the use of analytics for data-driven decision making.

POET is an innovative South Dakota company and a national leader in the biofuel industry. POET regularly recruits Beacom School of Business students and see the need to invest in increased academic study and research in the field of business analytics. POET has committed to provide funding support (\$180,000 total over a three-year timespan) to help launch the Center for Business Analytics.

**IMPACT AND RECOMMENDATIONS**

Board staff recommend approval.

**ATTACHMENTS**

Attachment I – Naming Request Form: USD

Attachment II – Gift Acceptance Form: POET & USD – Center for Business Analytics

\*\*\*\*\*

**DRAFT MOTION 20180327\_4-L(3):**

I move to approve the request by the University of South Dakota to name the Center as the POET Center for Business Analytics.



# South Dakota Board of Regents

## Naming Request Form

*Request for Naming of Campus Facilities,  
Programmatic Units, or Funded Academic Honors*

Please send this completed form to [BORSEC@sdbor.edu](mailto:BORSEC@sdbor.edu).

Date Request Submitted: February 26, 2018

Name of Institution: Univeristy of South Dakota

Current Name: N/A

Proposed Name: POET Center for Business Analytics

Effective Date and Duration of Proposed Name: December 2017; three year duration

Location on Campus: Beacom School of Business

Purpose of Facility, Space, or Program to be Named: The purpose of the POET Center for Business Analytics is to enhance study and academic engagement in the field of business analytics, support a professor of business analytics, and further development academic/business engagement in business analytics research.

If the naming request is the result of a gift, is the institution currently in possession of the gift? : Yes

If the naming request is the result of a gift agreement that provides the donor the right to name the facility, when and how was the Board apprised of such an agreement in advance? (Please submit the gift agreement with this form.)

N/A

### Rationale for Proposed Name (Include in the space below, or attach documentation):

The Center for Business Analytics (CBA) in the Beacom School of Business at USD will build on an emerging area of faculty expertise to serve as a catalyst for additional research, education, and outreach in the use of analytics for data-driven decision making. CBA will connect organizations with talented faculty and students to educate and exchange ideas and best practices on how to apply analytical methods for enhancing business and organizational performance. Excellence in business analytics is critical to remaining competitive in today's business climate and is essential to creating strong business strategy based on accurate understanding of data trends. Organizations and governments using business analytics effectively are enjoying increased profitability, faster decision-making and critical performance improvements.

CBA will have three areas of engagement: teaching, industry engagement, and research. CBA will advance the analytics capabilities of USD faculty and students through new program and curriculum development and real-world project-based learning. CBA will engage the business community through executive education, faculty & student consulting projects, and research symposiums. CBA will work with USD researchers to seek grants for novel research. CBA will provide resources for academic scholarship on critical analytics-related topics.

POET is an innovative South Dakota company and a national leader in the biofuel industry. POET regularly recruits Beacom School of Business students and see the need to invest in increased academic study and research in the field of business analytics. POET provided funding support for three years to help launch the Center for Business Analytics. The proposed Center name is POET Center for Business Analytics.



**Authorization for Use of Name**

I, the undersigned, authorize the use of my name for the proposed naming request specified above.

**Kyle Gilley**

Digitally signed by Kyle Gilley  
Date: 2018.03.21 09:07:15 -05'00'

**3-21-18***Signature**Date***Kyle Gilley***Printed Name***Campus Authorization of Naming Request**

I, the undersigned President/Superintendent, have a reasonable assurance that the proposed name will bring additional honor and distinction to the institution, the recognition implied by naming is appropriate for the behavior exhibited by the individual, family, or organization, and any philanthropic commitments connected with the naming can be realized. I certify that this naming request meets the criteria required by Board of Regents Policy 1:27, which key requirements are stated below:

1. When naming a facility or programmatic unit for a person, family, or organization where there is no gift, the proposed honoree shall have achieved distinction in one or more of the following ways:
  - a. Serving the university in an academic or administrative capacity with high distinction, or
  - b. By contributing in other exceptional ways to the welfare and reputation of the university, to education, or the community in general.

*OR*

2. When naming a facility or programmatic unit for a person, family, or organization where there is a gift to the institution, consideration has been given to the following factors:
  - a. The significance of the gift to the likely realization or success of a facility project or programmatic unit, based on the following guidelines:
    - i. A name proposed for a new facility or a facility to be renovated so as to recognize a gift to the institution may be considered when the gift represents a substantial component of the projects' total cost.
    - ii. A name proposed for an existing but presently untitled facility so as to recognize a gift to the institution may be considered when the gift represents a significant proportion of the value of the facility.
    - iii. A name may be proposed for a programmatic unit to recognize an endowed gift to the institution if the gift is similar to donations received for comparable naming at peer institutions, provided that any associated endowment will be sufficient to sustain the program or a substantial portion of it, since the naming shall be in effect for the life of the program.
    - iv. If a fund raising drive or a contractual agreement may involve naming that is subject to Board approval, the Board must be apprised of such initiatives in advance.
    - v. Before recommending a name in honor of an individual, corporate, or commercial entity, institutions must avoid any appearance of commercial influence or conflict of interest by taking additional due diligence. The naming for an individual associated with a corporation should be handled as any naming for an individual.
      - a. Corporate names may be used to designate individual rooms or suites of rooms, as well as endowed chairs and professorships. Plaques in public spaces within buildings may recognize the contributions of corporations. The size, design, and wording of plaques and other signs that acknowledge corporate generosity and express institutional appreciation should be modest in size and appropriate to the public university or school setting.
  - b. the urgency or need for the project or program, or continuing support for the program,
  - c. the standing of the individual, family, or entity in the community or profession,
  - d. the nature and duration of the relationship of the proposed honoree to the university.

**James W. Abbatt***President/Superintendent Signature***3.21.18***Date*



UNIVERSITY OF  
SOUTH DAKOTA  
FOUNDATION

7005597

## Gift Acceptance Form

Donor Name: POET

In support of the students, faculty, and future of the University of South Dakota I/we commit \$ 180,000

- ☐ **Endowment**—Use my gift to ensure perpetual support for the area designated.  
☐ **Current Fund**—Use my gift for the most pressing needs of the University in the area designated.

Area of Support: Beacom School of Business

Fund Name: Business Analytics Center of Excellence

If your gift or 5 year pledge commitment is \$25,000 or more, you may establish an individually named fund.

Special Criteria: \_\_\_\_\_

### Gift Payment

- ☐ One-time gift of \$ \_\_\_\_\_ made on or before \_\_\_\_\_
- ☒ This pledge will be paid over a period of Three years, starting on 2017, with installments to be paid as follows:
- |                        |                  |
|------------------------|------------------|
| Monthly: _____         | \$ _____         |
| Day of the Month _____ | Amount _____     |
| Quarterly: _____       | \$ _____         |
| Start Date _____       | Amount _____     |
| Annually: <u>June</u>  | \$ <u>60,000</u> |
| Date _____             | Amount _____     |
- ☐ Other Payment Plan: \_\_\_\_\_

### Additional Gift Information

- ☐ **JumpStart Gift**—I would like to jump-start the awarding of my endowed scholarship with a gift of \$ \_\_\_\_\_
- ☐ Every Year ☐ Until Fulfilled
- ☐ **Anonymous**—Please record my commitment to the University as anonymous
- ☐ **Matching Gift**—My gifts will be matched by \_\_\_\_\_
- in the amount of \$ \_\_\_\_\_ per gift payment
- ☐ Matching gift will be in addition to my pledge ☐ Matching gifts will be part of my pledge payments  
(I intend to pay the committed amount in full if my match does not)
- ☒ **Reminder**—Please remind me of an upcoming pledge installment
- ☐ By Mail ☒ By Email

### Signatures

Alyssa Broin

Donor Signature

Alyssa Broin

Donor Name

05/29/17

Date

Jeff Broin

Donor Signature

Jeff Broin

Donor Name

6/7/17

Date

Foundation Representative Signature

Foundation Representative Name

Date

## Thank You

When you provide a check as payment, you authorize The University of South Dakota Foundation either to use information from your check to make a one-time electronic fund transfer from your account or to process the payment as a check transaction. For inquiries please call 1-800-521-3575 or 605-677-6703.

**SOUTH DAKOTA BOARD OF REGENTS**

**Planning, Governance, and Resource Development**

**AGENDA ITEM: 5 – B**  
**DATE: March 27-29, 2018**

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**SUBJECT**

**BHSU Student Organization Awards**

**CONTROLLING STATUTE, RULE, OR POLICY**

None

**BACKGROUND / DISCUSSION**

At the March 2018 Board of Regents meeting, the Board is anticipated to approve the recommendations offered by each institution for the 2017 student organization awards winners. The winners of these awards are announced at Board meetings throughout 2018.

The BHSU Student Organization Awards will be presented at the March BOR meeting in Spearfish. Information about the BHSU student organization award winners can be found below:

**BHSU Award for Academic Excellence: KBHU-TV**

KBHU-TV provides opportunities for students to experience television broadcasting by servicing the campus with informational and entertaining programs. During the last academic year, KBHU-TV implemented bi-weekly news segments, which discussed current events on campus and in the community, and advertises for club and organization programs. This content is aired on both the TV station and YouTube. It also sponsored and live streamed the Student Senate Presidential Debate and Town Hall as well as produced commercials for clubs and organizations to help promote their events using mass media.

**BHSU Award for Community Service: University Honors Club**

The University Honors Club enhances the image of the Black Hills State University Honors Program, provides a basis for social activities, and represents the university and its honors program positively to prospective students, their families and the general public. Its goal is to get Honors students involved on campus and in the community. During the last academic year, the club participated in the following activities: welcome social for new members, Swarm Days float, Humane Society volunteering, student pantry and food drives, Geek Speaks – a lecture series on non-traditional topics, Furball fundraiser for the West River Spay Neuter Coalition, and the Thanks(for)giving blood drive.

(Continued)

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**INFORMATIONAL ITEM**

BHSU Award for Organizational Leadership: Environmental Sustainability Student Organization (ESSO)

The purpose of the Environmental Sustainability Student Organization (ESSO) is to protect and conserve while creating awareness to generate involvement surrounding environmental issues on campus and within the community. Through this mission, its members gain experience in volunteering and leadership through community engagement, education, and expansion of social networks. The group's significant events during the last academic year included the following: documentary/movie series Monday nights, conducted waste audit of residence halls to track waste stream data to use for BHSU zero waste goals, hiked to Lookout Mountain, produced biodiesel using used vegetable oil from Aviaands, traveled to Baltimore Maryland in 2016 and San Antonio Texas in 2017 to attend conferences for Sustainability in higher Education, and participated in the campus garden and lead garden workshops for students and the community

**IMPACT AND RECOMMENDATIONS**

The Board recognizes the important role that student organizations play in the regental system. Student organizations provide students the opportunity to connect with others who have similar interests as well as experience a sense of community, all of which increases the likelihood of successful college completion. They also provide students with opportunities for professional development by offering students practical opportunities to hone skills, including those in leadership and communication.

**ATTACHMENTS**

None

**SOUTH DAKOTA BOARD OF REGENTS**

**Planning, Governance, and Resource Development**

**AGENDA ITEM: 5 – E**  
**DATE: March 27-29, 2018**

\*\*\*\*\*

**SUBJECT**

**Report of the Executive Director**

**CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 1:5](#) – Executive Director

[BOR Policy 6:6](#) – Maintenance and Repair

**BACKGROUND / DISCUSSION**

Per BOR Policy, the Executive Director is granted authority to act on and/or authorize approval of various requests on behalf of the Board. In instances where these actions occur, the Executive Director shall provide to the Board a summary of these requests and approvals at each regularly scheduled Board meeting.

A portion of the interim actions of the Executive Director often include authorizing maintenance and repair projects submitted by the campuses whose costs range between \$50,000 and \$250,000 using institutional funds, donations, or funds not previously approved by the Board. Other finance-related action may also be the purchase of assets between \$250,000 and \$500,000 as well as any emergency approval of maintenance and repair projects.

**IMPACT AND RECOMMENDATION**

The list provided in Attachment I summarizes the interim actions taken by the Executive Director, or his designee.

**ATTACHMENTS**

Attachment I – Interim Actions of the Executive Director

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**INFORMATIONAL ITEM**



## INTERIM ACTIONS OF THE EXECUTIVE DIRECTOR

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### Maintenance and Repair Projects ((\$50,000 - \$250,000))

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#### Black Hills State University

**Little Jackets Learning Center – Fire Protection System:** Using \$56,150 of Little Jackets revenue, a complete fire sprinkler system will be installed. Equipment, installation and OSE and Architect/Engineer fees are included in this cost.

**Solar Carport – Faculty/Staff Parking Lot:** This project involves the installation of a one-row carport (no walls) in the faculty/staff parking lot with solar panels lining the top. The project will be bid per state of South Dakota procurement regulations. University overhead of \$125,000 will be used to fund this project.

#### South Dakota State University

**Agricultural Heritage Museum – Restroom Repairs:** This project is to remodel the existing restroom facilities in the Agricultural Heritage Museum to meet current ADA accessibility standards. The historic character of this facility, listed on the National Register of Historic Places, will not be compromised. Repairs are likely to include door modifications, fixture replacement, remounting of toilet accessories, partition modifications, door hardware replacement, and refinishing the restrooms. SDSU Facilities and Services staff will provide the design and construction services. Total cost of this project is \$65,750 to be funded with HEFF M&R.

**The Barn – 3-D Visual Arts –** At the December 2017 meeting, the Board approved \$360,000 of HEFF M&R funds to be used to renovate classroom laboratory space in the Barn into classroom laboratory space for the 3-D Visual Arts program. Approximately 7,000 to 8,000 gross square feet will be renovated to provide classroom laboratory space for the ceramics and sculpture programs that are being moved out of the North Headhouse. The move is necessary due to the completion of the North Greenhouses which require the Headhouse to be fully functional for the Plant Science Department. Existing classroom lab space will be renovated to meet the specialized needs for sculpture, ceramics, and 3-dimensional visual arts instruction. SDSU requests an additional \$100,000 of program fee revenues be used for this project, bringing the total to \$460,000. The project would be managed and constructed by SDSU personnel, standing maintenance contracts, and competitively bid construction services.

**Parking Lot 170 – Reshape Lot and Add Gravel, Relocate Lights:** Using \$170,000 of parking and traffic fee money, SDSU Facilities and Services staff will design, shape and install asphalt over the existing gravel base of parking lot 170. Lighting modifications will be made for additional security. Existing electrical contracts and bid prices for asphalt will be used.

**Student Wellness Center – Flooring Replacement (Second Floor):** This project involves the full design and construction to replace worn carpet on the second floor of the existing Wellness Center. Work will be accomplished through a change order to the current Wellness Center Addition construction contract. The work will include demolition of existing carpeting and installation of approximately 4,300 square feet of rubber fitness flooring. General Activity Fee funds will be used to fund the \$85,000 project.

**Wagner Hall – Room 436 HNS Classroom Lab Renovation:** SDSU seeks approval to proceed with the full design and construction for the renovation of space in Wagner Hall, Room 436, for the Health & Nutrition Science classroom laboratory, involving approximately 1,136 gross square feet. The classroom laboratory will be renovated to meet the technological needs of faculty and students in the nutrition program. The work will include upgrading existing systems to accommodate new equipment, updating room finishes, and classroom technology. This \$200,000 project will be funded using Facilities and Administration Recovery funds.

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**Capital Asset Purchase**  
(greater than \$250,000)

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**South Dakota State University**

**Plot Combine for Winter Wheat Breeding Project** – This new piece of equipment will be used in addition to the one that is 26 years old and has been costly to maintain. Each year the winter wheat breeding project has more than 10,000 plots to harvest in seven locations across the state. With harvest and planting for this season just a month apart, it is very import to have two combines running. The new combine will also have an on-board weighing system that will eliminate all the manual weighing that has been done for years. The \$260,000 estimated cost of this combine will be paid using \$200,000 from Foundation Seed Stock (sale of “foundation” seed) and the remaining \$60,000 from the South Dakota Crop Improvement Association.

**Kincaid 8-XP Plot Combine** – Using \$300,000 of SDSU Foundation funds, SDSU requests to purchase this new piece of equipment to replace the 20-year old combine that will be allocated to the Plant Science department head for various research projects. The new unit will be used to harvest small plots for the WEED (Weed Evaluation Extension Demonstration) project. The changes in technology on plot combines in the past 20 years allows SDSU’s Plant Science department the ability to do some much needed research in the weed area.

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**Non-Confidential Settlement Agreement**

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On February 14, 2018, the Board of Regents (as the governing board for SDSU and AES) entered into a settlement agreement with Jacob Bonnicksen. Bonnicksen agreed to pay the Board \$9,000 in damages for infringing the Board’s Plant Variety Protection Act Certificate for Redfield wheat variety.

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### Clerical BOR Policy Updates

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BOR Policy 2:3 System Undergraduate Admissions was updated on December 19, 2017, to reflect the following clerical error (noted in red below) in Section C.2.3.5:

- 2.3.5. One (1) Year of Fine Arts: Art, theatre or music (appreciation, analysis, or performance). Documented evidence of high school level non-credit fine arts activity will be accepted for students graduating from high schools in states that do not require completion of courses in fine arts for graduation.

~~2.3.5.1.~~

#### 2.4. Alternate Criteria for Minimum Course Requirements

BOR Policy 2:26 Associate Degree General Education Curriculum was updated on December 19, 2017, to reflect the following clerical error (noted in red below) in Section C.1:

#### 1. System General Education Requirements Course/Credit Distribution

System General Education Requirements shall include 24 credits of course work. At least 3 credit hours shall be earned from each of 6 goals (total of 18 credits) set out in section 3 below. Each institution shall identify 6 credit hours of additional course work from the six goals. For all ~~institution-institutions~~, students have the flexibility to select an additional three credit hours from Goal #3, #4 or #6 with courses selected from different disciplinary prefixes. The distribution of courses/credits will be maintained as guidelines managed by the Academic Affairs Council and approved by the Committee on Academic and Student Affairs.

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### Course Modifications

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Since the approval of the revisions to BOR Policy 2:23 at the March 2017 BOR meeting, all subsequent course modifications approved by the System Vice President for Academic Affairs can be found on the Institutional Curriculum Requests webpage at the following link:

[https://www.sdbor.edu/administrative-offices/academics/aac/Institutional\\_Curriculum\\_Requests/Pages/default.aspx](https://www.sdbor.edu/administrative-offices/academics/aac/Institutional_Curriculum_Requests/Pages/default.aspx)

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### Substantive Program Modifications

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Since the approval of the revisions to BOR Policy 2:23 at the March 2017 BOR meeting, all subsequent substantive program modifications approved by the System Vice President for Academic Affairs can be found on the Institutional Substantive Program Modification Requests webpage at the following link:

[https://www.sdbor.edu/administrative-offices/academics/aac/Sub\\_Program\\_Mod\\_Requests/Pages/default.aspx](https://www.sdbor.edu/administrative-offices/academics/aac/Sub_Program_Mod_Requests/Pages/default.aspx)

Reduced Tuition Externally Sponsored Courses For March 2018 Board of Regents						
Institution	Course Number and Title	Credit	Dates Offered	Location	Funding Source	Date Approved
NSU	ENGL 210: Introduction to Literature	3	1/4/18-5/18/18	Roncalli High School	Roncalli High School	11/16/2017
BHSU	ED 492/592: Developing Number Knowledge in Elementary Students	1	1/8/17-5/4/17	Rapid City Area Schools	Earth Space Science	11/17/2017
USD	ELED 792: Observation Survey of Early Literacy Achievement	2	8/22/17-8/29/17	Fargo, ND Public Schools	Fargo, ND Public Schools	11/27/2017
USD	EDFN 101: Exploring the Teaching Profession	1	1/17/18-5/5/18	Online	Bush Grant	11/30/2017
SDSU	EDAD 735: School Law	3	1/11/18-5/3/18	Mickelson Middle School, Brookings, SD	Brookings School District	12/7/2017
SDSU	EDAD 792: Current Issues	1-3	1/11/18-5/3/18	Mickelson Middle School, Brookings, SD	Brookings School District	12/7/2017
SDSU	EDAD 735: Internship	1	1/11/18-5/3/18	Mickelson Middle School, Brookings, SD	Brookings School District	12/7/2017
DSU	CED 592: Mindsets in the Classroom by Mary Cay Ricci - Book Study	1	1/17/18-5/1/18	Hamlin Education Center	Hamlin School District	12/13/2017
USD	EDFN 592: Mentoring Student Teachers	1	1/3/18-5/25/18	Online	Vermillion School District	12/14/2017
DSU	CET 692: Special Topics: Introduction to K-12 Cyber Security Education	1	1/8/18-5/4/18	Online	National Security Agency Grant	12/19/2017
NSU	SPED 592: Special Education for General Educators	3	1/8/18-5/4/18	Huron Community Campus	Huron Community Campus	12/19/2017
USD	ELED 492/592: Kindergarten Academy: Technology, Literacy, & Learning	1	6/18/18-6/22/18	The Bridges, Beresford	Southeast Area Cooperative	12/20/2017
USD	ELED 492/592: Kindergarten Academy: Technology, Literacy, & Learning	1	6/20/18-6/26/18	The Bridges, Beresford	Southeast Area Cooperative	12/20/2017
USD	ELED 792: Reading Recovery II	3	1/8/18-5/7/18	Online	Fargo, ND Public Schools	12/20/2017

<b>Institution</b>	<b>Course Number and Title</b>	<b>Credit</b>	<b>Dates Offered</b>	<b>Location</b>	<b>Funding Source</b>	<b>Date Approved</b>
USD	SPED 493/593: Deaf-Blind Education: Modules 1-4	1 or 2	1/15/18-4/16/18	Online	SD Deaf-Blind Program	12/20/2017
USD	SPED 493/593: Deaf-Blind Education: Modules 5-8	1 or 2	1/15/18-4/16/18	Online	SD Deaf-Blind Program	12/20/2017
USD	SPED 493/593: Deaf-Blind Education: Modules 9-11, 13	1 or 2	1/15/18-4/16/18	Online	SD Deaf-Blind Program	12/20/2017
USD	SPED 493/593: Deaf-Blind Education: Modules 12, 16-18	1 or 2	1/15/18-4/16/18	Online	SD Deaf-Blind Program	12/20/2017
USD	SPED 493/593: Deaf-Blind Education: Modules 20-21, 23-24, 27	1 or 2	1/15/18-4/16/18	Online	SD Deaf-Blind Program	12/20/2017
USD	MUS 790: Advanced Topics and Tendencies for Choral Musicians	1	6/20/18-7/6/18	USD	Poppler's Music	12/22/2017
USD	MUS 790: Music Reading Sessions for the Choral Music Educator	1	6/20/18-7/6/18	USD	Poppler's Music	12/22/2017
USD	MUS 790: Rehearsal and Classroom Techniques for the Choral Music Educator	1	6/20/18-7/6/18	USD	Poppler's Music	12/22/2017
USD	MUS 793: Instrumental Techniques and Procedures for the Music Classroom	1	6/20/18-7/6/18	USD	Poppler's Music	12/22/2017
USD	MUS 793: Reading Session for the Instrumental Music Classroom	1	6/20/18-7/6/18	USD	Poppler's Music	12/22/2017
USD	MUS 793: Trends, Techniques and Strategies in the Band Classroom	1	6/20/18-7/6/18	USD	Poppler's Music	12/22/2017
BHSU	ED 492/592: Student Centered Mathematics	1	1/8/18-5/4/18	Hamlin Education Center, Hayti, SD	SD Counts	1/3/2018
BHSU	ED 592: SD Math Science Leadership	3	1/8/18-5/4/18	Pierre, Chamberlain, Huron, & Online	SDDOE	1/8/2018

<b>Institution</b>	<b>Course Number and Title</b>	<b>Credit</b>	<b>Dates Offered</b>	<b>Location</b>	<b>Funding Source</b>	<b>Date Approved</b>
SDSU	HIST 152: United States History II	3	1/3/18-5/22/18	Madison High School	Madison School District	1/8/2018
NSU	MATH 102: College Algebra	3	1/8/18-5/4/18	Huron Community College	Huron Community College	1/8/2018
NSU	CHEM 106/106L: Chemistry Survey and Lab	4	1/8/18-5/4/18	Huron Community College	Huron Community College	1/8/2018
NSU	EDFN 592: Special Topics - Hollowing Out the Middle	1	1/2/18-4/30/18	Webster High School	Webster High School	1/8/2018
USD	ELED 792: Reading Recovery II	3	1/8/18-5/14/18	Lincoln, NE Public Schools	Lincoln, NE Public Schools	1/10/2018
USD	ELED 792: Reading Recovery II	3	1/22/18-5/4/18	Brainerd, MN Public Schools	Brainerd, MN Public Schools	1/10/2018
BHSU	MATH 102: College Algebra	3	1/16/18-5/16/18	Sturgis Brown High School	Sturgis Brown High School	1/10/2018
BHSU	MATH 102: College Algebra	3	1/22/18-5/25/18	Rapid City Stevens High School	Rapid City Area School District	1/10/2018
BHSU	MATH 123: Calculus I	4	1/16/18-5/16/18	Sturgis Brown High School	Sturgis Brown High School	1/10/2018
BHSU	ENGL 210: Introduction to Literature	3	1/16/18-5/9/18	Spearfish High School	Spearfish High School	1/10/2018
BHSU	INED 411: South Dakota Indian Studies	3	1/24/18-5/3/18	Pine Ridge, SD	Red Cloud Indian School	1/25/2018
NSU	MICR 231/231L: General Microbiology and Lab	4	1/8/2018-5/4/18	Huron Community Campus	Huron Community Campus	1/25/2018
BHSU	ED 592: Writing in the Content Areas	1	1/8/18-5/4/18	Estelline School District	Earth Space Science	1/31/2018
SDSU	AGED 592: iLearn Workshop	1-2	5/24/18-8/4/18	SDSU	USDA iLEARN Grant	1/31/2018
USD	AHED 790: Executive Leadership Institute	3	2/5/18-4/5/18	Online	LERN	2/6/2018
USD	AHED 790: Advanced Teaching Online	1	2/5/18-3/6/18	Online	LERN	2/6/2018
USD	AHED 790: Certified Program Planner	4	2/9/18-4/27/18	Online	LERN	2/6/2018
USD	SPED 493/593: Autism: Strategies for Success	2	2/5/18-4/20/18	Online	South Dakota Department of Human Services - Division of Developmental Disabilities	2/12/2018

<b>Institution</b>	<b>Course Number and Title</b>	<b>Credit</b>	<b>Dates Offered</b>	<b>Location</b>	<b>Funding Source</b>	<b>Date Approved</b>
USD	AHED 790: Operations Institute	3	2/5/18-4/15/18	Online	LERN	2/16/2018
USD	AHED 790: LERN Contract Training Institute	3	2/5/18-4/27/18	Online	LERN	2/16/2018
USD	AHED 790: CE and Credit Institute	3	2/5/18-4/10/18	Online	LERN	2/16/2018
USD	AHED 790: Certificate in Teaching Adults	2	2/5/18-3/30/18	Online	LERN	2/16/2018
DSU	CED 592: Motivation: They Keys to Success III	1	7/8/18-7/10/18	Centerville Elementary School	Seeszhthemoment.com (Retired Professor Consultant)	2/16/2018
DSU	CED 592: Motivation: They Keys to Success I	1	6/11/18-6/21/18	Hankinson Elementary School (ND)	Seeszhthemoment.com (Retired Professor Consultant)	2/16/2018
DSU	CED 592: Motivation: They Keys to Success II	1	6/11/18-6/13/18	Sisseton Elementary School	Seeszhthemoment.com (Retired Professor Consultant)	2/16/2018
DSU	BIOL 592: Mixed Grass Prairie Ecology	1	6/8/18-6/9/18	Sieck and Perman Ranches, Lowry, SD	South Dakota Grassland Coalition	2/26/2018
USD	POLS 210: State and Local Government	3	5/29/18-7/1/18	USD & Online	Chiesman Fund	2/26/2018
USD	EDFN 592: Top 20 Teachers	1	2/16/18-4/16/18	Vermillion School District	Vermillion School District	2/26/2018
USD	SPED 493/593: FBA Coaching Series for Educators	2	2/19/18-4/27/18	Online	SDDOE	2/26/2018
USD	SPED 593: 2018 South Dakota Special Education Conference	1	3/13/18-4/14/18	Deadwood, SD	SDDOE	2/26/2018
BHSU	MUS 592: Instructional String Techniques	1-2	7/2/18-7/7/18	BHSU	Rushmore Music Festival	2/27/2018
USD	SPED 593: Functional Sign Language	1	3/13/18-5/28/18	Online	US Department of Education - Office of Special Education Programs	3/7/2018
SDSU	EDFN 794: Internship	1-3	5/29/18-7/19/18	Mickelson Middle School, Brookings, SD	Brookings School District	3/7/2018

<b>Institution</b>	<b>Course Number and Title</b>	<b>Credit</b>	<b>Dates Offered</b>	<b>Location</b>	<b>Funding Source</b>	<b>Date Approved</b>
SDSU	EDFN 792: Special Topics	1-3	5/29/18-7/19/18	Mickelson Middle School, Brookings, SD	Brookings School District	3/7/2018
SDSU	EDFN 790: Capstone	1	5/29/18-7/19/18	Mickelson Middle School, Brookings, SD	Brookings School District	3/7/2018
SDSU	EDFN 794: Internship	1-3	5/29/18-7/19/18	Mickelson Middle School, Brookings, SD	Brookings School District	3/7/2018
SDSU	EDAD 730: School Finance	2	5/29/18-7/19/18	Mickelson Middle School, Brookings, SD	Brookings School District	3/7/2018
SDSU	EDAD 715: Supervision	3	5/29/18-7/19/18	Mickelson Middle School, Brookings, SD	Brookings School District	3/7/2018
BHSU	ED 692: Visual Algebra	2	6/11/18-6/22/18	BHSU	Visual Math	3/7/2018
BHSU	ED 601: Foundations and Issues of Mathematics Education	2	6/25/18-7/20/18	BHSU Rapid City	SD Counts	3/7/2018
USD	ELED 792: Early Literacy Interventions II	3	1/8/18-5/7/18	Fargo, ND Public Schools	Fargo, ND Public Schools	3/12/2018
USD	AHED 790: Advanced Teaching Online	1	4/2/18-5/1/18	Online	LERN	3/12/2018
USD	AHED 790: Advanced Teaching Online	1	6/4/18-7/2/18	Online	LERN	3/12/2018
USD	AHED 790: Fostering Online Discussion	1	4/2/18-5/2/18	Online	LERN	3/12/2018
USD	AHED 790: Fostering Online Discussion	1	6/4/18-7/2/18	Online	LERN	3/12/2018
USD	AHED 790: Fostering Online Discussion	1	8/6/18-9/7/18	Online	LERN	3/12/2018



**SOUTH DAKOTA BOARD OF REGENTS**

**Planning, Governance, and Resource Development**

**AGENDA ITEM: 5 – F**  
**DATE: March 27-29, 2018**

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**SUBJECT**

**BHSU Foundation Report**

**CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 5:9](#) – Foundations

**BACKGROUND/DISCUSSION**

The institutional foundation reports have been regularly presented to the Board since October 2016. In these reports, foundations are asked to describe their structure, overview their finances, explain what they are doing to support the university, and consider things the Board can do to make the relationship with the Foundations more effective.

Steve Meeker, BHSU Vice President for University Advancement University Advancement, will present the BHSU Foundation Report at the March 2018 BOR meeting in Spearfish.

**IMPACT AND RECOMMENDATIONS**

The information in the foundation reports provides the Board opportunity to better understand the important role of the institutional foundations.

**ATTACHMENTS**

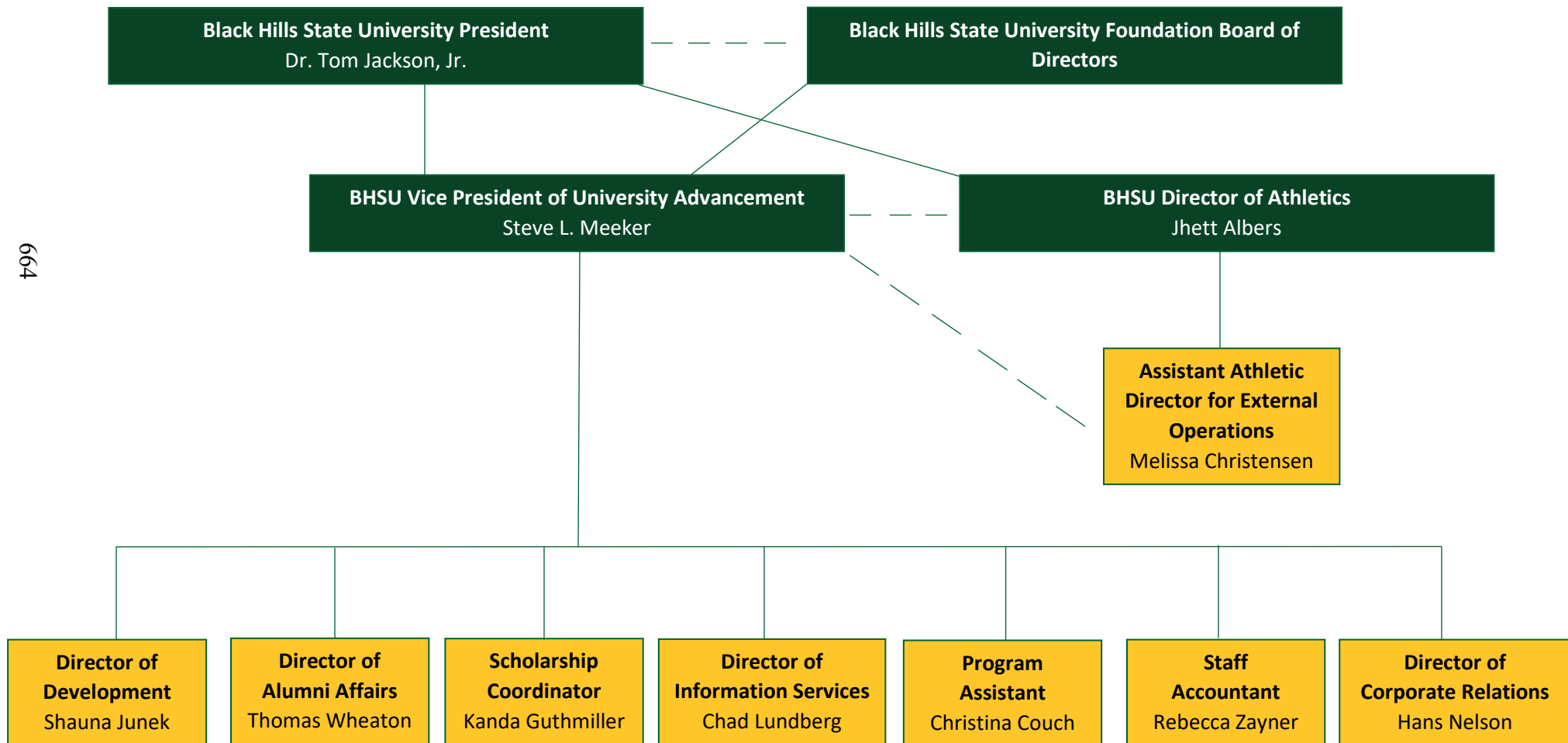
Attachment I – BHSU Foundation Organization Chart  
Attachment II – BHSU Organizational Profile  
Attachment III – BHSU Endowment Report

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**INFORMATIONAL ITEM**



## BHSU Foundation Organizational Chart



## Black Hills State University Foundation Organizational Profile

### Financial Profile, as of 12/31/2017

Total BHSU Foundation net assets	\$19.5 million
Total BHSU Foundation investment assets	\$18.2 million

### BHSU Board of Directors

20 member board that meets biannually.

President – Harvey Krautschun

Vice President – Daryl Johnson

### BHSU Alumni Association

The BHSU Foundation oversees and manages the BHSU Alumni Association events, budget, and activities.

### Building on Strength and Stature Capital Campaign - 2008-2014

A six-year comprehensive campaign commenced in 2008 and had an initial goal for \$22 million. The campaign was completed on July 1, 2014 and raised a total of \$26.8 million surpassing its goal.

### Because of You Capital Campaign - 2014-Present

The Because of You capital campaign is currently in progress and had an initial goal of \$32 million. This campaign has raised \$26.5 million to date and will end December 2019.

### Campaign Goals:

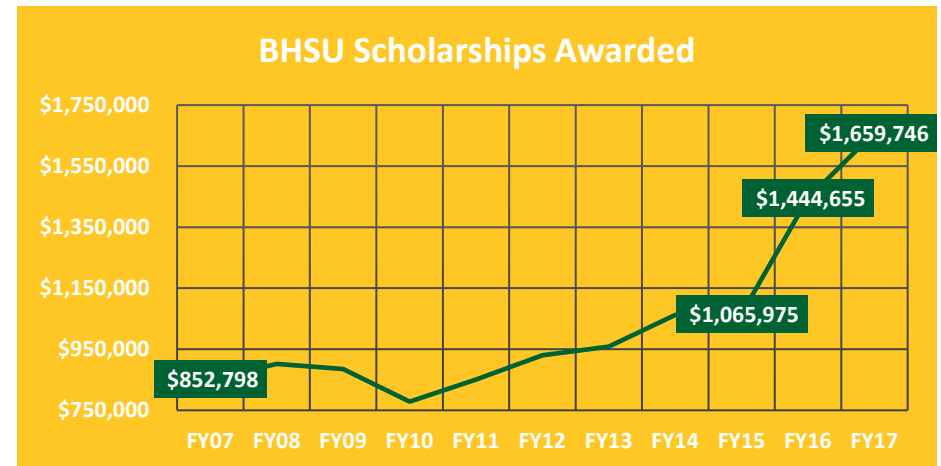
Endowment Student Scholarships  
Athletic Facility Upgrades  
Wellness Center  
Library

### Current Year Foundation Support to the University

- \$1.6 million paid in scholarships.
- \$26,108 paid in operational endowment support.
- \$56,300 provided for presidential support.
- \$55,927 provided for alumni services.

### Points of Pride

- \$54 million raised during the past 10 years.
- A 16% increase in Presidential Support since 2016.
- Endowment balances had a 28% increase since FY 2016.
- BHSU had a 14.9% increase in scholarships awarded between FY16 and FY17.



### Capital Projects

- New football field scoreboard installed in 2013.
- Joy (Proctor) Krautschun Alumni/Foundation Welcome Center opened in 2014.
- New President's Residence construction was completed in 2015.
- Sanford Science Education Center opened in 2016.

## Black Hills State University Foundation Endowment Profile

### Endowment Profile, as of 12/31/2017

Total BHSU Foundation Endowments \$18.1 million

### Endowment Payout Rate – 5%

Distribution rate for the 2017-2018 academic year is based on a 12 quarter rolling average of the endowment's market value.

### Minimum Required to Create an Endowment

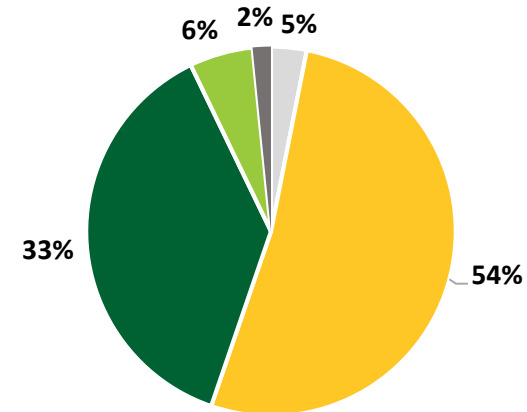
\$10,000

### Annual Endowment Administrative Fee

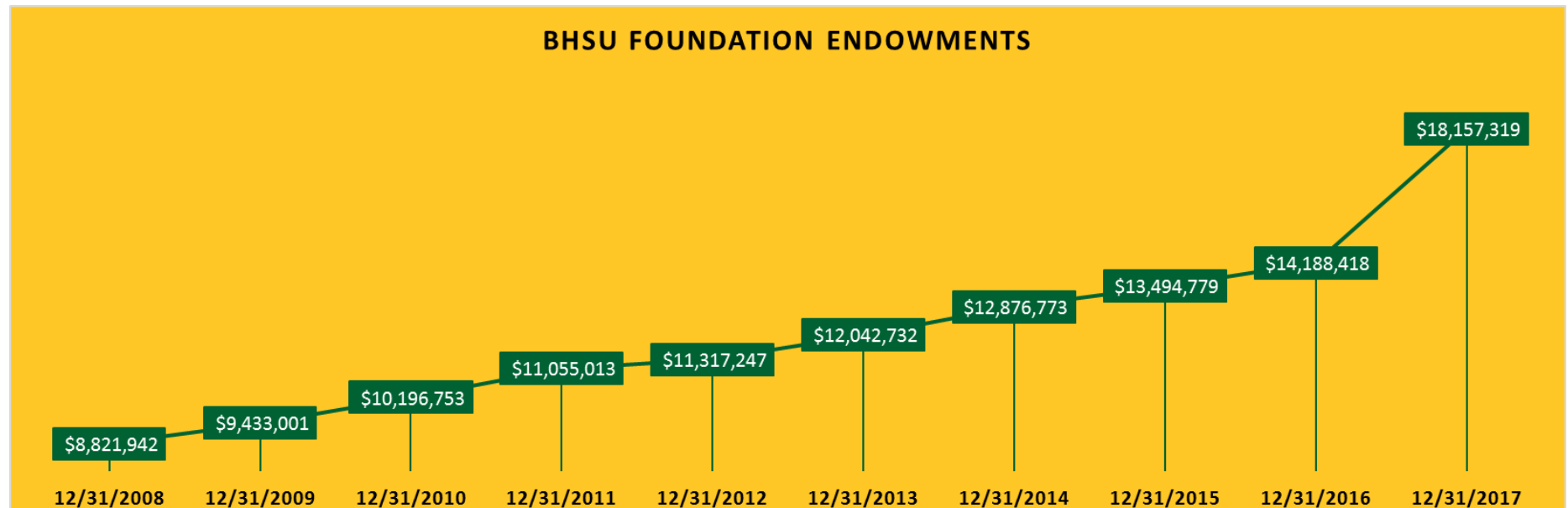
An annual fee of 2% is assessed on the 12 quarter rolling average of the individual endowment's market values.

## BHSU Foundation Investment Allocation

■ Cash ■ Equities ■ Fixed Income ■ Mixed ■ Other/Alt



## BHSU FOUNDATION ENDOWMENTS



**SOUTH DAKOTA BOARD OF REGENTS**

**Planning, Governance and Resource Development**

**AGENDA ITEM: 5 – G**  
**DATE: March 27-29, 2018**

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**SUBJECT:**

**BOR Policy 1:7:5 – Regental Civil Service Advisory Council Revisions (Second Reading)**

**CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 1:7:5 – Regental Civil Service Advisory Council](#)

**BACKGROUND / DISCUSSION**

The first reading of BOR Policy 1:7:5 occurred at the December 2017 BOR meeting, no changes have been added since the first reading. BOR Policy 1:7:5 establishes the Regental Civil Service Advisory Council (RCSAC), which is comprised of representatives from each institution within the Regental system. This policy requires that the Executive Director's delegate provide a report to the board following each semi-annual meeting. However, RCSAC does not recommend policy changes, or take other actions that require BOR approval. Thus, it is proposed to remove the semi-annual report requirement from BOR Policy 1:7:5. The RCSAC members are supportive of the policy changes.

**IMPACT AND RECOMMENDATIONS**

The recommended changes to the policy can be found in Attachment I. The substantive changes include:

1. Addition of a definitions section.
2. Removal of the requirement for semi-annual reports to the BOR.
3. Removal of specific months that the agenda will be published.

**ATTACHMENTS**

Attachment I - BOR Policy 1:7:5 Proposed Revisions

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**DRAFT MOTION 20180327\_5-G:**

I move to approve the second and final reading of BOR Policy 1:7:5 – Regental Civil Service Advisory Council.

# SOUTH DAKOTA BOARD OF REGENTS

## Policy Manual

**SUBJECT:** Regental Civil Service Advisory Council

**NUMBER:** 1:7:5

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### A. PURPOSE

~~It is the purpose of the Regental Civil Service Advisory Council to~~ promote communications between the Board of Regents, Office of the Executive Director, Council of Presidents and Superintendents, and Civil Service employees through discussion of matters of concern to all parties. The Council will discuss issues and exchange ideas to improve the conditions of employment and to present other concerns of the South Dakota Board of Regents Civil Service employees ~~within the Higher Education system.~~

### B. DEFINITIONS

1. Civil Service Act Employee: All employees covered under SDCL Chapter 3-6D.
2. Institution: Black Hills State University, Dakota State University, Northern State University, South Dakota School of Mines and Technology, South Dakota State University, University of South Dakota, South Dakota School for the Deaf, South Dakota School for the Blind and Visually Impaired.

### C. POLICY

#### 1. Membership

A Civil Service Act employee will be elected to represent each ~~of the following institutions:~~Institution. ~~Black Hills State University, Dakota State University, Northern State University, South Dakota School for the Deaf, South Dakota School of Mines and Technology, South Dakota State University, South Dakota School for the Blind and Visually Impaired, and University of South Dakota.~~

#### 2. Eligibility

2.1. Conditions for membership are:

- Must hold a Civil Service classification.
- ~~Those campuses~~Institutions that have formal councils ~~elected~~ will select, through the council, a member to be the institutional representative for the Regental ~~to the~~ Civil Service Advisory Council. Those campuses without formal councils may periodically hold campus elections to select a representative.

### 3. Term

The term of office for a Regental Civil Service Advisory Council member is two years. The term of office for new members will begin in January following their selection by a council. In the case of a special election to fill a vacancy, membership commences immediately after the election.

### 4. Meetings

The ~~Regental Civil Service Advisory~~ Council shall meet twice annually and may act to provide exchanges of an advisory nature on selected items. The meetings will be held in April and October. Additional meetings of the Council may be called by the Executive Director, or his or her delegate, of the Board of Regents. ~~The meeting will be conducted according to the published agenda. A report will be provided to the Board of Regents following each semi-annual meeting.~~

### 5. Agenda

The agenda will be established ~~in March and September~~ by the Executive Director, or his or her delegate. Items proposed for discussion must be submitted to the Executive Director, or the delegate, prior to the meeting.

### 6. Costs

All time and expenses required to perform functions associated with the Regents Civil Service Advisory Council will be an institutional responsibility.

## FORMS / APPENDICES:

None

## SOURCE:

~~SDCL 3-6A-D, 1974~~; BOR, January 1987, ~~(Policy 7.2)~~; BOR, December 1998;

**SOUTH DAKOTA BOARD OF REGENTS**

**Planning, Governance and Resource Development**

**AGENDA ITEM: 5 – H**  
**DATE: March 27-29, 2018**

\*\*\*\*\*

**SUBJECT:**

**BOR Policy 1:6 – Appointment, Authority, and Responsibilities of Presidents and Superintendents Revisions (Second Reading)**

**CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 1:6 - Appointment, Authority, and Responsibilities of Presidents and Superintendents](#)

[BOR Policy 4:49 – Multi-year Employment Contracts](#)

[BOR Policy 4:10 – Tenure and Continuing Appointments](#)

**BACKGROUND / DISCUSSION**

The first reading of BOR Policy 1:6 occurred at the December 2017 BOR meeting, no changes have been added since the first reading. BOR Policy 1:6 governs the appointment, authority and responsibilities of the university presidents and the special school superintendent(s). The policy language currently prohibits presidents from receiving, or retaining, a tenured faculty appointments. In order to remain competitive in the labor market for university presidents, it is important for the Board to have the ability to negotiate tenure in the appointment contract with presidential candidates. According to the 2017 American College President Study by the American Council on Education, 81.4% of presidents at doctoral institutions, and 77% at master’s institutions hold tenure.

In addition, BOR Policy 1:6 currently refers to annual contract renewals for presidents, however, with the implementation of BOR Policy 4:49 at the [March 2016](#) BOR meeting, presidents are now eligible for multi-year contracts. The removal of the “annual” reference will align this policy with BOR Policy 4:49, in the event the Board negotiates a multi-year contract with a current or future president, it will be in compliance with all BOR policies.

Lastly, Section 7 of the policy is an obsolete reference that should have been deleted when [BOR Policy 5:3](#) was amended at the [December 2013 BOR meeting](#). Policy 5:3 previously required research and development grants and contracts to be approved by the executive

(Continued)

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**DRAFT MOTION 20180327\_5-H:**

I move to approve the second and final reading of BOR Policy 1:6 – Appointment, Authority, and Responsibilities of Presidents and Superintendents.



director; however, that requirement was removed when the policy was amended in December of 2013, leaving the discretion to accept research and development grants at the presidential level. As such, the provision in section 7 that grants the presidents and superintendents authorization to accept supplements of up to \$10,000 on current grants to continue previously approved grant activities is unnecessary because they already have the authority to accept research and development grants and contracts in general.

## **IMPACT AND RECOMMENDATIONS**

The recommended changes to the policy can be found in Attachment I, and are the substantive changes are summarized below:

1. Removal of the prohibition on tenure for university presidents, allowing the Board the flexibility to negotiate tenure terms in presidential appointment contracts without being required to waive this provision of BOR Policy 1.6;
2. Removal of the reference to annual renewals to ensure alignment with BOR Policy 4:49;
3. Removal of Section 7. Due to the changes made in BOR Policy 5:3 in 2013, this is no longer needed;
4. Addition of a definitions section to the policy.

These changes will align BOR policies, and ensure that the Board has policies in place that provide them the ability to negotiate effectively in a highly competitive labor market.

## **ATTACHMENTS**

Attachment I - BOR Policy 1.6 Proposed Revisions

# SOUTH DAKOTA BOARD OF REGENTS

## Policy Manual

**SUBJECT:** Appointment, Authority, and Responsibilities of Presidents and Superintendents

**NUMBER:** 1.6

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### A. PURPOSE

To determine how a president or superintendent is appointed, and to define the primary responsibilities and the authority granted to a President or Superintendent by the Board of Regents.

### B. DEFINITIONS

1. **Institution:** Black Hills State University, Dakota State University, Northern State University, South Dakota School of Mines & Technology, South Dakota State University, South Dakota School for the Blind & Visually Impaired, South Dakota School for the Deaf, and the University of South Dakota.

2. **President:** The chief executive officer of a SD Board of Regents university.

3. **Superintendent:** The chief executive officer of a SD Board of Regents Special School.

### C. POLICY

#### 1. **Appointment**

The presidents and superintendents shall be appointed by the Board of Regents. The Board may conduct a nationwide search by utilizing a search and screen committee consistent with Board bylaws. The president or superintendent ~~is the chief executive officer of the institution and shall serve on the basis of contracts subject to annual renewal based on the terms of the employment contract and BOR Policy. No president or superintendent who assumes those responsibilities after July 1, 1990, shall receive or retain a tenured faculty appointment. Those individuals who were appointed to presidencies prior to July 1, 1990, and who were granted or allowed to retain tenured faculty rank, shall continue to enjoy such tenure rights, subject to the terms and conditions provided in their annual appointment notices.~~

#### 2. **Responsibilities**

The president or superintendent of each institution shall be responsible for the administration of the ~~university or special school~~institution and the respective component entities. He or she shall have the following specific responsibilities:

2.1. Maintain an effective communications link between the ~~campus-~~institution and the Board, the Executive Director, other System ~~campuses~~institutions, and all constituencies

at the ~~campus~~-institutional level<sup>s</sup> including faculty, students, administrators, ~~CSA~~ employees, alumni, and community.

- 2.2. Provide academic leadership and promote academic excellence at the ~~campus~~institution and formulate educational policies and academic standards consistent with Board policy.
- 2.3. Maintain institutional expenditures within the budgetary authorizations and limitations of the Board of Regents and the Legislature.
- 2.4. Recommend budget allocation and apportion funds within allocations.
- 2.5. Assign specific responsibility for coordinating institutional oversight of compliance with pertinent federal, state and Board constitutional rights and limitations, statutes, regulations and policies, including development of implementing institutional policy statements and practices, and including routine training and periodic compliance audits, and generally assure enforcement of policies of the Board of Regents, and the constitutions, statutes and regulations of the State of South Dakota and the United States of America.
- 2.6. Present all official business of the institution to the Board of Regents.
- 2.7. Recommend for appointment, tenure, and dismissal all members of academic and non-academic staff in accordance with Board policy and procedures.
- 2.8. Determine the overall administrative organization of the institution and annually present to the Board an outline of the structure noting any recommended changes.
- 2.9. Attend all regular meetings of the Board unless excused by the ~~President of the Board~~Executive Director of the SD Board of Regents
- 2.10. Perform such other duties as the Board may from time to time specify.

### **3. Executive Powers**

The executive powers delegated through this section remain subject to such substantive or procedural limitations as may otherwise be established by law or policy. The presidents and superintendents shall have all powers necessary to carry out their executive responsibilities, including, but not limited to, the following:

- 3.1. Organize a structure of academic governance and provide for the establishment, review and assessment of curricula and instruction, of research and scholarly programs and of public service activities.
- 3.2. Provide for the governance of students and for the establishment of programs to address their educational, social, cultural and ethical development within available resources.
- 3.3. Establish regular or special consultative bodies as deemed useful or necessary.
- 3.4. Determine and manage institutional budgets.
- 3.5. Expend monies and enter into contracts.

- 3.6. Acquire, preserve, register, manage, lease, license or assign institutional properties, including intellectual properties, within the limits of state law and Board policy; and provide assurance of right or of title or make such similar undertakings as may be customarily incidental to the diligent management of such properties.
- 3.7. Recommend the hiring, promotion and termination of employees.
- 3.8. Assign, transfer, evaluate and discipline employees and investigate and adjust ~~their~~ grievances.
- 3.9. Participate on behalf of the institution in the activities of affiliated organizations.
- 3.10. Determine and present official institutional positions, policies and practices.
- 3.11. Preside at all general faculty meetings or delegate that function to another member of the administration or faculty.

#### **4. Provisional Delegation of Authority in Matters Relating to Governance, Discipline and Grievances**

The South Dakota Supreme Court, in *Worzella v. Board of Regents of Education*, 77 S.D. 447, 93 N.W.2d 411 (S.D. 1958), held that the South Dakota Constitution limits the Board's power of delegation. The Board may only delegate provisional authority to its subordinates. The court has decided that the Board can neither authorize nor adopt policies that create procedural bars to Board consideration of a matter. Nor can the Board vest a delegatee with the power to prevent the Board from taking up a matter that it deems of public interest.

The court has also held that the legislature may limit the Board's power over certain aspects of certain employment relations. It upheld the Civil Service Act and the Public Employees' Unions Act as legitimate exercises of legislative power, notwithstanding the fact that the acts remove certain employment decisions from final Board action. *South Dakota Board of Regents v. Meister*, 309 N.W.2d 121 (S.D. 1981); *South Dakota Board of Regents v. Meierhenry*, 351 N.W.2d 450 (S.D. 1984).

- 4.1. In order to give effect to the constitutional limitations described in *Worzella*, the delegation of authority provided in this policy shall be understood to be provisional in the following sense.
  - 4.1.1. The authority vested in chief executive officers must, at all times, be exercised in a manner that is consistent with Board policy.
  - 4.1.2. Except as provided in section ~~4.1.34(A)(3)~~, below, the authority to take binding action without specific prior Board approval is subject to the condition that the Board may require that a matter be forwarded to it for review.
    - 4.1.2.1. Such a review shall not ordinarily result in a modification of an action that has created third party rights, but the Board may direct that such responsive measures be taken as it deems necessary.

- 4.1.3. Where the action in question relates to the implementation of Board policy involving governance, discipline or grievances, the Board may reconsider the matter.
  - 4.1.3.1. In the context of a disciplinary action or a grievance, the Board may:
    - 4.1.3.1.1. Accept the factual findings that were reached below, but modify the conclusions drawn from those facts or the action taken on their basis; or
    - 4.1.3.1.2. Reject the factual findings that were reached below and hold new hearings, upon due notice, to reconsider the matter in its entirety.
  - 4.1.4. Nothing herein shall be interpreted to modify the procedural requirements of regulations or agreements duly adopted pursuant to the Civil Service Act or the Public Employees' Unions Act.
- 4.2. ~~Chief executive officers~~ Presidents or superintendents may delegate provisionally to their subordinates or to such administrative or consultative bodies as they may establish from time to time the authority that the Board has delegated to them.
  - 4.2.1. A provisional delegation of authority by a ~~chief executive officer~~ president or superintendent shall be understood to authorize only actions that are consistent with Board policy and with institutional policies previously approved by the chief executive officer.
  - 4.2.2. The authority to take binding action without specific prior approval by the ~~chief executive officer~~ president or superintendent approval is subject to the condition that the ~~chief executive officer~~ president or superintendent may require that a matter be forwarded for review.
  - 4.2.3. Where the action undertaken with delegated authority involves the implementation of Board or institutional policy involving governance, discipline or grievances, the ~~chief executive officer~~ president or superintendent may reconsider the matter anew.
    - 4.2.3.1. In the context of a disciplinary action or a grievance, the ~~chief executive officer~~ president or superintendent may:
      - 4.2.3.1.1. Accept the factual findings that were reached below, but modify the conclusions drawn from those facts or the action taken on their basis; or
      - 4.2.3.1.2. Reject the factual findings that were reached below, and hold new hearings, upon due notice, to re-examine the matter in its entirety.
    - 4.2.4. Nothing herein shall be interpreted to modify the procedural requirements of regulations or agreements duly adopted pursuant to the Civil Service Act or the Public Employees' Unions Act.

## 5. Acting ~~Chief Executive Officer~~ President or Superintendent

Each ~~president~~ president and ~~superintendent~~ superintendent shall designate a staff member to act in his or her place when he or she is outside the state, otherwise not reasonably accessible or subject to temporary illness or disability. Each president and superintendent shall provide the Executive Director an updated succession plan on an annual basis. ~~provide the Executive Director a current list of persons so designated.~~

## **6. Evaluation**

Presidents and superintendents shall be evaluated annually by the Board in a format and setting determined by the Board.

## **~~7. Acceptance of Grant Supplements~~**

~~Presidents and superintendents are authorized to receive supplements of existing approved grants that continue previously approved grant activities when the value of the supplement does not exceed \$10,000. The president or superintendent shall notify the Executive Director when this approval authority is exercised.~~

## **SOURCE:**

~~SDCL 12-49-10; BOR~~ April 1981; ~~BOR~~ January 1996

## **SOUTH DAKOTA BOARD OF REGENTS**

### **Planning, Governance, and Resource Development**

**AGENDA ITEM: 5 – I**  
**DATE: March 27-29, 2018**

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#### **SUBJECT**

**2018 Legislative Overview**

#### **CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 1:5, Section C.2 \(2.10\).](#)

#### **BACKGROUND / DISCUSSION**

The 2018 South Dakota Legislature ended with Veto Day March 26, 2018. This agenda item provides a brief, high-level review of major legislative achievements in this session.

#### **IMPACT AND RECOMMENDATIONS**

Given the unknowns of state finances at the start of the 2018 session, the Board of Regents had a successful session. Public higher education and the special schools were able to advance BOR-sponsored bills, as well as defend against legislation not favorable to the system.

After no state salary policy adjustments in 2017, the Legislature agreed to a 1.2 percent increase for 2018, while also committing additional financial support to health insurance coverage for all state employees and to campus maintenance and repair projects. Budget for the fiscal year beginning July 1, 2018, was adopted on the final day of the regular session March 9. Detail about approved budgets can be found in Board agenda items, *FY18 General Bill Amendments* and *FY19 Budget Summary*.

A short summary of key legislative activity this year follows:

- Sixteen of 17 bills filed on behalf of the Board of Regents were approved by the legislature. Bills passed were:
  - **HB1057** – Construct Madison Cyber Labs and demolish Lowry Hall at DSU
  - **HB1058** – Allow hiring of a single superintendent for both the School for the Deaf and the School for the Blind & the Visually Impaired
  - **HB1060** – Renovate Dakota Dome at USD
  - **HB1061** – Construct athletic fields at NSU

(Continued)

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#### **INFORMATIONAL ITEM**

- **HB1062** – Authorize purchase of Aberdeen property for NSU parking lot
- **HB1063** – Remove acreage restrictions on USD research park in Sioux Falls
- **HB1064** – Expand options for use or disposition of School for the Deaf property in Sioux Falls
- **HB1065** – Authorize renovation and an addition to the National Music Museum on the USD campus in Vermillion
- **HB1071** – Approve relocation and construction of a new School for the Blind & the Visually Impaired in Aberdeen and transfer real estate and facilities to NSU
- **SB47** – Extend authority to complete payments for USD sports arena
- **SB48** – Acquire Agricultural Experiment Station property in Meade County
- **SB49** – Acquire Agricultural Experiment Station property in Brookings County
- **SB50** – Construct American Indian Student Center at SDSU
- **SB51** – Construct athletic support facility at SDSU
- **SB52** – Demolish old swine unit property at SDSU
- **SB53** – Sell property and acquire property for SDSU West River Ag Center in Rapid City
  - The Board’s final bill (**HB1059**) – to amend the Uniform Fraudulent Transfer Act concerning payments of higher education expenses – was defeated in a House committee.
- In the closing days of session, two bills (**HB1264** and **SB183**) approved construction of and a funding stream for a new precision agriculture facility at SDSU. The project was sought by South Dakota agriculture and business interests to support a first-in-the nation SDSU bachelor’s degree in precision agriculture. The plan approved addresses various funding sources to cover about \$46 million for construction of a new classroom building and research laboratory.
- Effective for appointments made after July 1, 2018, Board of Regents’ members will be term limited to two, six-year terms, not to include partial terms. (**SB80**)

Several bills of interest to the BOR system were killed in the legislative process this year:

- **HB1199**, which would have prohibited BOR employees at universities and the special schools from collective bargaining. Failed 16-18 on the Senate floor.
- **SB193** was presented as an immigration enforcement bill to prohibit “sanctuary cities” and “sanctuary campuses.” Failed 15-20 on the Senate floor.
- **SB103**, to prohibit undocumented students from attending any public postsecondary institution and from receiving financial assistance. Killed 5-2 in a Senate committee.



- **HB1122** would have required legislative approval for tuition and fee increases at higher education institutions. Killed 9-3 in a House committee.
- Two bills were introduced to enforce “free speech” provisions on campuses. **HB1073** was killed 9-3 in a House committee, while **SB198** died on a 4-3 vote in a Senate committee. As SB198 was debated in the Senate Education Committee, several legislators said they expected the Board of Regents to review its free speech policies and do more work in this area in the coming year. Supporters stated their intention to bring another bill on this topic next session.
- Two bills to regulate firearms possession in gun-free zones were also unsuccessful. **SB87** failed 16-19 on the Senate floor, while **HB1299** was withdrawn at the sponsor’s request before a committee hearing.
- **HB1233**, which would have required institutions to raise maintenance and repair funding for any new non-revenue generating buildings, was tabled at the sponsor’s request in a House committee.
- **HB1316**, which would have required approval from the Interim Appropriations Committee before any multi-year federal grants could be amended or reinstated, was killed 4-0 in a House committee.

## ATTACHMENTS

None

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**

**AGENDA ITEM: 6 – B**  
**DATE: March 27-29, 2018**

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**SUBJECT**

**Credit Hours to Degree**

**CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 2:29](#) – Definition of Credits and Related Institutional Requirements

**BACKGROUND / DISCUSSION**

During the [October 2011](#) meeting, the Board approved a set of degree program limits that moved the required number of credit hours from 128 to 120 within the Regental system. At the time, the Board sought to reduce the average number of credit hours completed by Regental graduates which had held at 144 credit hours for a number of years. Program modifications for all undergraduate majors were approved at the [March 2012](#) meeting which formalized this requirement. In subsequent years a Credit Hours to Degree report has been prepared for the Board to track the impact for reducing the total number of credits completed by graduates.

**IMPACT AND RECOMMENDATION**

Data in the report indicate that the average credits hours at graduation has declined from 144.3 in FY12 to 138.6 for the most recent academic year. Transfer students have seen the largest decrease in credit hours declining from 150.3 to 142.9, while non-transfer students have been able to decrease the total credit hours down to 134.5 since this policy decision was advanced by the Board.

**ATTACHMENTS**

Attachment I – Credit Hours to Degree Report

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**INFORMATIONAL ITEM**



\*\*\* Special Data Analysis \*\*\*

## Credit Hours to Degree

In October 2011, the Board of Regents adopted a policy change establishing new credit hour limits for undergraduate degree programs. While the regental system previously had observed – by convention, but not as a matter of policy – unofficial limits of 128 credit hours for bachelor’s degree programs and 64 credit hours for associate’s degree programs, the above policy change established firm limits of 120 hours and 60 hours for these respective program types. This report tracks the effects of this policy change by examining the number of credit hours completed by regental graduates in recent years.

### Data Notes

Degree completion data are provided by Regents Information Systems at the degree major level in order to enable the analysis of individual majors. However, the data presented in this summary have been unduplicated at the institution-term-degree level, meaning that each graduate is counted only once per institution per term per degree earned.

### Analysis

Credit hour limits were adopted by the Board of Regents with the intent of reducing the costs – both time and money – associated with earning a college degree.<sup>1</sup> Accordingly, this policy aimed to trigger an observable reduction in the mean number of credit hours completed by regental graduates over time. Because the new credit limits took effect in the summer of 2012, the first consequent downtick in credit completions was expected to occur in FY2013.<sup>2</sup>

The data summaries below display credit completion data for undergraduate degree completers over the last several fiscal years. Credit hour totals (both regental credit and cumulative credit) are segmented by degree level and transfer status.<sup>3</sup> The transfer/non-transfer distinction is an important one to make here, given that many transfer students have spent significant time working toward graduation requirements at institutions outside the SDBOR system. Consequently, students transferring credit from other institutions are likely to accumulate more total credits – but fewer regental credits – prior to earning a degree from a regental university.

<sup>1</sup> BOR Policy 2:29 can be found [here](#).

<sup>2</sup> As noted in [previous materials](#), new credit limits were incorporated into academic catalogs starting with AY2012-13. Consequently, new credit hour limits applied to students admitted in AY2012-13 or later, as well as reentering students, transfer students, and current students electing to follow the new guidelines.

<sup>3</sup> Transfer students represent approximately 47 percent of the roughly 28,000 records analyzed here. See Appendix A for a table of graduate counts. In this report, “cumulative” credit represents the sum of regental, transfer, and other (e.g., credit by examination) credit types.

Figure 1 shows credit completion averages for the 25,984 students earning a bachelor's degree from the regental system since FY2012. Data indicate that, on average, regental graduates in FY2017 did indeed complete slightly fewer total credit hours than did graduates in FY2012 (the last cohort predating the current policy). The right-most set of bars shows that mean cumulative credits fell from 144.3 in FY2012 to 138.6 in FY2017, while mean regental credits fell from 126.5 to 118.5 over the same period. Comparable declines were recorded for transfer students and non-transfer students alike. Overall, these data indicate that mean credit completions have ticked down consistently since SDBOR's new credit hour limits were established.

**Figure 1**  
Average Credit Hours by Year and Transfer Status  
Bachelor's Degree Completers

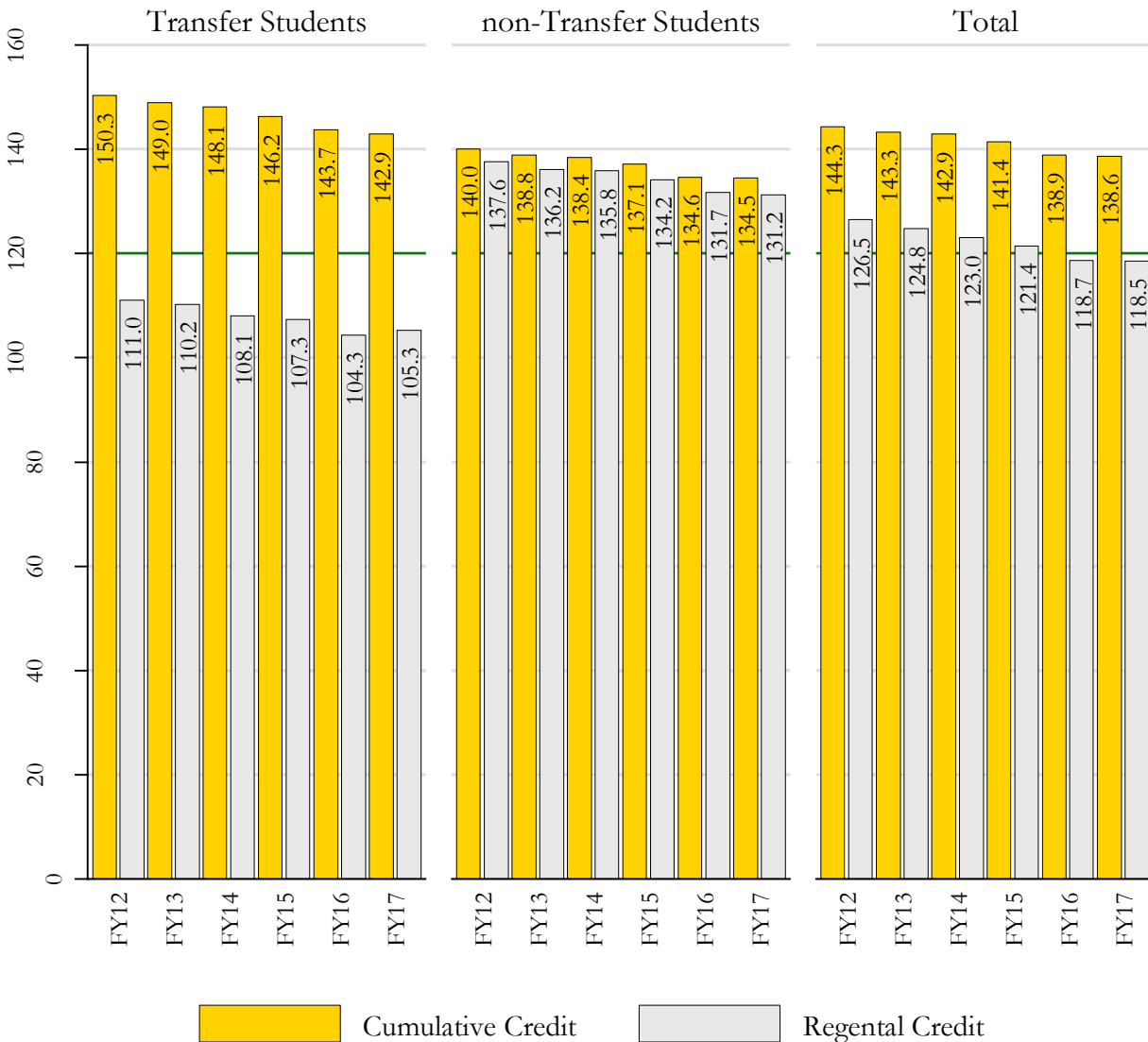
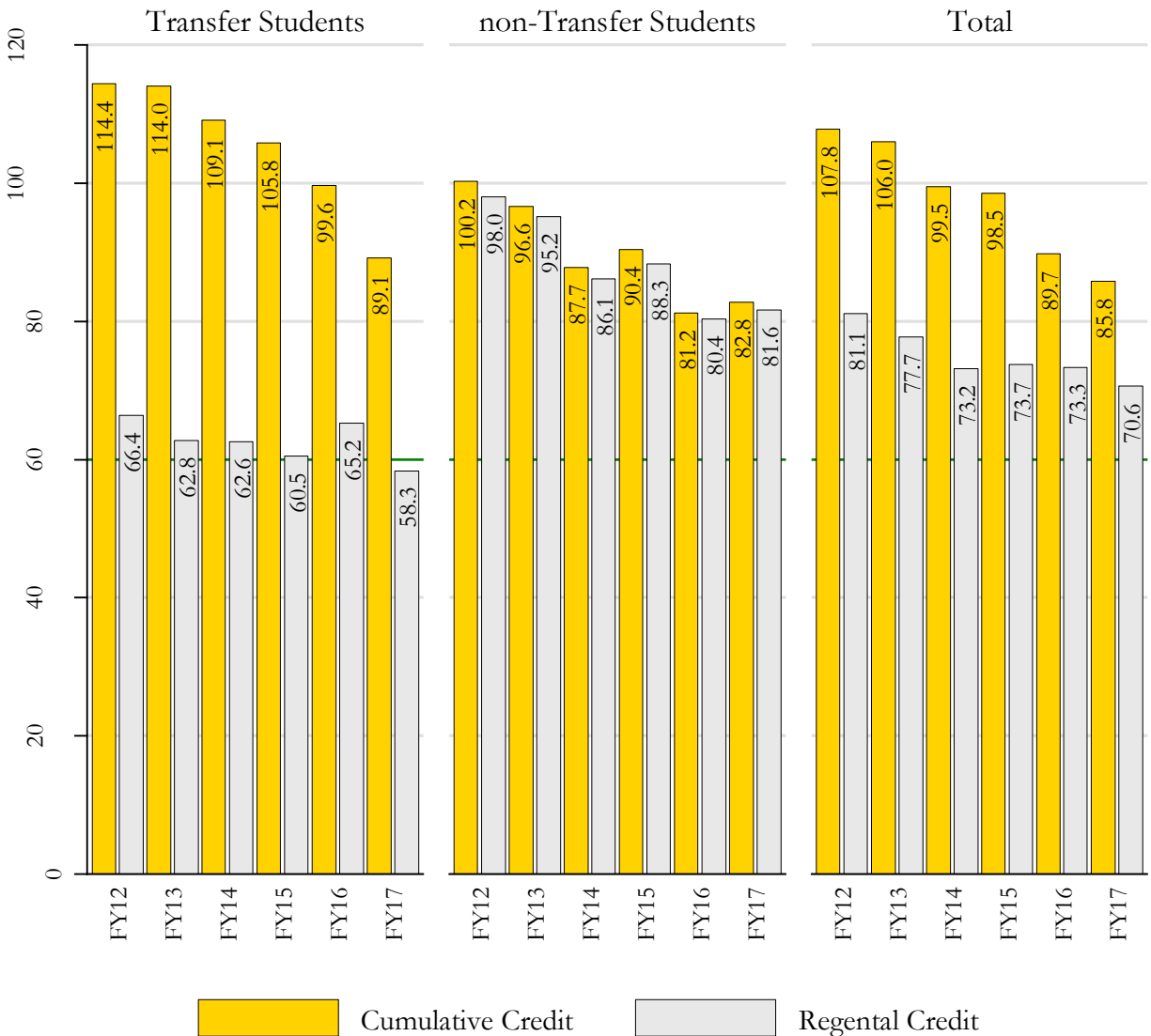


Figure 2 (below) shows analogous information for the university system's 2,113 associate degree completers since FY2012. Again, data indicate a clear decline in mean credit hour completions since the board's implementation of undergraduate credit hour limits. From FY2012 to FY2017, mean cumulative credit completions fell from 107.9 to 85.8 and mean regental credit completions fell from 81.1 to 70.6.

**Figure 2**  
Average Credit Hours by Year and Transfer Status  
Associate Degree Completers



## Appendix A

### Reference Information

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#### Graduate Counts

Table A1 displays the number of graduate records analyzed in this report. The table depicts annual counts of regental degree majors after unduplication at the institution-term-degree level. Each regental graduate is counted only once per institution per term per degree earned.

**Table A1**  
Graduate Counts

Level and GradFY	Transfer Status		Total
	Transfer Students	non-Transfer Student	
1.Assoc			
FY12	221	192	413
FY13	261	224	485
FY14	253	207	460
FY15	148	134	282
FY16	107	123	230
FY17	115	128	243
Total	1,105	1,008	2,113
2.Bach			
FY12	1,655	2,297	3,952
FY13	1,877	2,394	4,271
FY14	1,951	2,270	4,221
FY15	2,051	2,269	4,320
FY16	2,225	2,451	4,676
FY17	2,222	2,322	4,544
Total	11,981	14,003	25,984

# **SOUTH DAKOTA BOARD OF REGENTS**

## **Academic and Student Affairs**

**AGENDA ITEM: 6 – C (1)**

**DATE: March 27-29, 2018**

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### **SUBJECT**

**BOR Policy 1:16 – Interstate Tuition Agreements, and BOR Policy 5:5:1 – Tuition and Fees: On-Campus Tuition Revisions (Second Reading)**

### **CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 1:16](#) – Interstate Tuition Agreements

[BOR Policy 5:5:2](#) – Tuition and Fees: On Campus Tuition

[SDCL 13-49-20](#) – Interstate Contracts for Education of South Dakota Residents

### **BACKGROUND / DISCUSSION**

During the [August 2017](#) Board of Regents meeting, the Board received an update on the addition of eight USD graduate programs approved by the Western Interstate Commission for Higher Education (WICHE) for inclusion in the Western Regional Graduate Program (WRGP). When presenting the informational item to the Board, staff noted the need for clarity in BOR policy regarding the appropriate approval process for WRGP programs.

BOR Policy 1:16 – Interstate Tuition Agreements and BOR Policy 5:5:1 – Tuition and Fees: On-Campus Tuition both contain sections referencing South Dakota's participation in the WRGP through WICHE. The WRGP allows graduate students residing in WICHE states/territories<sup>1</sup> to enroll in participating graduate programs and pay resident tuition rates. Regental system programs currently participating in the WRGP include:

**BHSU:** MS in Integrative Genomics and M.S. in Sustainability; **DSU:** MS in Health Informatics; **SDSU:** MS in Chemistry (with Chemistry Education Specialization) and MS in Athletic Training; **USD:** MBA in Business Administration (with specializations in Business Analytics, Marketing, Health Services Administration, and Operations & Supply Chain Management, MPA in Professional Accountancy, MA in Addiction Studies, MA/EdS/PhD in Counseling & Psychology, MA/EdS/PhD in Human Development & Educational Psychology, and EdS/PhD in School Psychology; **SDSM&T:** MS in Computational Sciences and Robotics, MS and PhD in Materials Engineering and Science, MS and PhD in Atmospheric and Environmental Sciences, PhD in Nanoscience and Nanoengineering, and MS in Paleontology.

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<sup>1</sup> WICHE participants include Alaska, Arizona, California, Colorado, Guam, Hawai'i, Idaho, Montana, Nevada, New Mexico, North Dakota, Northern Mariana Islands, Oregon, South Dakota, Utah, Washington, and Wyoming.

(Continued)

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### **DRAFT MOTION 20180327\_6-C(1):**

I move to approve the second and final reading of the proposed revisions to BOR Policies 1:16 and 5:5:1 as presented.

Graduate programs in the WRGP are required to apply to WICHE for approval to participate. WICHE selects programs based on distinctiveness, workforce need, and quality. However, WICHE announced new WRGP participation rules in October 2017. WICHE's intent is to better serve students by removing barriers to program eligibility, encouraging more programs to participate, and attracting greater student diversity (ethnic, geographic, urban/rural perspectives, etc.). The new rules eliminate the current participation criteria and replace them with more lenient requirements. Under the new rules, a participating graduate program must only comply with the following:

- Be at a regionally accredited institution and in good standing.
- Agree to charge resident tuition to students from WICHE states without compensation from the enrolling student's home state.
- Agree to some level of preferential admission consideration to qualified applicants who are residents of WICHE member states. Programs may limit the number of WRGP discounted seats awarded to new students.
- Provide administrative support (submit data, review student requests, maintain website, etc.)

WICHE is not accepting new programs in the WRGP until the new rules are in place, expected to be late spring or summer of 2018. Graduate programs that are already part of the WRGP network are not affected.

BOR Policy 1:16 briefly outlines South Dakota's participation in the WRGP. The revised rules for WRGP participation require policy revisions to ensure consistency with Board policy and WRGP program requirements. BOR Policy 5:5:1 currently includes vague language about the process for the Board to receive information on programs participating in the WRGP. The proposed revisions clarify the process by requiring institutions to name their list of programs during the annual tuition and fee setting process.

## **IMPACT AND RECOMMENDATION**

The new WRGP participation rules will likely increase competition in WICHE states for graduate students. If offering resident tuition rates in graduate programs to WICHE state residents becomes common, South Dakota institutions will need to adapt in order to remain competitive.

The proposed revisions to BOR Policy 1:16 update the background information on the WRGP in relation to other interstate tuition agreements in which South Dakota participates. The proposed revisions to BOR Policy 5:5:1 clarify the process by which Regental institutions will inform the Board of programs participating in the WRGP. Any additional revisions made since the first reading in December 2017 are highlighted for reference.

Board staff recommend approval of the revisions.

## **ATTACHMENTS**

Attachment I – Proposed revisions to BOR Policy 1:16 Interstate Tuition Agreements

Attachment II – Proposed revisions to BOR Policy 5:5:1 Tuition and Fees: On Campus Tuition



# SOUTH DAKOTA BOARD OF REGENTS

## Policy Manual

**SUBJECT:** Interstate Tuition Agreements

**NUMBER:** 1:16

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### A. PURPOSE

To establish agreements or contracts between the Board of Regents and states either individually or on a regional basis, to provide means by which South Dakota residents may be assisted to carry on or to complete fields of study. (SDCL §13-49-20)

~~The Board of Regents may enter into agreements or contract with states, individually or on a regional basis, to provide means by which South Dakota residents may be assisted to carry on or to complete fields of study. (SDCL ? 13-49-20)~~

### B. DEFINITIONS

**1. WICHE:** The Western Interstate Commission on Higher Education (WICHE) is a nonprofit organization established through an interstate compact adopted by 15 states (Washington, Oregon, California, Idaho, Montana, Nevada, Arizona, Utah, Wyoming, South Dakota, North Dakota, Colorado, New Mexico, Alaska, Hawaii). South Dakota joined the WICHE in 1988 as an affiliate state. States work through WICHE to provide high quality, cost effective higher education programs that meet the needs of the states and their citizens.

### C. POLICY

#### **1. WICHE Western Undergraduate Exchange (WUE) Program**

- 1.1. The WICHE Western Undergraduate Exchange (WUE) is a program through which students in participating states may enroll in designated two-year and four-year institutions and programs in other participating states at 150 percent of the resident tuition rate.
- 1.2. Each state determines which of its institutions and programs shall be available to students from other WUE states at the special rate.
- 1.3. Each participating institution determines eligibility for admission and WUE tuition status.

#### **2. WICHE Western Regional Graduate Program (WRGP) Programs**

- 2.1. Residents of participating WICHE ~~WRGP~~~~estern Regional Graduate Program~~ states are eligible to enroll at resident rates of tuition in ~~distinctive~~ programs determined by individual institutions. There is no requirement that students meet financial aid criteria. An institution may limit the number of WRGP seats awarded to new students.

- 2.2. ~~Programs are distinctive in the sense that they are uncommon and, through a regional review process, are found to be of high quality. WRGP Programs are nominated by their institutions and approved by WICHE, reviewed by other graduate institutions in the participating states, and selected by the WRGP Advisory Council, a policy body that represents all participating states. Institutional programs participating in the WRGP agree to provide some level of preferential admission consideration to qualified applicants who are residents of WICHE member states. Programs may limit the number of WRGP discounted seats awarded to new students.~~

### **3. Reciprocal Attendance Agreements Between South Dakota and Minnesota Boards**

SDCL §13-53-6.2 permits the Board of Regents to execute a tuition reciprocity agreement between the South Dakota Board of Regents and Minnesota Higher Education Coordinating Board. Copies of the current agreement are on file in the Board Office.

### **4. South Dakota Dental Students**

SDCL §13-49-20.1 authorizes the Board of Regents to negotiate and enter into contractual agreements with public or private colleges and universities offering the study of dentistry for the purpose of reserving spaces each year for dental students from South Dakota.

### **5. South Dakota Optometric Students**

SDCL §13-49-20.2 authorizes the Board of Regents to negotiate and enter into contractual agreements with public or private colleges and universities offering the study of optometry for the purpose of reserving spaces each year for optometric students from South Dakota.

- 5.1. Such contractual agreements may include a provision that the Board of Regents pay a specific reservation fee for each student that is accepted for admittance, and sponsored by the Board of Regents, to the study of optometry.
- 5.2. The Board of Regents may pay a minimum reservation fee each year of the contract as a guarantee sum in the event that fewer than the stipulated number of students from South Dakota are accepted into the study of optometry.

## **FORMS / APPENDICES:**

None

## **SOURCE:**

~~SDCL §13-49-20; SDCL §13-49-20.1; SDCL §13-49-20.2; SDCL §13-53-6.2;~~ BOR October 1988; BOR May 1988; BOR July 1988; BOR March 1991; BOR August 1992; BOR October 2004.

*NOTE: Sections 13-49-20.5 and SB261 refer to veterinary student assistance.*

# SOUTH DAKOTA BOARD OF REGENTS

## Policy Manual

**SUBJECT:** Tuition and Fees: On-Campus Tuition

**NUMBER:** 5:5:1

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### A. PURPOSE

To establish the tuition structure used for on-campus students; to document approved tuition reduction programs; and to delineate the distribution of tuition components.

### B. DEFINITIONS

1. **Higher Education Facilities Fund (HEFF):** Represents 11.5% of all tuition collected and can be used for maintenance and repair of academic facilities, building new facilities, and paying rent on specific facilities as authorized in §13-53-15 and §13-53-15.3 and §13-51-2.
2. **On-Campus Tuition:** The charge, whether per credit hour, per semester, or annual, that is assessed to students taking courses delivered on campus for the support of instruction and administrative costs.

### C. POLICY

#### 1. On-Campus Tuition

All courses taught on campus will be at the Board approved on-campus tuition rate except for remedial courses.

- 1.1 Standard On-Campus Tuition Rates: The Board sets tuition rates each spring that are effective for the following summer, fall and spring terms. The on-campus tuition rates are per credit hour rates for the following classifications of students:

- Undergraduate resident
- Undergraduate nonresident
- Graduate resident
- Graduate nonresident

- 1.2. The on-campus tuition rates are per semester for the following classifications of students:

- Law school resident
- Law school nonresident
- Pharmacy resident

- Pharmacy nonresident
- 1.3. The on-campus tuition rates are per annual rates for the following classifications of students:
- Medical school resident
  - Medical school nonresident

## **2. Tuition Allocations**

- 2.1. All on-campus tuition collected shall be deposited 88.5% into the BOR system tuition fund and 11.5% into the higher education facilities fund with the exception of the first \$875,000 of Medical School tuition which shall be deposited 100% into the system tuition fund (SDCL 13-53-15).
- 2.2. Salary Competitiveness: Salary competitiveness is a component of tuition. The proceeds shall be used to enhance faculty and non-faculty exempt salaries. The Board will identify the per credit hour rate annually that is committed to the enhancement of salaries as part of the annual tuition and fee setting process.
- 2.3. Institutional Maintenance and Repair: The campuses are required to allocate a portion of each on-campus credit hour to maintenance and repair. The campus M&R dollars are retained locally in a separate fund and the revenue can only be expended on Board approved projects. The Board will identify the per credit hour rate that is to be committed to maintenance and repair as part of the annual tuition and fee setting process.
- 2.4. Critical Maintenance and Repair: The critical deferred maintenance bonds are supported by revenue from each on-campus tuition credit. The critical deferred maintenance funds are deposited centrally. The Board will identify the per credit hour rate that is to be committed to the critical maintenance and repair bonds as part of the annual tuition and fee setting process.
- 2.5. Technology Funds: The Board has identified a portion of each on-campus credit hour that is to be dedicated to technology investments. The technology investments include the amounts needed to support Regents Information Systems and the System Technology Fund. The Board will identify the per credit hour rate that is to be committed to these technology investments.

## **3. Board Approved Reduced Tuition Programs**

A university may request that the Board approve the use of reduced nonresident tuition rates to support enrollment strategies. A university may also request that the Board set differential tuition rates if necessary to maintain or increase the enrollment of selected types of students.

- 3.1. Persons 65 Years of Age or Older: The tuition for resident students sixty-five (65) years of age or older during the calendar year enrolled shall be 55% of the cost of resident tuition.
- 3.2. Graduate Fellows and Assistants: Resident graduate assistants and graduate student fellows shall be assessed 53% of the resident graduate tuition rate for all on-campus courses, nonresidents shall be assessed 63%. (Policy 5:17).

- 3.3. Reserve Officer Training Corps Cadets: South Dakota residents who are junior and senior students and who are contracted senior Reserve Officer Training Corps (ROTC) cadets shall be charged 50% of the undergraduate resident tuition rate established by the Board of Regents for not more than four semesters. (BOR, May 1989, pp. 531 and 533).

A senior cadet is eligible for the special tuition rate as long as he or she:

- remains a resident of South Dakota throughout each semester he or she has applied for benefits;
- has met all the contract eligibility requirements for Senior ROTC and has signed the contract for the programs;
- maintains satisfactory academic progress as defined by the United States Army or Air Force Cadet Command;
- is not receiving a ROTC scholarship and is not a member of the simultaneous membership program.

- 3.4. North Dakota Residents Attending Northern State University: First-time freshmen and new transfer students from North Dakota enrolled beginning with the summer 2004 term at Northern State University shall be assessed the resident tuition rate. This reduced rate is available only at the undergraduate level.

- 3.5. Military Science Courses: Military Science courses offered to military science students shall be offered without payment of tuition. All other required fees shall apply.

- 3.6. Western Regional Graduate Program (WRGP): Students from the WICHE states can participate in designated the Western Regional Graduate Program graduate programs at in-state tuition rates. Institutions shall submit to the Board the designated graduate programs participating in the WRGP as part of the Board's annual tuition and fee setting process. The Board's approval of tuition and fees shall include the list of WRGP programs authorized to offer in-state tuition rates to students from WICHE states. The graduate programs that have been approved by the Board for South Dakota allow students to pay in-state tuition rates.

- 3.7. Wyoming Residents Attending Black Hills State University: First-time freshmen and new transfer students from Wyoming enrolled beginning with the summer 2013 term at Black Hills State University shall be assessed the resident tuition rate. This reduced rate is available only at the undergraduate level.

- 3.8. Iowa Residents Attending Dakota State University, Northern State University, South Dakota State University, and the University of South Dakota: First-time freshmen and new transfer students from Iowa enrolled at DSU, NSU, SDSU or USD beginning with the summer 2016 term shall be assessed the resident tuition rate. This reduced rate is available only at the undergraduate level.

- 3.9. Western Undergraduate Exchange Tuition Rate for Residents of WICHE States: Undergraduate residents of WICHE states are eligible to attend any of the SD universities at 150% of the resident on-campus tuition rate. Students attending SDSM&T who are new freshmen and first-time transfers starting the summer of 2016 shall be charged the Western Undergraduate Exchange (WUE) tuition rate for undergraduate courses. The states included are: Alaska, Arizona, California,

Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, North Dakota, Oregon, Utah, Washington, and Wyoming.

- 3.10. Children of Alumni: Effective Summer 2015, non-resident undergraduate freshmen students or first-time transfers attending the same university from which one of their parents or legal guardian received a degree can attend at the resident on-campus tuition rate. Eligibility criteria approved by the Board differ between institutions and are available from each university.

#### **4. Tuition and Fee Reductions and Waivers Established by the Legislature**

The Legislature has established several tuition and fee reductions and waivers for the benefit of specific groups of South Dakota residents. The information in this policy on the legislated reductions and waivers contains only excerpts from the South Dakota Codified Laws and is not intended to provide the necessary detail to administer the programs. Normal fees should be assessed unless specifically waived. SDCL must be referenced for specific guidelines and eligibility criteria. Current information about eligibility requirements is provided in SDCL and shall be available from the Executive Director's office.

- 4.1. Employees of the State of South Dakota (SDCL §3-20): Employees of the state who meet the following requirements and who are admitted to the university may be eligible for a 50% tuition reduction for state support undergraduate and graduate courses up to a maximum of six credit hours per semester. An employee of the state is eligible for tuition reduction as long as he or she:

- is continuously employed by the state for a period of one year in a benefit eligible position;
- is a bona fide resident of the state;
- maintains an academic grade of 2.0 or better;
- maintains an academic rating of competent or better in the most recent merit appraisal or is otherwise certified as competent by the immediate supervisor; and
- is a benefit-eligible employee.

Registration in any course at the reduced tuition rate shall be limited to space available, as determined by the President or designee; after all of the full-time or full tuition paying student have registered. The Board of Regents shall maintain an annual record of the number of participants and the tuition dollar value of such participation.

- 4.2. Members of the South Dakota National Guard (SDCL §33-6-5): Any member of the South Dakota National Guard can qualify for a reduced tuition benefit by meeting the following qualifications in SDCL §33-6-7:

- Be a member of the South Dakota Army National Guard Unit or Air National Guard Unit throughout each semester or vocational program for which the member applies for benefits;
- Have satisfactorily completed required initial basic training;

- Have satisfactorily performed duty upon return from basic training, including a minimum ninety percent attendance on scheduled drill dates and at annual training with the member's parent unit;
  - Maintain satisfactory academic progress; and
  - Provide proper notice to the institution at the time of registration for the term in which the benefits are sought.
- 4.3. Veterans and Others Who Performed War Service (SDCL §13-55-2): Veterans and others who performed active war service may pursue any undergraduate course or courses without payment of charges for tuition for each month of qualified service or major fraction thereof a month in academic time. No eligible person shall be entitled to less than one or more than four academic years of free tuition. Residence at the time of entry into military service or active war service shall not affect eligibility for this entitlement. Eligibility is limited to persons who reside in this state and who:
- are veterans or others as defined in SDCL §33-17-2;
  - are qualified for resident tuition;
  - comply with all the requirements for admission;
  - are not entitled to have such tuition paid by the United States or are entitled to receive in part from the United States for education and training allowance and in part the expenses of his or her subsistence, tuition, fees, supplies, books and equipment per SDCL §13-15-4.
- 4.4. Children and Spouses of National Guardsmen Disabled or Deceased in Line of Duty (SDCL §13-55-10): South Dakota residents under the age of 25 years whose father, mother, or spouse died or sustained a total permanent disability resulting from duty as a member of the South Dakota National Guard, while on state active duty or any authorized training duty, shall be entitled to tuition without cost and be entitled to attend any course or courses of student.
- 4.5. Visually Impaired Persons (SDCL § 13-55-11 through 13-55-13): Residents of South Dakota who are visually impaired and who are eligible for admission may pursue any course of student without payment of tuition and fees that other students are required to pay directly to the university until they have received two hundred twenty-five (225) semester hours of credit or its equivalent.
- A person shall be deemed to be visually impaired if he or she cannot, with use of correcting glasses, see sufficiently to perform ordinary activities for which eyesight is essential. The impairment shall be certified according to SDCL §13-55-11.1.
- 4.6. Children of Residents Who Died During Service in Armed Forces (SDCL §13-55-6 through 13-55-9): Certain children of residents who died while in the service of the armed forces of the United States are entitled to free tuition and to any course or courses of study without the payment of any charges or costs, therefore:
- 4.6.1 Eligibility is limited to South Dakota residents under the age of twenty-five years.

- 4.6.2. The deceased parent, mother or father, must have been a veteran as defined in SDCL § 33-17-1, must have been a bona fide resident of South Dakota for at least six months immediately prior to entry into active services, and must have died from any cause while in the service of the armed forces of the United States.
- 4.7. Dependents of Prisoners or Missing in Action (SDCL §13-55-9): Dependents of prisoners of war or persons missing in action, upon being admitted to a university, shall be entitled to eight semesters or twelve quarters, free of tuition and mandatory fees, other than subsistence expenses, for either full- or part-time student, for so long as he or she is eligible.
- 4.8. Certain Elementary and Secondary Teachers and Vocational Instructors (SDCL §13-55-24): Certain elementary and secondary school teachers and vocational instructors may pursue any undergraduate or graduate course upon payment of 50% of tuition and 100% of required fees.

Eligibility is limited to teachers and vocational instructors who:

- are bona fide residents of South Dakota;
- are employed by an accredited school as a teacher as defined in Title 13;
- are required by state law, administrative rules or an employment contract to attend college as a condition of employment or to maintain a certificate to teach;
- are certified as eligible for this program by the school district or private school by which they are employed; and
- maintain an average academic grade of 3.0 or better.

The right of any teacher or vocational instructor to participate in this tuition reduction is limited to the space available, as determined by the President or designee; in any course after all of the full-time or full tuition paying student have registered.

An eligible teacher or vocational instructor may receive the tuition reduction for a maximum of six credit hours per academic year. For the purposes of this section, the academic year shall begin with the fall semester and include all of the following summer.

- 4.9. Survivors of Certain Fire Fighters, Certified Law Enforcement Officers and Emergency Medical Technicians (SDCL §13-55-22): If a firefighter or certified law enforcement officer or an emergency medical technician dies as a direct result of injuries received in performance of official duties, the survivor, upon being duly accepted for enrollment into any state-supported university of higher education or state-supported technical or vocational school, shall be allowed to obtain a bachelor's degree or vocational degree for so long as the survivor is eligible, free of any tuition. However, the bachelor's degree or vocational degree shall be earned within a thirty-six month or eight semester period or its equivalent.
- 4.10. Reciprocity Tuition Rate for Minnesota Residents (SDCL §13-53B): Minnesota residents shall be charged the rate established in the tuition reciprocity agreement



between the South Dakota Board of Regents and the Minnesota Higher Education Coordinating Board. (See Policy 1:16 – Interstate Tuition Agreements.)

- 4.11. Resident Tuition for Rehabilitation Services Clients: All nonresidents who are receiving tuition support from the South Dakota Division of Rehabilitation Services are entitled to pay tuition at resident rates.

## **5. Reduced Tuition Program Limitation**

A student is only eligible to participate in one reduced tuition program at any point in time. The student will be assigned the appropriate student type that provides the student with the greatest reduced tuition benefit.

## **FORMS / APPENDICES:**

None

## **SOURCE:**

BOR October 2014; BOR August 2006; BOR June 2011; BOR April 2013; BOR March 2016; BOR December 2016; BOR June 2017.

# **SOUTH DAKOTA BOARD OF REGENTS**

## **Academic and Student Affairs**

**AGENDA ITEM: 6 – C (2)**

**DATE: March 27-29, 2018**

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### **SUBJECT**

**BOR Policy 5:17 – Instructional Funding Revisions (Second Reading)**

### **CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 5:17](#) – Instructional Funding

[AAC Guideline 5.7](#) – Section Size Guidelines

### **BACKGROUND / DISCUSSION**

BOR Policy 5:17.4 stipulates the minimum number of students that must be enrolled in course sections offered at the state’s public universities. As stated in this policy, undergraduate and dual-listed sections must enroll at least ten students, entry-level graduate sections (i.e., 500-600 level) must enroll at least seven students, and upper-level graduate sections (i.e., 700-800 level) must enroll at least four students. This so-called “4-7-10 rule” applies only to only on-campus course sections delivered through “selected” instructional methods (e.g., lectures, seminars). Exceptions to the 4-7-10 rule are allowed for up to four percent of selected sections at BHSU, DSU, and NSU and up to three percent of selected sections at SDSM&T, SDSU, and USD. These exception limits are based on cumulative data from the fall and spring terms.

As the public university system advances its efforts to balance instructional effectiveness with organizational efficiency, course section size has emerged as an important accountability measure. The annual *Section Size Report* evaluates the extent to which the state’s six public universities continue to meet Regental policy with respect to minimum enrollment per course section. It is also important to reinforce that only a fraction of the courses offered in the Regental system must meet the requirements outlined in BOR Policy 5:17. Non-selected course sections (i.e., Studio, Internship/Practicum, Workshop, etc.) are excluded from the pre-established enrollment limits. Of the 11,063 on-campus sections offered this past year, only 6,996 (60%) were classified as selected. An additional 2,485 course offerings were delivered at off-campus tuition rates and also excluded indicating that just over half (51.6%) of all sections offered in the system are held to this policy requirement.

(Continued)

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### **DRAFT MOTION 20180327\_6-C(2):**

I move to approve second and final reading of the proposed revisions to BOR Policy 5:17 Instructional Funding as presented.

During the August 2017 retreat, the Board of Regents indicated a desire to have additional data to evaluate the impact of section size policy. In response to this query, two alternative approaches were explored.

#### ***5/9/12 Policy Alternative***

Regents Information System (RIS) staff used the data from the 2016-17 Section Size Report and generated a set of tables that depict the percentage of selected course sections if the current restriction for 4/7/10 were to increase to 5/9/12. Table 1 and 2 in Attachment II provide these data for the alternative threshold structure. Under the current policy framework, a total of 205 small sections existed in the Regental system, and the modification resulted in an increase of an additional 387 sections. Only 15% of these additional courses were at the graduate level. Just under 41% of the courses were from disciplines that fell within four CIP classifications in the area of Engineering (52), Physical Science (40), Biological and Biomedical Sciences (36), and Education (29).

AAC members discussed these data at the [August 2017](#) meeting and agreed that shifting to a 5/9/12 model, or reverting to a campus level student ratio as previously discussed during the May 2017 meeting would make it difficult to manage for a number of high cost programs. As an alternative, the council inquired about whether the inclusion of all selected course sections offered at the off- and on-campus rate<sup>1</sup> could be included to capture a larger number of sections that are currently excluded.

#### ***Inclusion of Off-Campus Sections***

Based on the recommendation from the council, RIS staff processed the 2016-17 Section Size report under new parameters to include off-campus sections. For this update 2,485 off-campus sections which were added to the 6,996 on-campus sections already in the dataset. Of these, 14% were small, compared with 2.9% of analogous on-campus sections (see Table 3 and 4 for both system and institutional data). Under this approach, SDSM&T was the only institution that would be under the percentage allowed by BOR policy. SDSU and USD were under 6% and the three remaining institutions were just under 7%.

The council reviewed these data during their [October 2017](#) meeting, and agreed that this approach would be more viable than attempting to shift to a 5/9/12 policy framework. However, to be compliant the council members requested that the

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<sup>1</sup> Currently, BOR Policy 5:17 specifies that only on-campus courses are included in the institutional calculation for selected course sections. When the policy was initially developed a small number of course offerings were at the off-campus rate, and because the intent was for them to not use state resources and have students cover the cost of instruction the courses were excluded. As online course enrollments have expanded, institutions have worked to impose their own internal requirements for courses based on formulas for determining self-sustainability. For many off-campus courses with fewer than 10 students, faculty are asked accept a salary reduction or alter their workload assignments to compensate.

current percentage thresholds be increased slightly to reflect the broader array of eligible courses being included.

## **IMPACT AND RECOMMENDATION**

Revisions have been proposed to BOR Policy 5:17 to expand the section types that are managed under the small section size policy. Doctoral granting institutions have been increased to 4% and the three regional comprehensive institutions have been set at 5%. Campuses would be given until the 2018-19 academic year to move into compliance with the addition of off-campus courses. Overall, expanding the section size policy to include off-campus course sections will ensure that campuses are working to efficiently manage their curriculum.

The first reading of the policy revisions were reviewed by the SDBOR at their [December 2017](#) meeting. No issues or revisions were noted by the Board during the first reading, and the only additional revisions being recommended are the addition of definitions in section 2 of the current policy. These additional revisions made since the first reading in December 2017 are **highlighted** for reference.

Board staff support the recommendations.

## **ATTACHMENTS**

Attachment I – Proposed Revisions to BOR Policy 5:17 Instructional Funding

Attachment II – Campus Small Section Rates Under Alternative 5/9/12 Framework and Small Sections for Off- and On-Campus Courses

# SOUTH DAKOTA BOARD OF REGENTS

## Policy Manual

**SUBJECT:** Instructional Funding

**NUMBER:** 5:17

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### A. PURPOSE

To regulate the instructional funding models within the Regental System.

### B. DEFINITIONS

- 1. On-Campus Courses:** Courses delivered at a main campus ~~on-campus~~ location or off-campus with state-support (i.e., Nursing).
- 2. Off-Campus Courses:** Courses delivered at off-campus delivery sites, via distance, or classified as developmental/remedial.
- 3. Correspondence Courses / Independent Study Courses:** A course in which students receive lessons and assignments in the mail or by e-mail and returns the completed assignments in order to receive a grade.
- 4. Independent Study Courses:** A course in which a student completes an individualized plan managed by a supervising faculty member in conjunction with the student's goals.
- 5. Remedial Courses:** Courses delivered either on- or off-campus to students requiring additional assistance in the areas of English, Reading, or Mathematics in an effort to achieve expected competencies in these core academic skill areas.
- 6. Study Tours:** An extended trip to a foreign or domestic location for the purpose of earning academic credit.
- 7. Activity, Music, and Theatre Camps:** A camp which focuses on a particular activity, including, but not limited to, music or theatre.
- 8. Special Courses,:** Courses including audited courses, internet courses, Independent Study Courses, Correspondence courses, or Externally Supported courses.
- 9. Workshops, and Institutes:** A very intense, rigorous academic experience focusing on a specific, narrowly tailored topic of current interested and professional relevance.
- 10. Selected Instructional Types:** Instructional types which are subject to the 10/7/4 rule for course enrollment, including: Discussion/Recitation; Seminar; Large Ensemble; Laboratory and Alternate Laboratory; Physical Education Activity; and Lecture Courses.
- 11. Unselected Instructional Types:** Instructional types which are exempt from the 10/7/4 rule for course enrollment, including: Studio; Small Group; Small Group Ensemble; Competency-based, Self-paced Study; Clinical Laboratory; Clinical Experience;

Independent Study; Design/Research; Private Instruction; Restricted PE Activity; Tracking; Internship/Practicum; Thesis; Thesis/Research Sustaining; and Workshop.

## **C. POLICY**

### **1. On-Campus Courses**

Except as provided in Section (2) below, courses offered on-campus shall be offered at the current on-campus tuition rate established by Board Policy Number 5:5.

### **2. Off-Campus Courses**

2.1. Off-Campus Courses: Courses offered off-campus shall be offered at the current off-campus tuition rate established by Board Policy Number 5:5 unless state funding has been specifically authorized by the Board. Board authorization for off-campus state-funded courses is addressed in Policy Number 5:18.

#### **2.1.1. Correspondence Courses/Independent Study Through Correspondence**

2.1.1.1. All correspondence courses are considered off-campus courses for instructional funding purposes. They are off-campus regardless of the location of the student or the student's enrollment in any other courses.

2.2. Remedial Courses: Remedial courses at all institutions shall be offered at the current off-campus tuition rates established by the Board.

2.3. Study Tours: Academic credit to be earned wholly or partially through participation in a foreign or domestic study tour shall be offered at the current off-campus tuition rates established by the Board.

2.4. Activity, Music, and ~~Drama-Theatre~~ Camps: Academic credit to be awarded as a result of participation in an activity, music, or drama camp shall be offered at the current off-campus tuition rates established by the Board.

2.5. Special Courses, Workshops, and Institutes: ~~From September 1, 1997 through August 31, 1998, a~~ Academic credit to be awarded as a result of participation in special courses, workshops or institutes approved by the Executive Director may be offered at the current off-campus tuition rates as established by the Board of Regents. These special offerings would include only those courses and activities not identified or offered as part of the regular institutional curriculum.

### **3. Exceptions**

3.1. The Board may approve exceptions to the instructional funding policy as it deems appropriate. Requests for exceptions shall be presented to the Board at a regularly scheduled meeting in advance of the term for which the exception is sought.

3.2. A list of approved exceptions shall be maintained in the Regents' Office and provided to the Board annually.

### **4. Small Section Limitation**

4.1. All state- and off-campus-and self-support sections with a "selected" instructional method type may be offered for each of the degree levels referenced below:

- ~~4.1.1. No selected instructional method u~~Undergraduate (100, 200, 300 or 400 level course) and dual listed undergraduate/graduate section with fewer than ten (10) students;
- ~~4.1.2. ,e~~Entry-level graduate (500 or 600 level courses) section with fewer than seven (7) students; ~~or~~
- ~~4.1.3. and u~~Upper-level graduate (700 or 800 level courses) sections with fewer than four (4) students may be offered.
- 4.2. Any exceptions to this policy must be authorized by the institutional President and justified to the Board each semester. Collaborative courses with a selected instructional method code that result from a shared program agreement among Regental or partner institutions shall be excluded. Off-campus courses shall be excluded if the institution has negotiated a reduction in faculty workload or salary.
- ~~4.3. Exception limits are determined annually based on Fall and Spring term offerings, and U~~nder no circumstances shall the annual exception limit ~~be exceed the prescribed limits for each institution type. more than three percent of all state support selected instructional method sections for South Dakota School of Mines and Technology, South Dakota State University and the University of South Dakota and more than four percent of all state support selected instructional method sections for Black Hills State University, Dakota State University and Northern State University. The exception limit is determined annually based on Fall and Spring term offerings.~~
- ~~4.3.1. Research Intensive Institutions at four (4) percent.~~
- ~~• South Dakota School of Mines & Technology~~
  - ~~• South Dakota State University~~
  - ~~• University of South Dakota~~
- ~~4.3.2. Master's Comprehensive Institutions at five (5) percent.~~
- ~~• Black Hills State University~~
  - ~~• Dakota State University~~
  - ~~• Northern State University~~
- ~~4.4. Selected instructional methods types include: Discussion/Recitation; Seminar; Large Ensemble; Laboratory and Alternate Laboratory; Physical Education Activity; and Lecture Courses. Collaborative courses with a selected instructional method code that result from a shared program agreement among Regental institutions shall be excluded.~~
- ~~4.3.4.5.~~ Unselected instructional **methods types** include: Studio; Small Group; Small Group Ensemble; Competency-based, Self-paced Study; Clinical Laboratory; Clinical Experience; Independent Study; Design/Research; Private Instruction; Restricted PE Activity; Tracking; Internship/Practicum; Thesis; Thesis/Research Sustaining and Workshop.

**FORMS / APPENDICES:**

None

**SOURCE:**

BOR April 1992; BOR December 1992; BOR December 1993; BOR August 1995; BOR December 1995; BOR March 1996; BOR August 1996; BOR June 1997; BOR October 1997; BOR June 1998; BOR August 2000; BOR December 2010; BOR October 2011; BOR May 2016; BOR December 2016.



## Campus Small Section Rates Under Alternative Policy Frameworks

### *Conversion to 5/9/12 Policy Framework*

**Table 1**

*Selected Course Sections during the 2016-17 Academic Year Considered Small Under a Proposed 5/9/12 Policy*

Small	Freq.	Percent	Cum.
N	6,405	91.54	91.54
Y	592	8.46	100.00
Total	6,997	100.00	

**Table 2**

*Selected Course Sections during the 2016-17 Academic Year Considered Small Under a Proposed 5/9/12 Policy Aggregated By Institution*

Inst	Small		Total
	N	Y	
BHSU	500 87.11	74 12.89	574 100.00
DSU	348 88.55	45 11.45	393 100.00
NSU	486 87.25	71 12.75	557 100.00
SDSMT	787 92.05	68 7.95	855 100.00
SDSU	2,739 93.01	206 6.99	2,945 100.00
USD	1,545 92.35	128 7.65	1,673 100.00
Total	6,405 91.54	592 8.46	6,997 100.00

## ***Inclusion of All Off- and On-Campus Course Sections***

**Table 3**

***Selected Course Sections During the 2016-17 Academic Year Considered Small For Both Off-Campus (SS) and On-Campus (ST)***

Funding	Small		Total
	N	Y	
SS	2,138 86.04	347 13.96	2,485 100.00
ST	6,794 97.11	202 2.89	6,996 100.00
Total	8,932 94.21	549 5.79	9,481 100.00

**Table 4**

***Selected Course Sections During the 2016-17 Academic Year Considered Small For Both Off-Campus (SS) and On-Campus (ST) Aggregated By Institution***

Inst	Small		Total
	N	Y	
BHSU	986 93.28	71 6.72	1,057 100.00
DSU	676 93.24	49 6.76	725 100.00
NSU	760 93.37	54 6.63	814 100.00
SDSMT	845 97.35	23 2.65	868 100.00
SDSU	3,439 94.01	219 5.99	3,658 100.00
USD	2,226 94.36	133 5.64	2,359 100.00
Total	8,932 94.21	549 5.79	9,481 100.00

**Table 5**  
***Selected On-Campus Sections During the 2016-17 Academic Year Considered Small***  
***Aggregated By Institution***

Inst	Small N	Y	Total
BHSU	548 95.47	26 4.53	574 100.00
DSU	378 96.18	15 3.82	393 100.00
NSU	534 96.04	22 3.96	556 100.00
SDSMT	833 97.43	22 2.57	855 100.00
SDSU	2,869 97.42	76 2.58	2,945 100.00
USD	1,632 97.55	41 2.45	1,673 100.00
Total	6,794 97.11	202 2.89	6,996 100.00

**Table 6**  
***Selected Off-Campus Sections During the 2016-17 Academic Year Considered Small***  
***Aggregated By Institution***

Inst	Small N	Y	Total
BHSU	438 90.68	45 9.32	483 100.00
DSU	298 89.76	34 10.24	332 100.00
NSU	226 87.60	32 12.40	258 100.00
SDSMT	12 92.31	1 7.69	13 100.00
SDSU	570 79.94	143 20.06	713 100.00
USD	594 86.59	92 13.41	686 100.00
Total	2,138 86.04	347 13.96	2,485 100.00

# **SOUTH DAKOTA BOARD OF REGENTS**

## **Academic and Student Affairs**

**AGENDA ITEM: 6 – C (3)**

**DATE: March 27-29, 2018**

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### **SUBJECT**

**BOR Policy 2:16 – Teacher Education Programs Revisions (Second Reading)**

### **CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 2:16](#) – Teacher Education Programs

[ARSD 24:53:04:02](#) – State Certification Exams for Teachers

[ARSD 24:53:07](#) – Requirements for Basic Teaching Programs

[ARSD 24:28:01:01](#) – Meaning of Terms

### **BACKGROUND / DISCUSSION**

To maintain compliance with U.S. Department of Education accountability measures, the SD Department of Education began establishing testing requirements for teacher education candidates in the state. To establish standards for ensuring “Highly Qualified Teachers” in every school district in the state, the DOE sought approval of ARSD 24:53:04:02 beginning in July 2015. The administrative rule establishes that “. . . each approved teacher education program for the preparation of teachers shall measure candidates’ content and pedagogical knowledge as required by § 24:53:04:07 and the applicable programs of chapter 24:53:07 with the state certification exams.” Additionally, all “. . . applicants must achieve the established passing scores set by the state Board of Education in order to be recommended for certification to the department.”

Once approved in 2005, the Board of Regents established the requirement that all teacher education candidates must pass the content portion of the state certification examinations prior to student teaching in BOR Policy 2:16. Since that time, candidates unable to pass the certification exam (also referred to as the Praxis exam) for their content area have been restricted from student teaching. Because successful completion of the student teaching experience is a graduation requirement for all BOR teacher education programs, failure to pass the Praxis causes students to either select a different major or withdraw from the institution.

Recently, the Board of Education Standards approved a new set of administrative rules that provide additional avenues for licensure beyond the certification exams that have been in

(Continued)

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### **DRAFT MOTION 20180327\_6-C(3):**

I move to approve the second and final reading of the proposed revisions to Policy 2:16 Teacher Education Programs as presented.

place since 2005. This flexibility exists for a set of secondary education programs (i.e., music, math, language arts, etc.), but has not been extended to Elementary Education. Having 27 or more hours of completed coursework in a major content area<sup>1</sup> may now be used by students for demonstrating content mastery for SDDOE licensure/certification. This second option now affords the five teacher education programs the capacity to advance a student for licensure in secondary education programs even if the qualifying scores on the certification are not met.

## **IMPACT AND RECOMMENDATION**

As an example, a Math Education major with 27 or more credit hours of math content (and a GPA of 2.7) may now use the approved Math Education program to meet licensure requirements in South Dakota. Since meeting qualifying scores on the Praxis are no longer required to gain licensure from the SDDOE, holding this benchmark for students to student teach in the Regental system is no longer warranted.

Policy revisions to Section C.7.2 are proposed to provide teacher education programs the option of allowing candidates to student teach if they have met the licensure requirements set forth by the SDDOE. Additionally, Section C.7.3 has been added to maintain that teacher education programs have the final authority for determining a candidate's preparation to enter the classroom to student teach.

No additional changes have been made since the first reading at the December 2017 BOR meeting.

Board staff recommend approval.

## **ATTACHMENTS**

Attachment I – Proposed revisions to BOR Policy 2:16 – Teacher Education Programs

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<sup>1</sup> Section (25) of ARSD 24:28:01:01 defines this as “Major in content,” a minimum of 27 semester hours of coursework, with a grade point average of 2.7 or higher, that count toward completion of the degree, not including remedial coursework, from a regionally-accredited institution of higher education taken in a subject area as identified on an official transcript or verified by the institution of higher education from which the degree was received.”

# SOUTH DAKOTA BOARD OF REGENTS

## Policy Manual

**SUBJECT:** Teacher Education Programs

**NUMBER:** 2:16

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### **A. PURPOSE**

To regulate the teacher education programs within the Board of Regents system.

### **B. DEFINITIONS**

None

### **C. POLICY**

#### **1. Uniformity Requirement**

Uniform policies for field experiences shall be followed by the institutions of higher education under the control of the Board of Regents.

#### **2. Schools in Campus Community**

For schools located in the campus community, the university may enter into such financial arrangements and administrative policy to obtain field experience facilities and supervision in the community in which the institution is located as are agreed to by the Board of Education of the community and the campus administration. Any payment for administration of the program shall be made to the school district according to the agreement executed and approved by the Board of Education and the campus administration.

#### **3. Schools Not Located in Campus Communities**

The campus administration may contract with the Board of Education in a community other than the one in which the university is located for the use of its schools for field experience facilities and services.

#### **4. Shared Use School**

4.1. Where a school is used by more than one university, the administration of any state-supported university shall have authority to enter into an agreement with the Board of Education of any public school system to provide field experience facilities and services for its student teachers.

4.2. Payments to any cooperating public school system or its staff for providing facilities and services for field experience shall be as follows:

- 4.2.1. Each cooperating school district which provides facilities and services for the field experience program in any state-supported university may be paid an administrative fee; and
- 4.2.2. Each cooperating teacher shall be reimbursed at a rate established by the Board of Regents for each full-time student teacher supervised.

## 5. Student Teaching Exchange

Institutions may exchange supervision assignments with other institutions which have programs of study leading to the certification endorsement that the student seeks. This is done on a limited basis and only if the student and both institutions are in agreement that it is in the best interest of all concerned.

## 6. Compensation Rates

The Board shall set standard compensation rates annually for cooperating teachers, school-based teacher educators and others supervising student field experiences.

## 7. Assessment & Student Teaching

7.1. In compliance with ARSD 24:53:04:02, Regental teacher education programs are required to measure students' content and pedagogical knowledge with the South Dakota state certification exams before graduation or program completion.

7.2. Teacher education students must take the South Dakota state certification content exam for their major(s) level of preparation before the semester in which they student teach. Students must achieve the qualifying score for certification in South Dakota prior to beginning student teaching when required as the sole method for determining licensure under ARSD 24:53:04:02.

7.2.7.3. Regental teacher education programs have the final authority to determine whether a student meets the necessary qualifications for entering the classroom to fulfill the student teaching requirement.

7.3.7.4. Teacher education students must take the South Dakota state certification pedagogy exam in the semester in which they student teach.

7.4.7.5. In compliance with ARSD 24:53:04:04, teacher education students must submit to the home Regental university an official copy of all test scores including any subtest scores provided by the testing company on all South Dakota state certification exams.

## FORMS / APPENDICES:

None

## SOURCE:

BOR March 1960; BOR January 1981; BOR June 1992; BOR October 2003; BOR June 2004; BOR December 2006.

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**

**AGENDA ITEM: 6 – D (1)**

**DATE: March 27-29, 2018**

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**SUBJECT**

**BOR Policy 2:8 – Level and Numbering of and Enrollment in Courses, and BOR Policy 2:27 – Program to Program Articulation Agreements Revisions (First Reading)**

**CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 2:8](#) – Level and Numbering of and Enrollment in Courses

[BOR Policy 2:27](#) – Program to Program Articulation Agreements

**BACKGROUND / DISCUSSION**

The two policies included as attachments (BOR Policy 2:8 – Level and Numbering of and Enrollment in Courses, and BOR Policy 2:27 – Program to Program Articulation Agreements) have been revised to meet the new formatting requirements of the BOR Policy Manual. Both policies also have some minor clerical edits. BOR Policy 2:8 also includes a few clarifying revisions, which were caused by the reformatting of the policy and dividing certain sections in the old format into multiple paragraphs. Also in BOR Policy 2:8, a reference in the purpose of the policy was removed, as it simply instructed campuses to use consistent descriptions on levels and numbering of courses as described in the policies by no later than the Fall of 1997, so it was no longer relevant.

**IMPACT AND RECOMMENDATIONS**

By making these changes, the BOR Policy manual will continue to be updated to the current format, making it more uniform across the entire manual, while also making minor clerical and grammatical revisions.

**ATTACHMENTS**

Attachment I – Proposed Revisions to BOR Policy 2:8 – Level and Numbering of and Enrollment in Courses

Attachment II – Proposed Revisions to BOR Policy 2:27 – Program to Program Articulation Agreements

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**DRAFT MOTION 20180327\_6-D(1):**

I move to approve the first reading of the proposed revisions to BOR Policies 2:8 and 2:27 as presented.



# SOUTH DAKOTA BOARD OF REGENTS

## Policy Manual

**SUBJECT:** Level and Numbering of and Enrollment in Courses

**NUMBER:** 2:8

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### A. PURPOSE

To regulate the common system describing the levels and numbering of courses promotes the common course numbering concept across the system, facilitates student transfer of credit between institutions, and reduces the complexity needed to generate system management reports. ~~This policy, providing for consistent descriptions on levels and numbering of courses, shall be in place on each campus no later than the fall of 1997.~~

### B. DEFINITIONS

None

### C. POLICY

#### **1. Course Numbering**

##### **1.1. Pre-College**

001-099 Pre-college, remedial skills, special improvement (non-degree credit)

##### **1.2. Undergraduate Courses**

100-199 Freshman level

200-299 Sophomore level

300-399 Junior level

400-499 Senior level (may be dual listed with 500 level graduate course)

##### **1.3. Graduate Courses**

500-599: Entry level graduate (may be dual listed with a 400 level undergraduate course and may include limited enrollments by undergraduates)

600-699: Graduate level (undergraduate enrollment only by exception)

700-799: Graduate level (Graduate students only)

800-899: Doctoral and post-doctoral level (Doctoral and post-doctoral students only)

##### **1.4. Experimental Courses**

Experimental courses can be offered for a maximum of two times before formal approval is received, but they must be reported through the system curriculum approval process.

## **2. Explanation of Course Levels**

### **2.1. Lower Division Courses**

2.1.1. Lower division courses are numbered 100 and 200. Typically, they require no or limited prerequisite background in the discipline. They also may have one or more of the following characteristics:

2.1.1.1. They are introductory courses or part of a series of basic courses in a discipline.

2.1.1.2. They are courses that may be counted in majors, minors, electives, the System general education requirements and/or institutional graduation requirements.

2.1.1.3. They are used at the basic level in baccalaureate programs.

2.1.1.4. They are used in associate degree programs.

2.1.2. Lower division courses increase the knowledge students have of subjects with which they are already familiar, introduce them to new subjects, and/or establish a foundation for them to study a major subject in depth.

2.1.3. Lower division courses usually are tightly structured with the expectation that students are to receive considerable instructional guidance in the learning process.

2.1.4. Instruction at the lower division level normally is informational and emphasizes learning skills; it usually entails the use of text materials or resources provided by the instructor or acquired through library or other resources.

2.1.5. The intellectual skills emphasized in lower division courses include comprehension, analysis, synthesis, evaluation, and application of knowledge, but these competencies are not stressed to the same degree they are in upper division courses.

2.1.6. Evaluation of student performance at this level typically tests information, concepts, and skills, but may include aspects identified below for upper division courses.

### **2.2. Upper Division Courses**

2.2.1. Upper division courses are numbered 300 and 400. Typically, they build on the background of the lower division. They also may have one or more of the following characteristics:

2.2.1.1. They are built on a foundation of prerequisite lower division courses in general education, a discipline, or related field of study.

2.2.1.2. They may be included in the institutional graduation requirements.

- 2.2.1.3. They synthesize and integrate knowledge and skills from several specific areas in a discipline or from related disciplines.
- 2.2.1.4. They are used primarily in bachelor's degree programs.
- 2.2.2. Upper division courses enable students to study a major field in depth by building upon and integrating the knowledge they have gained in the lower division. However, upper division courses may also be an introduction to sub-fields in a discipline.
- 2.2.3. Upper division courses are characterized by more flexible structure, which allows for a variety of approaches to the subject matter, a wide range of course material, and an emphasis on independent study and/or research in the laboratory, library, studio, or community.
- 2.2.4. Students are expected to accept increasing responsibility for their own learning both inside and outside the classroom.
- 2.2.5. Upper division courses typically emphasize comprehension, analysis, synthesis, evaluation, and application of knowledge.
- 2.2.6. Evaluation of student performance at this level stresses such outcomes as comprehension and understanding of concepts, the ability to solve problems, and to integrate knowledge.
- 2.3. Graduate Courses
  - 2.3.1. Graduate courses are numbered 500, 600, 700, and 800. Typically, graduate courses are restricted to students who have successfully completed a bachelor's degree. They also may have one or more of the following characteristics:
    - 2.3.1.1. They typically build upon a foundation of undergraduate courses in a single or related disciplines.
    - 2.3.1.2. They require intellectual maturity of students and stress independent study.
    - 2.3.1.3. They emphasize the use of library, studio, laboratory, community, and field-based facilities and resources in ways commensurate with the level of learning.
    - 2.3.1.4. They are used in masters, specialist, doctoral, and post-doctoral programs.
    - 2.3.1.5. They may be used for special students or special post-baccalaureate certificate programs and studies.
  - 2.3.2. The primary function of graduate courses is to broaden the perspective and deepen the advanced knowledge students have of a particular discipline or professional field of study or to provide students with initial preparation in an advanced professional field that requires foundational knowledge and experience in a related discipline or field of study.
  - 2.3.3. Graduate courses should be characterized by a high level of complexity and generalization in the study of a particular subject.

- 2.3.4. ~~They~~ Graduate courses are structured in a manner that allows for a variety of approaches to the subject matter, a wide range of source material, considerable student interaction, and a significant emphasis on independent study and/or research in the library, laboratory, studio, or community.
  - 2.3.5. ~~They~~ Graduate courses are designed to extend the knowledge and intellectual maturity of students beyond the baccalaureate level. They are intended for students who are capable of analyzing, exploring, questioning, evaluating, and synthesizing knowledge.
  - 2.3.6. Evaluation of student performance in graduate courses entails a variety of means and is commensurate with the level of complexity of these courses.
- 2.4. Multiple Numbered Courses
- 2.4.1. ~~This is a concept~~ Multiple numbered courses are used to manage curriculum and faculty assignments. In this approach, a given body of content is available in separately approved courses at the two different levels. It is assumed that each of those courses is needed, one for each level of curriculum.
  - 2.4.2. ~~However, i~~ In the context of curriculum and resource management, the institution may make the decision to teach those two courses simultaneously by one faculty member.
  - 2.4.3. Different levels of expectations would be stated for the students. Separate course syllabi outlining these different expectations or a segment of the common syllabi that clarifies these differences, based on the characteristics described in 2.1A, 2.2B and 2.3C above, would be made available and on file.
  - 2.4.4. Multiple numbered courses must be properly approved, documented, and monitored for quality and maintenance of standards. Two types of multiple numbered courses are acceptable.
    - 2.4.4.1. Undergraduate studio and ensemble courses may be multiple numbered (100, 200, 300, 400).~~;~~
    - 2.4.4.2. ~~and s~~ Senior and entry level graduate courses may be dual numbered (400/500).
  - 2.4.5. Multiple numbered courses do not have to be used on a campus, but, should they be used, initiation is accomplished by approval of the appropriate course proposals and would follow these guidelines.
- 2.5. Use of Workshop Credit in Graduate Programs
- No more than 3 graduate credit hours in any graduate program can be a workshop. Workshop courses at the graduate level are numbered 593, 693, 793 or 893.
- 2.6. Use of 500 Level Courses in Graduate Programs
- No more than 50% of the credit hours in any graduate program can be at the 500 level.

### 3. Enrollment in Courses

#### 3.1. Undergraduate Courses (011-499)

- 3.1.1. All undergraduate and graduate students enrolling at Regental universities in courses numbered 001-499 shall be admitted as an undergraduate student (either degree seeking or non-degree seeking) and registered at the undergraduate level. For all undergraduate and graduate students enrolling at Regental universities in courses numbered 001-499, the courses shall be recorded on the transcript at the undergraduate academic level and included in the calculation of all undergraduate grade point averages.
  - 3.1.2. When an undergraduate course is used on a converted credit basis to meet graduate plan of study requirements at Regental universities, the course shall be recorded on the transcript at the undergraduate academic level with the credit hours approved for the course and then duplicated at the graduate level through an internal transfer policy (Refer to BOR policy 2:5.1~~75~~). At the undergraduate level, the credit is included in the calculation of the undergraduate institutional grade point average and the undergraduate cumulative grade point average at the full credit rate. At the graduate level, the credit is included in the calculation of the graduate institutional grade point average and the graduate cumulative grade point average at the converted credit rate.
  - 3.1.3. Undergraduate courses required as prerequisites in preparation for registration in graduate courses shall be recorded on the transcript at the undergraduate level and will not be duplicated at the graduate level because the courses are not a part of the Regental graduate plan of study.
- 3.2. Graduate Courses (500-899)
- 3.2.1. All undergraduate and graduate students enrolling at Regental universities in courses numbered 500-899 shall be admitted as a graduate student (either degree seeking or non-degree seeking) and registered at the graduate level. For all undergraduate and graduate students enrolling at Regental universities in courses numbered 500-899, the courses shall be recorded on the transcript at the graduate academic level and included in the calculation of all graduate grade point averages.
  - 3.2.2. When a graduate course is used on a converted or actual credit basis to meet undergraduate degree requirements for a Regental accelerated program, the course shall be recorded on the transcript at the graduate academic level with the credit hours approved for the course and then duplicated at the undergraduate level through an internal transfer policy (Refer to BOR policy 2:5.1~~75~~). At the graduate level, the credit is included in the calculation of the graduate institutional grade point average and the graduate cumulative grade point average at the full credit rate. At the undergraduate level, the credit is included in the calculation of the undergraduate institutional grade point average and the undergraduate cumulative grade point average at the converted or actual credit rate.
- 3.3. Undergraduate Students Taking Graduate Courses
- 3.3.1. Undergraduate students who have completed a minimum of 90 credit hours may enroll in a limited number of 500 level courses. The Vice President for

Academic Affairs may grant an exception for enrollment in a 600 level course. The student shall pay graduate tuition and the courses shall be recorded on a graduate transcript. These graduate courses may apply to an undergraduate degree.

#### 3.4. Repeated Enrollment in the Same Course

- 3.4.1. A student may enroll in an undergraduate course (for which credit is granted only once) no more than three times without permission of the Vice President for Academic Affairs.
- 3.4.2. A student may enroll in a graduate course (for which credit is granted only once) no more than two times without permission of the Dean of the Graduate School.
- 3.4.3. A student will be allowed unlimited enrollments in an undergraduate or graduate course for which credit toward graduation may be received more than once. An institution may limit the number of credit hours for courses that may be taken more than once that apply toward the requirements for a major.

### **FORMS / APPENDICES:**

None

### **SOURCE:**

BOR October 1995; BOR January 1996; BOR August 1999; BOR August 2003; BOR August 2013.

# SOUTH DAKOTA BOARD OF REGENTS

## Policy Manual

**SUBJECT:** Program to Program Articulation Agreements

**NUMBER:** 2:27

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### **A. PURPOSE**

To regulate program to program articulation agreements.

### **B. DEFINITIONS**

None

### **C. POLICY**

#### **1. Criteria**

- 1.1. The Associate of Arts degree is a transferable degree. Students completing an Associate of Arts degree and transferring must fulfill all college, major, minor, certificate, and other degree requirements of the receiving campus.
- 1.2. The Associate of Science degree is a terminal degree. However, it is transferable when a specific degree articulation agreement exists between a given A.S. degree and a specific baccalaureate degree.
- 1.3. The Associate of Applied Science degree is a non-transferable degree. Credit hours for such degrees may be transferable only when a specific articulation program to program agreement exists.
- 1.4. Articulation agreements will be applicable throughout the Regental system in the manner specified during the approval process.
- 1.5. Articulation agreements will be applicable only to Regental institutions offering equivalent programs.

#### **2. Process for Agreements with Accredited Colleges and Universities**

- 2.1. Agreements will be developed by Regental institutions and faculty according to institutional guidelines.
- 2.2. These agreements will be forwarded to the Academic Affairs Council for system review. The Academic Affairs Council will make a recommendation to the Council of Presidents and Superintendents and the Board of Regents.
- 2.3. Once a program is articulated, it is the responsibility of each institution to submit a new proposal when any aspect of the agreement is changed.

- 2.4. Articulation agreements will be reviewed as part of the seven (7) year institutional program review process and submitted to the Academic Affairs Council.

### **3. South Dakota Technical Institutes with a Memorandum of Agreement with the Board of Regents**

- 3.1. The Memorandum of Agreement with the South Dakota technical institutes approved by the Board of Regents (BOR) and Board of Education (BOE) includes program to program agreements.
- 3.2. General education courses as part of program to program articulation agreements will be governed by Board Policy 2:31, Articulation of General Education Courses: South Dakota Technical Institutes with a Memorandum of Agreement with the Board of Regents.
- 3.3. Transfer of technical course credit hours as part of program to program articulation agreements is governed by Board policy 2:5, Transfer of Credit.
- 3.4. Process for developing program to program articulation agreements
- 3.4.1. The Regental university Vice President for Academic Affairs or designee contacts the BOR System Chief Academic Officer to identify interest in developing a specific program to program articulation agreement, or the technical institute director or designee contacts the BOR System Chief Academic Officer to identify interest in developing a specific program to program articulation agreement.
- 3.4.2. The BOR System Chief Academic Officer will work with the Regental university(ies) to draft the proposed program to program articulation agreement and submit it to the technical institute(s) for review.
- 3.4.3. After the university and technical institute have agreed on the proposed program to program articulation agreement, the BOR System Chief Academic Officer will submit the proposed articulation agreement to the BOR ~~and the technical institute director will submit the proposed articulation agreement to the BOE~~ for approval.

### **4. South Dakota Technical Institutes without a Memorandum of Agreement with the Board of Regents**

- 4.1. Program to program articulation agreements will not be developed with South Dakota technical institutes that do not have a memorandum of agreement with the Board of Regents.
- 4.2. Program to program articulation agreements existing in June 2005 will remain in place.
- 4.3. Transfer of general education courses will be governed by Board Policy 2:25, Articulation of General Education Courses: South Dakota Technical Institutes without a Memorandum of Agreement with the Board of Regents.
- 4.4. Transfer of technical course credit hours is governed by Board policy 2:5, Transfer of Credit.



**FORMS / APPENDICES:**

None

**SOURCE:**

BOR June 1997; BOR October 1997; BOR December 1997; BOR August 1999; BOR June 2005.

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**

**AGENDA ITEM: 6 – D (2)**

**DATE: March 27-29, 2018**

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**SUBJECT**

**BOR Policy 2:12 – Distance Education Revisions (First Reading)**

**CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 2:12](#) – Distance Education

**BACKGROUND / DISCUSSION**

In an attempt to transition the academic affairs policies into the new format, AAC was asked to review potential revisions to BOR Policy 2:12 Distance Education. When this was initially discussed during the [January 2018](#) AAC meeting the council noted a number of minor corrections which have now been addressed in the most recent revisions (specifically section 3.3 and 4.3.1 in BOR Policy 2:12 Distance Education). A number of additional revisions have been made to BOR Policy 2:12 to align with current practice including that the Board approves all off-campus and online programs consistent with the model discussed by at the [June 2017](#) Board meeting.

In addition, revisions have been made to reflect the new U.S. Department of Education licensure and certification regulations that will go into effect in July 2018, which were discussed at the [October 2017](#) Board Meeting. These revisions establish that academic programs at each institution are responsible for determining whether or not a program meets the licensure criteria in other states. AAC agreed that campus personnel in the affected programmatic units would be most qualified to track down the requirements for licensure, and then be responsible for reporting those to distance and continuing education offices.

The policy has also been revised to meeting the new formatting requirements of the BOR Policy Manual, and also includes minor clerical edits beyond those referenced above.

**IMPACT AND RECOMMENDATIONS**

By making these changes, the BOR Policy manual will continue to be updated to the current format, making it more uniform across the entire manual, while also: 1) aligning

(Continued)

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**DRAFT MOTION 20180327\_6-D(2):**

I move to approve the first reading of the proposed revisions to BOR Policy 2:12 as presented.

the policy with current distance education practices; 2) capturing the new licensure and certification requirements; and 3) addressing minor clerical and grammatical revisions.

**ATTACHMENTS**

Attachment I – Proposed Revisions to BOR Policy 2:12 – Distance Education

# SOUTH DAKOTA BOARD OF REGENTS

## Policy Manual

**SUBJECT:** Distance Education

**NUMBER:** 2:12

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### **A. PURPOSE**

To regulate the programs and courses offered for college credit through correspondence, electronic delivery, and off-campus delivery, in order to provide broader access to credit bearing college level educational opportunities and to assist communities in making effective use of the resources of South Dakota's public universities.

### **B. DEFINITIONS**

1. **Distance Course:** Any course offered for college credit through correspondence, electronic, or online delivery.
2. **Distance Program:** Any academic program (i.e., certificate, minor, or major) with curriculum approved by the Board of Regents to be offered through correspondence, electronic, or online delivery.
3. **Off-Campus Center:** Any location other than the six designated campus locations approved by the Board of Regents where programs (certificate, minor, or major) are offered by one or more institutions within the system to meet demand within the area served. Centers shall facilitate advising, counseling, and academic support assistance for students.

### **B.C. POLICY**

#### **1. Applicable Policies, Standards and Guidelines**

Unless specifically exempted, all Board and campus policies, standards and guidelines for on campus instruction, including admissions requirements, course evaluation requirements, course prerequisites, faculty qualifications, access to appropriate student support services and instructional equipment, and student rights and responsibilities, also apply to distance education instruction.

#### **2. Administration**

- 2.1. All distance education programs and courses, including correspondence study, should be coordinated in each institution under one authority ~~such as a Dean or Director.~~
- 2.2. Campuses should engage established curriculum processes for ~~In~~-planning and executing distance education courses and programs. ~~the Dean/Director should work with the Vice President for Academic Affairs, Deans and Department Heads on~~

~~matters concerned with selection of courses and programs to be offered and recruitment of instructors. The Administrative Head (Dean or Division Head) of the unit in which a course is offered must recommend the course and faculty appointment to the Vice President for Academic Affairs or his/her designee. Where Graduate Courses are offered, the Graduate Dean, Director, or the Graduate Council must also approve the course offering and the instructor.~~

2.3. For academic programs that lead to licensure and certification, personnel with direct oversight of the academic program are responsible for assessing compliance with the licensure and certification requirements for states outside of South Dakota. Alignment of program requirements to states outside South Dakota shall be shared by program personnel with continuing education and admission offices at the respective campus.

2.2.2.4. Board of Regents approval is required to offer and market complete distance programs and complete programs offered at off-campus centers.

### 3. Faculty

#### 3.1. Qualifications and Appointment

- 3.1.1. Individuals who are not regular faculty members and who are appointed to teach a distance education course must meet the same qualifications as members of campus faculty. All such appointments must have the approval of the appropriate Dean(s) and the Vice President for Academic Affairs prior to employment being offered or the course being scheduled. University policies may also require approval at the department level.
- 3.1.2. The person teaching the course and meeting classes must be the individual whose name appears on the grade report (class roster) in the office of the registrar. Any exceptions to this policy must be approved by the Vice President for Academic Affairs.
- 3.1.3. Only persons with terminal degrees or who hold instructor rank should teach graduate courses. Only persons with terminal degrees, or in special cases exceptional scholarly qualifications, may teach 700 level courses. In the latter case, exceptions must be approved by the Graduate Dean and Academic Vice President. Each course taught for graduate credit at the 500 or 600 level by faculty who do not hold a terminal degree, instructor rank, -or graduate faculty standing on a campus must have the recommendation of the Graduate Dean/Director and approval of the Vice President for Academic Affairs.

#### 3.2. Evaluation

Board of Regents and university policies governing faculty evaluation, including student evaluation of instruction, apply to off campus and distance education courses.

#### 3.3. Compensation

Faculty compensation ~~for faculty bargaining unit members teaching off campus courses is addressed in the collective bargaining contract. Non-unit faculty members teaching off campus courses shall be compensated under a plan of compensation approved by the Board consistent with Board of Regents policy.~~

## 4. Courses

### 4.1. Requirements

Institutions must be able to demonstrate that graduate and undergraduate courses have intellectual demands and requirements comparable to graduate and undergraduate courses offered on campus. Distance education courses should have equivalent standards, rigor, student outcomes, substance and assignments as courses offered on campus.

### 4.2. Assessment

4.2.1. Course and instructional program assessment policies of the university transcribing the course apply to off campus and distance education instruction.

4.2.1.4.2.2. All courses using electronic delivery must comply with system Quality Assurance evaluation requirements and be evaluated at least once every three years.

### 4.3. Class Schedules

4.3.1. The time and place for scheduling distance education classes shall be determined by each institution. ~~The scheduling of courses and programs delivered electronically shall be coordinated through the Electronic University Consortium.~~ The schedule for course and program offerings shall be approved by the Vice President for Academic Affairs.

4.3.2. Distance education courses in which instruction is face-to-face shall be offered over a period of time which allows for appropriate levels of instruction and out-of-class study and reflection. The adequacy of calendar and instructional contact time shall be evaluated by the following measures: (1) number of instructional contact hours, (2) number of days on which the instructor meets with the class and (3) the total length of time from the first to the last class meeting. The following criteria shall be considered standards. Any practice that deviates downward from these standards must be approved by the Vice President for Academic Affairs.

4.3.2.1. Contact Hours: One credit hour for a minimum of fifteen contact hours. A contact hour is 50 minutes of instruction time.

4.3.2.2. Instructional: One credit hour of academic work may be awarded for instruction spanning at least three calendar days.

4.3.3. Distance education courses offered electronically may be scheduled on a semester basis and require that students complete learning experiences on a particular timeline (i.e. each week). Also, distance education courses may be offered asynchronously to allow students maximum flexibility in participation. Asynchronous courses may or may not necessarily be offered on a semester basis. The required length for a distance education course is determined by

course expectations and scheduling. Typically, a one credit hour course lasting for a semester equates to 45 hours of effort-engagement by the student.

## 5. Intellectual Property

Universities shall ensure compliance with copyright laws and all Board policies concerning intellectual property.

## 6. Access to Library Resources

Books, journals and other library resources that are necessary to conduct a course on campus must also be available in a convenient manner to students enrolled in a distance education course. These resources may be provided by the home campus library, by local public libraries, by agreements with other cooperating institutions, and/or electronically.

## 7. Contracting with Agencies Outside the Board of Regents

Refer to policies 2:13 Third Party Requests for University Credit, 5:5 Tuition and Fees and 5:17 Instructional Funding.

## 8. Courses Sponsored by Another Regental Institution

8.1. A university may agree to sponsor a course taught by another university and delivered electronically to the sponsoring university's campus or to another site at which the sponsoring university is authorized to offer the instruction. Board Policy 5:17 (Instructional Funding) and 5:18 (Off-Campus State-Funded Programs and Courses) apply when a sponsored course is received at an off-campus location.

8.2. The university that requests to receive a course delivered electronically by another university is the "sponsoring" university. The university whose faculty member is teaching the course delivered electronically to the sponsoring university is the "originating" university.

~~8.3. A sponsored course must be a state support course at the originating university.~~

~~8.4.8.3.~~ The sponsoring university shall have a course that is equivalent to the course being taught at the originating university or may use variable topics to offer the course as an elective in an approved degree program.

~~8.5.8.4.~~ Authorization to sponsor a course delivered electronically from another Regental university does not constitute an alternative procedure for obtaining Board approval for new courses or programs.

~~8.6.8.5.~~ The sponsoring university shall register students for its own course and collect tuition ~~and approved fees~~ as if it were teaching the course. The originating university shall register students taking the course on its campus and collect tuition and ~~approved fees~~ according to its usual procedures. Refer to BOR policy 5:5.

~~8.7.8.6.~~ The sponsoring university and the originating university shall agree in advance and in writing on the compensation to be paid to the originating university by the sponsoring university and on the responsibilities of each institution for library resources, instructional equipment and supplies, access to the instructor, personnel at the sponsoring university, faculty evaluation, and for compliance with other Board policies.

- ~~8.7.1.8.6.1.~~ The originating university is responsible for payment of charges related to electronic delivery unless otherwise provided in the written agreement.
- ~~8.7.2.8.6.2.~~ Procedures for handling complaints and grievances from students follow the process of the originating institution in collaboration with the Vice President for Academic Affairs at the sponsoring institution.
- ~~8.8.8.7.~~ A course offered as a sponsored course at one or more sites may be offered to one or more additional sites if such arrangements are provided for in the written agreement between the sponsoring and originating universities.
- ~~8.9.8.8.~~ Universities may negotiate sponsored course agreements with regionally accredited non-system institutions.
- ~~8.9.1.8.8.1.~~ Such agreements shall be ~~presented~~ included on the interim action reports prepared by the Executive Director for the Board at their ~~to the Board for approval at a~~ regularly scheduled meeting.
- ~~8.9.2.8.8.2.~~ Universities shall not advertise or participate in the advertising of any electronically delivered course, register students for any course, or enter into any contracts for the purpose of implementing a sponsored course agreement with non-system institutions prior to approval by the Board.
- ~~8.9.3.8.8.3.~~ Actions by the non-regental institution prior to Board approval do not establish any Board or university obligations.

## **FORMS / APPENDICES:**

None

## **SOURCE:**

BOR September 1989; BOR June 1992; BOR May 2001; BOR March 2005; BOR August 2016.



## **SOUTH DAKOTA BOARD OF REGENTS**

### **Academic and Student Affairs**

**AGENDA ITEM: 6 – D (3)**

**DATE: March 27-29, 2018**

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#### **SUBJECT**

**BOR Policy 2:5 – Transfer of Credit Revisions (First Reading)**

#### **CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 2:5](#) – Transfer of Credit

#### **BACKGROUND / DISCUSSION**

Throughout the 2015-16 academic year, AAC discussed the need for minor revisions to BOR Policy 2:5 Transfer of Credit in response to a request from the COPS to adopt a block transfer framework. This approach would allow entering students with an earned Associates degree (AS or AA) to also meet the General Education requirements for the system. Proposed revisions to BOR policy were initially discussed during the [October 2015](#), and a final set of revisions were advanced to the Board of Regents in [October 2016](#) and [December 2016](#) for final approval.

As this discussion unfolded, the primary focus sought to develop pathways for students who had earned an associate's degree. However, since the policy was put into place a small number of students with an earned Bachelor's degree have sought to return to pursue a second Bachelor's degree program. Unfortunately, under the current policy this block transfer process is not an available option for these students. To address this issue, revisions to this policy are being advanced to extend the block transfer section for students who had previously earned a Bachelor's degree. The proposed revisions were discussed at the [August 2017](#) AAC meeting and were supported by the council.

#### **IMPACT AND RECOMMENDATION**

In response to a request from individual Board members, the proposed revisions have been combined into one set of guidelines (rather than separating out associate and bachelor's degree expectations). Additionally, a comprehensive edit of the policy has also been undertaken to eliminate duplication and align definitions throughout. Prior to the [February 2018](#) AAC meeting, council members were strongly encouraged to engage campus personnel who work directly with this policy to review the substantive revisions. A number of issues were identified and additional modifications made prior to advancing to the Board

(Continued)

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#### **DRAFT MOTION 20180327\_6-D(3):**

I move to approve the first reading of the proposed revisions to BOR Policy 2:5 Transfer of Credit as presented.

for the first reading. To assist with this review, two sets of attachments (one with track changes and one without) have been provided.

The proposed revisions are twofold. First, they seek to further simplify the policy structure for how transfer of credit should occur within the Regental system. Second, if the Board is supportive of these policy revisions, institutions will be able to coordinate a review of the learning outcomes in place at institutions where students have successfully completed a BA or BS degree. If alignment exists, then students entering with either of these degrees will not be required to repeat the General Education curriculum as they work toward completing a second bachelor's degree program.

Board of Regents staff recommend approval.

#### **ATTACHMENTS**

Attachment I – BOR Policy 2:5 Transfer of Credit Revisions – No Track Changes Shown

Attachment II – BOR Policy 2:5 Transfer of Credit Revisions – With Track Changes

# SOUTH DAKOTA BOARD OF REGENTS

## Policy Manual

**SUBJECT:** Transfer of Credit

**NUMBER:** 2:5

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### **A. PURPOSE**

To establish the framework for the consistent transfer of credit among Regental institutions, and by students earning credit external to the six institutions managed by the South Dakota Board of Regents. Additionally, guidance is provided for the accepting credit through approved validation methods.

### **B. DEFINITIONS**

1. **Accredited Institution:** An institution holding accreditation from one of the following regional accrediting bodies, unless otherwise specified: Middle States Commission on Higher Education, New England Association of Schools and Colleges, Higher Learning Commission, Northwest Accreditation Commission, Southern Association of Colleges and Schools, Western Association of Schools and Colleges.
2. **Technical or General Education Academic Course:** A course that is equivalent to a Regental general education requirement at the 100 or 200 level.
3. **Course Evaluation:** An Assessment completed by the appropriate institutional official at the time of admission to compare descriptions, content, and level of course completed from an accredited or non-accredited institution.
4. **CR Grade:** A grade use for the block of technical course credit hours.
5. **External Block Transfer:** Granting of credit to meet the General Education requirements outlined in BOR Policy 2:7 and 2:26 for students from approved institutions that enter with an earned Associates Degree (AA and AS) or Bachelor's Degree (BA and BS).
6. **Regental Internal Transfer:** Process where an undergraduate course is used on a converted credit basis to meet graduate plan of study requirements at Regental universities or when graduate credit is used on a converted or actual credit basis to meet undergraduate degree requirements for a Regental accelerated program (refer to BOR Policy 2:8.).
7. **Repeated Course:** A course that an institution has determined to be repeated for credit from a receiving institution. All repeated course attempts will be entered on the transcript, but credit will not be given for the duplication of courses as only the last earned grade will be used in the calculation of the student's grade point average.
8. **Technical Course:** A non-academic course that meets the technical program requirements for a diploma, certificate, or Associate of Applied Science degree.

## **C. POLICY**

### **1. Transfer of Courses to Meet Degree Requirements**

- 1.1. Academic courses will be transferred as meeting graduation requirements if the courses parallel the scope and depth requirements for the degree or if the courses meet electives required for the degree.
- 1.2. Undergraduate courses considered for transfer are subject to all BOR policies and any conditions for validation that may be prescribed by the accepting institution. When a university evaluates and accepts the transfer of undergraduate credit under the provisions of this policy, these courses will be recorded and equivalencies granted using the following guidelines:
  - 1.2.1. If there are specific undergraduate courses at the university evaluating the credit, these specific courses should be used when granting equivalencies.
  - 1.2.2. If the academic discipline is available at the university evaluating the credit, but there is no discipline equivalent course, use the discipline prefix and the appropriate course level (100 for Freshman level, 200 for Sophomore level, 300 for Junior level, and 400 for Senior level).
  - 1.2.3. If the academic discipline is not available at the university evaluating the credit, use the GEN, ELEC, or UNSP prefix and the appropriate course level (100 for Freshman level, 200 for Sophomore level, 300 for Junior level, and 400 for Senior level).

### **1.3. Total Transfer of Credit Limit**

- 1.3.1. Total transfer credit for work at a two-year technical or community college may not exceed one-half of the hours required for completion of the baccalaureate degree at the accepting institution unless an approved program-specific waiver exists.
- 1.3.2. The System Vice President for Academic Affairs may approve program-specific waivers of up to seventy-five (75) total transfer credit hours at the accepting institution; Board of Regents approval is required for program-specific waivers of seventy-six (76) total transfer credit hours up to a maximum of ninety (90) total transfer credit hours at the accepting institution.
- 1.3.3. Students who have completed more than the acceptable semester hours of junior, community or technical college work may apply completed, transferable courses to specific course requirements and thereby may not be required to repeat the courses. The semester hours of credit for those additional courses may not be applied toward the minimum credit hours required for the degree.

### **1.4. Student Appeals for Transfer of Credit Decisions**

- 1.4.1. Each institution will develop and maintain a procedure for the appeal of transfer credit decisions.

## **2. Transfer of General Education Requirements**

### **2.1. Internal Transfer of General Education Coursework**

- 2.1.1. A student who has completed the general education requirements outlined in Policy 2:7 and 2:26 at the sending Regental institution will have completed the equivalent degree level requirements at the receiving institution regardless of the course distributions or approved course lists. In any subsequent evaluation of any transfer or non-course work, equivalencies for system common courses and system general education courses will not be changed.
- 2.1.2. A student who has not completed all general education requirements at the sending institution will be required to complete additional coursework consistent with the course requirements at the receiving South Dakota Regental institution.

### **2.2. External Block Transfer of General Education Coursework**

- 2.2.1. A student who has completed General Education requirements that are consistent with the six (6) goals and credit hour requirements outlined in Policy 2:7 and 2:26 will enter the Regental system having fulfilled the General Education program requirements. Students will be expected to meet all degree program requirements including course prerequisites.
- 2.2.2. When considering whether undergraduate transfer of academic courses received from non-Regental accredited institutions shall qualify to meet the System General Education credit hour requirements outlined in Policy 2:7 and 2:26, a Regental institution shall:
  - 2.2.2.1. Evaluate the general education goals and student learning outcomes rather than specific course equivalencies;
  - 2.2.2.2. Ensure that a minimum of three (3) credit hours of coursework is required for each of the six general education goals, and that a total of at least twenty-four (24) credit hours of general education coursework are required by the sending institution for associate degree students and thirty (30) for a bachelor's degree;
  - 2.2.2.3. Request a general education transfer agreement be approved for students entering from the institution.
- 2.2.3. When it is determined that the goals and credit hour requirements from a non-Regental accredited institution do not align with Policy 2:7 and 2:26, a Regental institution may request a partial general education transfer agreement be approved where goal consistency does exist.

## **3. Transfer of Credit from Accredited United States Colleges, Universities & Technical Institutes**

### **3.1. General Requirements**

- 3.1.1. All grades transferred will be calculated into grade point averages according to the Regental grade scheme, and recorded on the student's academic transcript.
- 3.1.2. Transfer grades not existing in the Regental grading scheme will be equated to the Regental grading system. (Refer to BOR 2:10, Use of Grade Point Averages).
- 3.1.3. The university-specific degree or plan of study requirements determine if the courses transferred are applicable to the student's degree program at that university and if they meet the minimum grade criteria.
- 3.1.4. Except for the conditions outlined for graduate transfer, during any subsequent evaluation, equivalencies for system common courses and system general education courses will not be changed. Equivalencies for unique courses may be changed, re-evaluated, or inactivated. In subsequent evaluations, grades previously recorded cannot be changed.

### **3.2. Undergraduate Transfer**

- 3.2.1. All undergraduate transfer courses and all transfer grades (whether the grades are passing or not passing) must be recorded and an equivalency specified by the Regental university.
- 3.2.2. Remedial courses (as identified on the sending institution's transcript) received in transfer are recorded, transcribed, and assigned an equivalency at the receiving university but do not calculate into grade point averages.
- 3.2.3. Orientation, Life Experience, an approved high school equivalency examination, and high school level courses are not recorded in Colleague as transfer credit nor are they granted equivalent credit.
- 3.2.4. High school courses for which students received college credit will not be entered as transfer credit, or given equivalent credit, unless one of the following conditions are met:
  - 3.2.4.1. Validated by an Advanced Placement or CLEP score that meets Board of Regents guidelines for acceptance of credit;
  - 3.2.4.2. The college credit is granted by a university with which the Board has a dual credit agreement; or
  - 3.2.4.3. The college credit is granted by an institution meeting the accreditation standards of the National Alliance of Concurrent Enrollment Partnerships (NACEP).

### **3.3. Technical Course Transfer from Colleges and Universities**

- 3.3.1. University discretion is permitted in acceptance of courses. Courses considered for transfer are subject to all BOR policies and any conditions for validation that may be prescribed by the accepting institution.

- 3.3.2. When the courses are accepted for transfer, equivalent courses are recorded on the transcript but the grade earned at the technical institute is not recorded or calculated into the grade point averages.

### **3.4. Course Transfer from Technical Institutes**

#### **3.4.1. South Dakota Technical Institutes**

- 3.4.1.1. Transfer of academic courses from South Dakota postsecondary technical institutes is governed by BOR policies 2:25, 2:26, 2:27, and 2:31.
- 3.4.1.2. Transfer of technical course credit hours from South Dakota postsecondary technical institutes only occurs as part of a program to program articulation agreement approved by the Board of Regents and South Dakota Board of Education Standards, unless an institution determines a course equivalency consistent with the process outlined in this policy.
- 3.4.1.3. The transfer of technical course credit hours occurs as a block of credit hours upon completion of requirements for the university articulated program for which a CR grade will be assigned.
- 3.4.1.4. Academic courses taken under articulation agreements in effect between July 1, 1999 and June 30, 2005 will be transferred according to those agreements.

#### **3.4.2. Other Technical Institutes**

- 3.4.2.1. University discretion is permitted in acceptance of academic courses. Academic courses considered for transfer are subject to all BOR policies and any conditions for validation that may be prescribed by the accepting institution.
- 3.4.2.2. Transfer of technical course credit hours from non-South Dakota postsecondary technical institutes only occurs as part of a program to program articulation agreement approved by the Board of Regents.
- 3.4.2.3. The transfer of technical course credit hours occurs as a block of credit hours upon completion of requirements for the university articulated program.
- 3.4.2.4. When the academic courses are accepted for transfer, equivalent courses are recorded on the transcript.

### **4. Graduate Transfer of Credit from Accredited United States Colleges and Universities**

- 4.1. All graduate transfer courses and transfer grades judged to be acceptable by the evaluating university, are recorded and evaluated by the Regental university, calculated into grade point averages according to the Regental grade scheme, and recorded on the student's academic transcript.
- 4.2. If transfer credits are judged acceptable; these courses will be recorded, and equivalencies granted, using the following guidelines:

- 4.2.1. If there are specific equivalent graduate courses at the university evaluating the credit, these specific courses should be used when granting equivalencies.
- 4.2.2. If there are no equivalent graduate courses at the university evaluating the credit, these courses will be recorded, and equivalencies granted, using the following guidelines:
  - 4.2.2.1. If the academic discipline is available at the university evaluating the credit, but there is no discipline equivalent course, use the discipline prefix and the appropriate course level (500/600 for master's programs and 700/800 for doctoral programs).
  - 4.2.2.2. If the academic discipline is not available at the university evaluating the credit, use the GEN, ELEC, or UNSP prefix and the appropriate course level (500/600 for master's programs and 700/800 for doctoral programs).
- 4.3. Transfer grades not existing in the Regental grading scheme will be equated to the Regental grading system.
- 4.4. In subsequent evaluation, all equivalencies may be re-evaluated, inactivated, or changed. Additional equivalencies may be added and evaluated. In subsequent evaluations, grades previously recorded cannot be changed.
- 4.5. The university-specific plan of study requirements determine if the courses transferred are applicable to the student's degree program at that university and if they meet the minimum grade criteria.

## **5. Credits Received from United States Colleges or Universities Located Outside the United States or Not Accredited**

### **5.1. General Requirements**

- 5.1.1. University discretion is permitted in acceptance of courses. Courses considered for transfer are subject to all BOR policies and any conditions for validation that may be prescribed by the accepting institution.
- 5.1.2. In any subsequent evaluation, equivalencies for system common courses and system general education courses will not be changed. Equivalencies for unique courses may be changed, re-evaluated, or inactivated. Additional equivalencies may be added and evaluated.
- 5.1.3. The university-specific degree requirements determine if the courses transferred are applicable to the student's degree program at that university and if they meet the minimum grade criteria.
- 5.1.4. When the courses are accepted for transfer, equivalent courses are recorded on the transcript but the grade earned at the institution is not recorded or calculated into the grade point averages using the following guidelines:
  - 5.1.4.1. If there are specific equivalent graduate courses at the university evaluating the credit, these specific courses should be used when granting equivalencies.



5.1.4.2. If there are no equivalent graduate courses at the university evaluating the credit, these courses will be recorded, and equivalencies granted, using the following guidelines:

5.1.4.2.1. If the academic discipline is available at the university evaluating the credit, but there is no discipline equivalent course, use the discipline prefix and the appropriate course level (500/600 for master's programs and 700/800 for doctoral programs).

5.1.4.2.2. If the academic discipline is not available at the university evaluating the credit, use the GEN, ELEC, or UNSP prefix and the appropriate course level (500/600 for master's programs and 700/800 for doctoral programs).

## **5.2. Postsecondary Institutions Outside the United States**

5.2.1. At the discretion of the institution's chief academic officer, grades may be recorded and used to determine the transfer and cumulative GPAs.

## **5.3. Technical Institute**

5.3.1. Courses submitted in transfer from postsecondary technical institutes that are not accredited will not be accepted.

# **6. Credit Received Through Validation Methods & Prior Learning Assessment**

6.1. Credit earned through validation methods other than nationally recognized examinations is limited to a maximum of thirty (30) hours of credit for baccalaureate degrees and fifteen (15) hours of credit for associate degrees. Credits may be earned through established procedures for prior learning assessment, including but not limited to assessment of military training and education. Each campus may determine appropriate course equivalencies as warranted and consult equivalencies established by the American Council on Education (ACE) when making final decision.

6.1.1. Validation of military credit is limited to an additional thirty (30) hours of credit for baccalaureate degrees and an additional fifteen (15) hours of credit for associate degrees.

6.1.2. University discretion is permitted in acceptance of validated military credit for graduate programs, limited to a maximum of twelve (12) credit hours.

6.2. Credit for college level courses granted through nationally recognized examinations such as CLEP, AP, DANTES, etc., will be evaluated and accepted for transfer if equivalent to Regental courses and the scores are consistent with Regental policies. Such credits are only valid if transcribed by a university within five years of the student taking the examination. Regental institutions shall honor credits from nationally recognized examinations transcribed to meet degree requirements at a non-Regental institution.

6.2.1. If credit received through validation is applied as elective credit, it may only be applied at the 100 or 200 level.

- 6.2.2. Credit received through validation may apply to System General Education Requirements.
- 6.3. When validation credits are accepted, equivalent courses are recorded on the transcript but are not calculated into the grade point averages.
- 6.4. In any subsequent evaluation, equivalencies for system common courses and system general education courses will not be changed. Equivalencies for unique courses may be changed, re-evaluated, or inactivated. Additional equivalencies may be added and evaluated.
- 6.5. The university-specific degree requirements determine if the validation credits accepted also are applicable to the student's degree program at that university.

## **FORMS / APPENDICES:**

None

## **SOURCE:**

SDCL 13-49.1; BOR April 1989; BOR April 1992; BOR June 1997; BOR March 1998; BOR August 1999, BOR March 2001; BOR May 2001; BOR January 2002; BOR March 2002; BOR June 2002; BOR August 2002; BOR December 2002; BOR May 2003; BOR August 2003; BOR December 2003; BOR October 2004; BOR June 2005; BOR August 2005; BOR March 2008; BOR March-April 2010; BOR October 2010; BOR October 2011; BOR December 2011; BOR June 2015; BOR December 2016.

# SOUTH DAKOTA BOARD OF REGENTS

## Policy Manual

**SUBJECT:** Transfer of Credit

**NUMBER:** 2:5

---

### **A. PURPOSE**

To establish the framework for the consistent transfer of credit among Regental institutions, and by students earning credit external to the six institutions managed by the South Dakota Board of Regents. Additionally, guidance is provided for the accepting credit through approved validation methods.

~~Academic courses will be transferred as meeting graduation requirements if the courses parallel the scope and depth requirements for the degree or if the courses meet electives required for the degree. Credit will not be given for duplication of courses.~~

### **B. DEFINITIONS**

1. **Accredited Institution:** ~~For the purposes of this policy, an accredited~~ An institution is an institution holding accreditation from one of the following regional accrediting bodies, unless otherwise specified: Middle States Commission on Higher Education, New England Association of Schools and Colleges, Higher Learning Commission, Northwest Accreditation Commission, Southern Association of Colleges and Schools, Western Association of Schools and Colleges.
2. **Technical or General Education Academic Course:** A course that is equivalent to a Regental general education requirement at the 100 or 200 level.
3. **Course Evaluation:** An Assessment completed by the appropriate institutional official at the time of admission to compare descriptions, content, and level of course completed from an accredited or non-accredited institution.
4. **CR Grade:** A grade used for the block of technical course credit hours.
5. **External Block Transfer:** Granting of credit to meet the General Education requirements outlined in BOR Policy 2:7 and 2:26 for students from approved institutions that enter with an earned Associates Degree (AA and AS) or Bachelor's Degree (BA and BS).
6. **Regental Internal Transfer:** Process where an undergraduate course is used on a converted credit basis to meet graduate plan of study requirements at Regental universities or when graduate credit is used on a converted or actual credit basis to meet undergraduate degree requirements for a Regental accelerated program (refer to BOR Policy 2:8.).
7. **Repeated Course:** A course that an institution has determined to be repeated for credit from a receiving institution. All repeated course attempts will be entered on the transcript.

but credit will not be given for the duplication of courses as only the last earned grade will be used in the calculation of the student's grade point average.

- 8. Technical Course:** A non-academic course that meets the technical program requirements for a diploma, certificate, or Associate of Applied Science degree.

## **C. POLICY**

### **1. Transfer of Courses to Meet Graduation-Degree Requirements**

1.1. Academic courses will be transferred as meeting graduation requirements if the courses parallel the scope and depth requirements for the degree or if the courses meet electives required for the degree. Credit will not be given for duplication of courses.

1.2. Undergraduate courses considered for transfer are subject to all BOR policies and any conditions for validation that may be prescribed by the accepting institution. When a university evaluates and accepts the transfer of undergraduate credit under the provisions of this policy, these courses will be recorded and equivalencies granted using the following guidelines:

1.2.1. If there are specific undergraduate courses at the university evaluating the credit, these specific courses should be used when granting equivalencies.

1.2.2. If the academic discipline is available at the university evaluating the credit, but there is no discipline equivalent course, use the discipline prefix and the appropriate course level (100 for Freshman level, 200 for Sophomore level, 300 for Junior level, and 400 for Senior level).

1.2.3. If the academic discipline is not available at the university evaluating the credit, use the GEN, ELEC, or UNSP prefix and the appropriate course level (100 for Freshman level, 200 for Sophomore level, 300 for Junior level, and 400 for Senior level).

### **1.3. Total Transfer of Credit Limit**

1.3.1. Total transfer credit for work at a two-year technical or community college may not exceed one-half of the hours required for completion of the baccalaureate degree at the accepting institution unless an approved program-specific waiver exists.

1.3.2. The System Vice President for Academic Affairs may approve program-specific waivers of up to seventy-five (75) total transfer credit hours at the accepting institution; Board of Regents approval is required for program-specific waivers of seventy-six (76) total transfer credit hours up to a maximum of ninety (90) total transfer credit hours at the accepting institution.

1.3.3. Students who have completed more than the acceptable semester hours of junior, community or technical college work may apply completed, transferable courses to specific course requirements and thereby may not be required to repeat the courses. The semester hours of credit for those additional courses may not be applied toward the minimum credit hours required for the degree.

#### **1.4. Student Appeals for Transfer of Credit Decisions**

1.4.1. Each institution will develop and maintain a procedure for the appeal of transfer credit decisions.

### **2. Transfer of General Education ~~Coursework~~ Requirements**

#### **2.1. Internal Transfer of General Education Coursework**

##### **2.1. Student Transfer Within the Regental System**

2.1.1. A student who has completed the general education requirements outlined in Policy 2:7 and 2:26 at the sending Regental institution will have completed the equivalent degree level requirements at the receiving institution regardless of the course distributions or approved course lists. In any subsequent evaluation of any transfer or non-course work, equivalencies for system common courses and system general education courses will not be changed.

2.1.2. A student who has not completed all general education requirements at the sending institution will be required to complete additional coursework consistent with the course requirements at the receiving South Dakota Regental institution.

#### **2.2. External Block Transfer of General Education Coursework**

##### **2.2. Student Transfer from Accredited Non-Regental Institutions with an Associate's Degree (AA and AS)**

2.2.1. A student who has completed General Education requirements that are consistent with the six (6) goals and credit hour requirements outlined in Policy 2:7 and 2:26 will enter the Regental system having fulfilled the General Education program requirements. Students will be expected to meet all degree program requirements including course prerequisites.

2.2.2. When considering whether undergraduate transfer of academic courses received from non-Regental accredited institutions shall qualify to meet the System General Education credit hour requirements outlined in Policy 2:7 and 2:26, a Regental institution shall:

2.2.2.1. Evaluate the general education goals and student learning outcomes rather than specific course equivalencies;

2.2.2.2. Ensure that a minimum of three (3) credit hours of coursework is required for each of the six general education goals and that a total of at least twenty-four (24) credit hours of general education coursework are required by the sending institution for associate degree students and thirty (3) for bachelor's degree students.; ~~and~~

2.2.2.3. Request a general education transfer agreement be approved for students entering from the institution.

2.2.3. When it is determined that the goals and credit hour requirements from a non-Regental accredited institution do not align with Policy 2:7 and 2:26, a Regental

institution may request a partial general education transfer agreement be approved where goal consistency does exist.

### **3. Transfer of Credit from Accredited United States Colleges, Universities & Technical Institutes**

#### **3.1. General Requirements**

- 3.1.1. All grades transferred will be calculated into grade point averages according to the Regental grade scheme, and recorded on the student's academic transcript.
- 3.1.2. Transfer grades not existing in the Regental grading scheme will be equated to the Regental grading system. (Refer to BOR 2:10, Use of Grade Point Averages).
- 3.1.3. The university-specific degree or plan of study requirements determine if the courses transferred are applicable to the student's degree program at that university and if they meet the minimum grade criteria.
- 3.1.4. Except for the conditions outlined for graduate transfer, during any subsequent evaluation, equivalencies for system common courses and system general education courses will not be changed. Equivalencies for unique courses may be changed, re-evaluated, or inactivated. In subsequent evaluations, grades previously recorded cannot be changed.

#### **3.2. Undergraduate Transfer**

- 3.2.1. All undergraduate transfer courses and all transfer grades (whether the grades are passing or not passing) must be recorded and an equivalency specified by the Regental university.
- 3.2.2. Remedial courses (as identified on the sending institution's transcript) received in transfer are recorded, transcribed, and assigned an equivalency at the receiving university but do not calculate into grade point averages.
- 3.2.3. Orientation, Life Experience, an approved high school equivalency examination, and high school level courses are not recorded in Colleague as transfer credit nor are they granted equivalent credit.
- 3.2.4. High school courses for which students received college credit will not be entered as transfer credit, or given equivalent credit, unless one of the following conditions are met:
  - 3.2.4.1. Validated by an Advanced Placement or CLEP score that meets Board of Regents guidelines for acceptance of credit;
  - 3.2.4.2. The college credit is granted by a university with which the Board has a dual credit agreement; or
  - 3.2.4.3. The college credit is granted by an institution meeting the accreditation standards of the National Alliance of Concurrent Enrollment Partnerships (NACEP).

#### **3.3. Technical Course Transfer from Colleges and Universities**

3.3.1. University discretion is permitted in acceptance of courses. Courses considered for transfer are subject to all BOR policies and any conditions for validation that may be prescribed by the accepting institution.

3.3.2. When the courses are accepted for transfer, equivalent courses are recorded on the transcript but the grade earned at the technical institute is not recorded or calculated into the grade point averages.

### **3.4. Course Transfer from Technical Institutes**

#### **3.4.1. South Dakota Technical Institutes**

3.4.1.1. Transfer of academic courses from South Dakota postsecondary technical institutes is governed by BOR policies 2:25, 2:26, 2:27, and 2:31.

3.4.1.2. Transfer of technical course credit hours from South Dakota postsecondary technical institutes only occurs as part of a program to program articulation agreement approved by the Board of Regents and South Dakota Board of Education Standards, unless an institution determines a course equivalency consistent with the process outlined in this policy.

3.4.1.3. The transfer of technical course credit hours occurs as a block of credit hours upon completion of requirements for the university articulated program for which a CR grade will be assigned.

3.4.1.4. Academic courses taken under articulation agreements in effect between July 1, 1999 and June 30, 2005 will be transferred according to those agreements.

#### **3.4.2. Other Technical Institutes**

3.4.2.1. University discretion is permitted in acceptance of academic courses. Academic courses considered for transfer are subject to all BOR policies and any conditions for validation that may be prescribed by the accepting institution.

3.4.2.2. Transfer of technical course credit hours from non-South Dakota postsecondary technical institutes only occurs as part of a program to program articulation agreement approved by the Board of Regents.

3.4.2.3. The transfer of technical course credit hours occurs as a block of credit hours upon completion of requirements for the university articulated program.

3.4.2.4. When the academic courses are accepted for transfer, equivalent courses are recorded on the transcript.

### **3.4. Graduate Transfer Courses Received from Accredited United States Colleges and Universities**

3.4.1.1. All graduate transfer courses and transfer grades judged to be acceptable by the evaluating university, are recorded and evaluated by the Regental university,

calculated into grade point averages according to the Regental grade scheme, and recorded on the student's academic transcript.

3.2.4.2. If transfer credits are judged acceptable; these courses will be recorded, and equivalencies granted, using the following guidelines:

3.2.1.4.2.1. If there are specific equivalent graduate courses at the university evaluating the credit, these specific courses should be used when granting equivalencies.

3.2.2.4.2.2. If there are no equivalent graduate courses at the university evaluating the credit, these courses will be recorded, and equivalencies granted, using the following guidelines:

3.2.2.1.4.2.2.1. If the academic discipline is available at the university evaluating the credit, but there is no discipline equivalent course, use the discipline prefix and the appropriate course level (500/600 for master's programs and 700/800 for doctoral programs).

3.2.2.2.4.2.2.2. If the academic discipline is not available at the university evaluating the credit, use the GEN, ELEC, or UNSP prefix and the appropriate course level (500/600 for master's programs and 700/800 for doctoral programs).

3.3.4.3. Transfer grades not existing in the Regental grading scheme will be equated to the Regental grading system.

3.4.4.4. In subsequent evaluation, all equivalencies may be re-evaluated, inactivated, or changed. Additional equivalencies may be added and evaluated. In subsequent evaluations, grades previously recorded cannot be changed.

4.5. The university-specific plan of study requirements determines if the courses transferred are applicable to the student's degree program at that university and if they meet the minimum grade criteria.

## **5. Credits Received from United States Colleges or Universities Located Outside the United States or Not Accredited**

### **5.1. General Requirements**

5.1.1. University discretion is permitted in acceptance of courses. Courses considered for transfer are subject to all BOR policies and any conditions for validation that may be prescribed by the accepting institution.

5.1.2. In any subsequent evaluation, equivalencies for system common courses and system general education courses will not be changed. Equivalencies for unique courses may be changed, re-evaluated, or inactivated. Additional equivalencies may be added and evaluated.

5.1.3. The university-specific degree requirements determine if the courses transferred are applicable to the student's degree program at that university and if they meet the minimum grade criteria.



5.1.4. When the courses are accepted for transfer, equivalent courses are recorded on the transcript but the grade earned at the institution is not recorded or calculated into the grade point averages using the following guidelines:

5.1.4.1. If there are specific equivalent graduate courses at the university evaluating the credit, these specific courses should be used when granting equivalencies.

5.1.4.2. If there are no equivalent graduate courses at the university evaluating the credit, these courses will be recorded, and equivalencies granted, using the following guidelines:

5.1.4.2.1. If the academic discipline is available at the university evaluating the credit, but there is no discipline equivalent course, use the discipline prefix and the appropriate course level (500/600 for master's programs and 700/800 for doctoral programs).

5.1.4.2.2. If the academic discipline is not available at the university evaluating the credit, use the GEN, ELEC, or UNSP prefix and the appropriate course level (500/600 for master's programs and 700/800 for doctoral programs).

## **5.2. Postsecondary Institutions Outside the United States**

5.2.1. At the discretion of the institution's chief academic officer, grades may be recorded and used to determine the transfer and cumulative GPAs.

## **5.3. Technical Institute**

5.3.1. Courses submitted in transfer from postsecondary technical institutes that are not accredited will not be accepted.

## **4.6. Credit Received Through Validation Methods & Prior Learning Assessment**

4.1.6.1. Credit earned through validation methods other than nationally recognized examinations is limited to a maximum of **thirty (30)** hours of credit for baccalaureate degrees and **fifteen (15)** hours of credit for associate degrees. Credits may be earned through established procedures for prior learning assessment, including but not limited to assessment of military training and education. ~~Each~~ ~~;~~ ~~each~~ campus may determine appropriate course equivalencies as warranted and consult equivalencies established by the American Council on Education (ACE) when making final decisions.

~~4.1.1-6.1.1.~~ Validation of military credit is limited to an additional **thirty (30)** hours of credit for baccalaureate degrees and an additional **fifteen (15)** hours of credit for associate degrees.

~~4.1.2-6.1.2.~~ University discretion is permitted in acceptance of validated military credit for graduate programs, limited to a maximum of **twelve (12)** credit hours.

4.2.6.2. Credit for college level courses granted through nationally recognized examinations such as CLEP, AP, DANTES, etc., will be evaluated and accepted for

transfer if equivalent to Regental courses and the scores are consistent with Regental policies. Such credits are only valid if transcribed by a university within five years of the student taking the examination. Regental institutions shall honor credits from nationally recognized examinations transcribed to meet degree requirements at a non-Regental institution.

~~4.2.1.6.2.1.~~ If credit received through validation is applied as elective credit, it may only be applied at the 100 or 200 level.

~~4.2.2.6.2.2.~~ Credit received through validation may apply to System General Education Requirements ~~and Institutional Graduation Requirements.~~

~~4.3.0.~~ ~~Credit received through validation may not apply to writing intensive requirements.~~

~~4.4.6.3.~~ When validation credits are accepted, equivalent courses are recorded on the transcript but are not calculated into the grade point averages.

~~4.5.6.4.~~ In any subsequent evaluation, equivalencies for system common courses and system general education courses will not be changed. Equivalencies for unique courses may be changed, re-evaluated, or inactivated. Additional equivalencies may be added and evaluated.

~~4.6.6.5.~~ The university-specific degree requirements determine if the validation credits accepted also are applicable to the student's degree program at that university.

## **5. ~~Transcribing Repeated Courses~~**

~~When a course has been repeated for credit, all attempts will be entered on the transcript but the last grade earned will be used in the calculation of the grade point averages.~~

## **6. ~~Total Transfer of Credit Limit~~**

~~6.1.~~ Total transfer credit for work at a two-year technical or community college may not exceed one-half of the hours required for completion of the baccalaureate degree at the accepting institution unless an approved program-specific waiver exists.

~~6.2.~~ The System Vice President for Academic Affairs may approve program-specific waivers of up to seventy-five (75) total transfer credit hours at the accepting institution; Board of Regents approval is required for program-specific waivers of seventy-six (76) total transfer credit hours up to a maximum of ninety (90) total transfer credit hours at the accepting institution.

~~6.3.~~ Students who have completed more than the acceptable semester hours of junior, community or technical college work may apply completed, transferable courses to specific course requirements and thereby may not be required to repeat the courses. The semester hours of credit for those additional courses may not be applied toward the minimum credit hours required for the degree.

## **7. ~~Transfer of System General Education Requirements~~**

~~System general education requirements successfully completed at the sending South Dakota Regental institution will be accepted towards meeting these requirements at the accepting South Dakota Regental institution. In any subsequent evaluation of any transfer~~

~~or non-course work, equivalencies for system common courses and system general education courses will not be changed.~~

#### **8. Course Evaluations**

~~Evaluations of courses will be made by the appropriate institutional officials at the time of admission by comparing descriptions, content, and level of courses completed with those at the accepting institution.~~

#### **9. Institutional Procedures for Appealing Transfer of Credit**

~~Each institution will develop and maintain a procedure for the appeal of transfer credit decisions.~~

#### **10. Regental Internal Transfer Process**

~~A Regental internal transfer process occurs when an undergraduate course is used on a converted credit basis to meet graduate plan of study requirements at Regental universities or when graduate credit is used on a converted or actual credit basis to meet undergraduate degree requirements for a Regental accelerated program. Refer to BOR policy 2:8.3.A and 2:8.3.B.~~

### **FORMS/APPENDICES:**

None

### **SOURCE:**

SDCL 13-49.1; BOR April 1989; BOR April 1992; BOR June 1997; BOR March 1998; BOR August 1999, BOR March 2001; BOR May 2001; BOR January 2002; BOR March 2002; BOR June 2002; BOR August 2002; BOR December 2002; BOR May 2003; BOR August 2003; BOR December 2003; BOR October 2004; BOR June 2005; BOR August 2005; BOR March 2008; BOR March-April 2010; BOR October 2010; BOR October 2011; BOR December 2011; BOR June 2015; BOR December 2016.

# **SOUTH DAKOTA BOARD OF REGENTS**

## **Academic and Student Affairs**

**AGENDA ITEM: 6 – D (4)**

**DATE: March 27-29, 2018**

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### **SUBJECT**

**BOR Policy 2:10 – Grades and Use of Grade Point Averages Revisions (First Reading)**

### **CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 2:10](#) – Grades and Use of Grade Point Averages (GPA)

### **BACKGROUND / DISCUSSION**

At the [August AAC Retreat](#), an item was brought forward to consider whether or not High School Dual Credit (HSDC) students with GPAs below 2.0 should be placed on probation when they first enter the system as degree-seeking students. This led to a broader discussion on the impact of academic probation, especially for those students with a limited number of credit hours within the System. Initially, one low grade has the potential to significantly impact a student's cumulative GPA, and the premise of a graduated scale based on class rank was identified as a potential solution by AAC members. Such an approach would allow for students who have taken fewer credit hours to meet a slightly lower GPA threshold, which would then increase along with their class level. A similar system is in place with the NCAA and a number of institutions in the region.

The version being proposed in BOR Policy 2:10 would require freshmen and sophomores to have a cumulative GPA of 1.8. Juniors and seniors would be required to then retain the current threshold of a 2.0 GPA. In addition, language was added that gives students with prior credit a one-term grace period in which they will not be placed on probation. This would apply to traditional transfer students from outside the system, as well as high school dual credit students. If the students still could not meet the threshold required after one term in the Regental system, they would be placed on probation at that time.

Other changes to the policy include the new BOR Policy format, and the removal of a reference to BOR Policy 2:28 (which has been repealed).

### **IMPACT AND RECOMMENDATIONS**

Placing a student immediately on academic probation can be discouraging for students entering postsecondary for the first time whether it occurs after the initial freshmen

(Continued)

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### **DRAFT MOTION 20180327\_6-D(4):**

I move to approve the first reading of the proposed revisions to BOR Policy 2:10 as presented.

semester, or due to poor performances in a dual credit course(s). Campuses believe that the current approach sends the wrong message, which can potentially deter further enrollment and retention efforts. Adopting a graduated GPA threshold for academic probation allows students the opportunity to demonstrate their capacity during their first semester in the Regental system.

Board staff recommend approval.

**ATTACHMENTS**

Attachment I – Proposed Revisions to BOR Policy 2:10 – Grades and Use of Grade Point Averages (GPA)

# SOUTH DAKOTA BOARD OF REGENTS

## Policy Manual

**SUBJECT:** Grades and Use of Grade Point Averages (GPA)

**NUMBER:** 2:10

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### A. PURPOSE

To define undergraduate and graduate level grades to be used at Board of Regents institutions, and to describe the use of grade point averages for the purposes of minimum progression, graduation standards, academic amnesty, and various academic honors.

### B. DEFINITIONS

1. **External Transfer Student:** A degree or non-degree seeking student who transfers from a non-Regental institution.
2. **Internal Transfer Student:** A degree or non-degree seeking student who transfers among one of the six Regental institutions which results in the change to the students “home” designation.
3. **Dual Credit Student:** A student who has earned college credit prior to their high school graduation, where the credit is included on both the official high school and postsecondary institution transcript.

### C. POLICY

#### **1. Undergraduate Grades**

Undergraduate Grades will be assigned to the undergraduate academic level and to all courses and sections with course numbers ranging from 001 to 499. Plus and minus grades are not used.

A	Exceptional	4.00 grade points per semester hour
B	Above Average	3.00 grade points per semester hour
C	Average	2.00 grade points per semester hour
D	Lowest Passing Grade	1.00 grade points per semester hour
F	Failure	0.00 grade points per semester hour
S	Satisfactory	Does not calculate into any GPA
U	Unsatisfactory	Does not calculate into any GPA
RI	Incomplete (Remedial)	Does not calculate into any GPA
RS	Satisfactory (Remedial)	Does not calculate into any GPA
RU	Unsatisfactory (Remedial)	Does not calculate into any GPA
W	Withdrawal	Does not calculate into any GPA, no credit granted
WD	Withdrawal (First 6 Courses)	Does not calculate into any GPA, no credit granted

WW	Withdrawal (All Courses <u>in a term</u> )	Does not calculate into any GPA, no credit granted
WFL	Withdrawal (7 <sup>th</sup> Course or higher)	0.0 grade points per semester hour
AU	Audit	Does not calculate into any GPA
I	Incomplete	Does not calculate into any GPA
IP	In Progress	Does not calculate into any GPA
SP	Satisfactory Progress	Does not calculate into any GPA
EX	Credit by Exam	Does not calculate into any GPA
CR	Credit	Does not calculate into any GPA
TR	Note for NSE/MEDT	Does not calculate into any GPA, no credit granted
LR	Lab grade linked to Recitation Grade	0 credit course
NG	No Grade	0 credit tracking course
NR	Grade not Reported by Instructor	Does not calculate into any GPA
Grade*	Academic Amnesty	Does not calculate into any GPA, no credit given

## 2. Undergraduate Grade Descriptions, Uses, and Restrictions

- 2.1. AU: An audit (AU) grade may be granted only when the student has elected the AU option on or prior to the census date of the term.
- 2.2. CR: A credit (CR) grade may be granted only for non-course credit that is not related to an examination or to equating transfer grades to the BOR grading system. This grade is not used for any Regental university course.
- 2.3. EX: An examination for credit (EX) grade may be granted only for non-course credit validation obtained through a validation process. This grade is not used for any Regental university course.
- 2.4. I: An incomplete (I) grade may be granted only when all of the following conditions apply:
  - A student has encountered extenuating circumstances that do not permit him/her to complete the course.
  - The student must be earning a passing grade at the time the Incomplete is necessitated. Anticipated course failure is not a justification for an incomplete.
  - The student does not have to repeat the course to meet the requirements.
  - The instructor must agree to grant an incomplete grade.
  - The instructor and student must agree on a plan to complete the coursework.
  - The coursework must be completed within one semester; extensions may be granted by the Vice President for Academic Affairs.
  - If the student completes the course within the specified time, the grades that may be assigned are A, B, C, D, F, S, RS, RU, or U.

- If the student does not complete the course within the specified time, the grade assigned will be F (Failure) or U (Unsatisfactory) or RU (Remedial Unsatisfactory) if the student had requested S/U within the time specified in BOR ~~P~~Policy 2:6.9.
- 2.5. **IP:** An in progress (IP) grade may be granted only when all of the following conditions apply:
- The requirements for the course (for every student enrolled in the course) extend beyond the current term.
  - The extension beyond the current term must be defined before the class begins.
  - The instructor must request permission to award IP grades for a course from their Department Head and Dean, and then approval must be obtained from the Vice President for Academic Affairs.
  - A definite date for completion of the course must be established in the course syllabus.
- 2.6. **NG:** A grade of NG will be used only with those course sections that are designated as Tracking/Program Sustaining (Q) and those that are assigned the code for Master's Research Problems/Projects Sustaining, Thesis Sustaining, or Dissertation Sustaining (U).
- 2.7. **RI, RS, RU:** Remedial grades (RI, RS, RU) may be granted only for courses numbered 001 to 099.
- 2.8. **S/U:** A Satisfactory/Unsatisfactory (S/U) grade may be granted only when the entire course requires the S/U grade or the student has elected the S/U option on or prior to the census date of the term.
- 2.9. **SP:** A satisfactory progress (SP) grade may be granted only for students enrolled in MATH 095. If the grade of SP is awarded the following conditions apply:
- The grade is an alternative to RS and RU.
  - The student must have made satisfactory progress during the course but the student did not develop mastery of all the required content. If the student successfully mastered the materials, the grade of RS should be assigned. If satisfactory progress was not made, the grade of RU should be assigned.
- 2.10. **WD:** Beginning with the Fall 2015 term, a grade of withdrawal (WD) may be assigned only six times during a student's undergraduate career. If the student drops additional classes, a grade of WFL will be assigned. Withdrawal grades assigned to continuously enrolled students prior to this term will not count against the limit. Additionally, those withdrawal grades assigned at a non-Regental institution prior to entry as a transfer student will not be counted against the six course limits. This limit does not include W grades assigned if a student withdraws from all classes in a given term, which will be assigned a WW grade. The campus chief academic officer may make exceptions to this requirement in those cases where there are unique factors.

### 3. Definition and Calculation of Grade Point Averages



The following grade point averages are calculated each academic term (Fall, Spring, Summer):

- 3.1. Institutional GPA: based on credits earned at a specific Regental university. Utilized to determine if degree requirements have been met and to determine Honors Designation at graduation.
- 3.2. System Term GPA: based on credits earned at any of the six Regental universities within a given academic term (Fall, Spring, Summer). Utilized to determine minimum progression status.
- 3.3. Transfer GPA: based on credits earned and officially transferred from an accredited college or university outside the Regental system. When a letter grade that normally calculates into the grade point average exists for a non-academic course (e.g., credit earned via examination), it will be included in the transfer GPA.
- 3.4. Cumulative GPA: based on all credits earned by the student (transfer credit plus system credit). Utilized to determine minimum progression status and to determine if degree requirements have been met and to determine Honors Designation at graduation.
  - 3.4.1. When a course has been repeated for credit, all attempts will be entered on the transcript, but the last grade earned will be used in the calculation of the cumulative grade point average (See also 2:5.11).

#### 4. Minimum Progression Standards

- 4.1. Minimum progression standards and related actions are based on the student's cumulative grade point average and system term grade point average.

- 4.1.1. Good Academic Standing: A student who meets or exceeds the cumulative grade point average requirements listed below is considered to be in good academic standing. The required GPAs are based on class level. Students who have taken more credit hours are expected to meet a higher GPA standard.

Class	Credit Hour Range	GPA Standard
Freshman	0-29.99	<u>2.01.8</u>
Sophomore	30-59.99	<u>2.01.8</u>
Junior	60-89.99	2.0
Senior	90+	2.0

- 4.1.2. Academic Probation: If a student's cumulative grade point average falls below the GPA standard for their designated class rank as listed in Section 4.1.1 in any academic term (i.e. fall, spring, summer), the student is placed on academic probation for the following term.

- 4.1.2.1. While on academic probation the students must earn a system term grade point average that meets or exceeds the GPA standard required for their class level.

- 4.1.2.2. When a student on academic probation achieves a cumulative grade point average that meets or exceeds the GPA standard for their class level, the student is returned to good academic standing.

- 4.1.3. Academic Suspension: A student on academic probation who fails to maintain a ~~system~~-term grade point average that meets or exceeds the GPA standard required for their class level is placed on academic suspension for a minimum of two academic terms.
- 4.1.3.1. Students on academic suspension will not be allowed to enroll for any coursework at any Regental university except when an appeal has been approved by the Regental university from which the student is pursuing a degree. An approved appeal granted by one Regental university will be honored by all Regental universities. (Also refer to BOR pPolicy 2:3, Section C.9.7. Students on Probation/Suspension.)-3.G Probation/Suspension of Students.
- 4.1.3.2. Only Academic Suspension will be entered on the student's transcript. Academic probation will be noted in the internal academic record only.
- ~~4.2. Progression and graduation are contingent on satisfactory performance on the Proficiency Examination. Refer to policy 2:28.~~
- 4.2. Students enrolling in the Regental system for the first time with prior credit, including internal and external transfer students and dual credit students, shall not be placed on probation by their designated home institution until they have been enrolled at a Regental university for one (1) academic term.

## 5. Minimum Progression Standard Report

~~Each year the Board of Regents will receive data on the minimum progression status for students in the Regental system. For each institution, data will be disaggregated to identify the number of undergraduate students in Good Standing, Returning to Good Standing, Placed on Probation, and Suspended for each admission classification. A Minimum Progression Standard Report will be submitted to the Board of Regents each October. It will contain information on the number of all undergraduate students in Regental universities in Good Standing, Returned to Good Standing, Placed on Probation, and Suspended during the previous Summer, Fall, and Spring terms. Subdivisions of this report will provide information on non-traditional students who did not meet baccalaureate admissions requirements, students admitted as exceptions to baccalaureate programs, and students admitted to associate degree programs.~~

## 6. Minimum Graduation Standards

To be awarded a baccalaureate degree, an associate degree or a certificate a student must at a minimum have a cumulative GPA of 2.0 or higher. With Board approval, additional requirements including more specific GPA requirements may be established for some programmatic offerings and these must be met.

## 7. Academic Amnesty

- 7.1. The goal of academic amnesty is to respond to the academic needs of matured individuals as they develop newly identified potential. Through the application of academic amnesty, the student's prior academic record can be excluded from current work under certain conditions.

7.2. To be eligible for Academic Amnesty, the student must:

- 7.2.1. Be an undergraduate, full-time or part-time, degree-seeking student at one of the universities in the South Dakota Regental system;
- 7.2.2. Not have been enrolled in any postsecondary institution for a minimum of three consecutive terms (including only Fall and/or, Spring terms) prior to the most recent admission to the home institution. Exceptions may be granted in rare cases only by the Board of Regents Vice President for Academic Affairs upon recommendation by the Vice President for Academic Affairs;
- 7.2.3. Have completed a minimum of twenty-four (24) graded credit hours taken at any Regental university with a minimum grade point average of 2.0 for the twenty-four (24) credit hours after the most recent admission to the home institution;
- 7.2.4. Not have earned a baccalaureate degree from any university;
- 7.2.5. Not have been granted any prior academic amnesty at any Regental university;
- 7.2.6. Submit a formal Academic Amnesty Petition to their home university following the procedures established by that university.

7.3. Conditions of Academic Amnesty:

- 7.3.1. Academic amnesty does not apply to individual courses.
- 7.3.2. Academic amnesty may be requested for:
  - 7.3.2.1. All previous postsecondary education courses, or
  - 7.3.2.2. All previous postsecondary education courses at a specific postsecondary institution, or
  - 7.3.2.3. A specified time period not to exceed one academic year (Fall/Spring) completed at any postsecondary institution(s).
- 7.3.3. Academic amnesty, if granted, shall not be rescinded.
- 7.3.4. Courses for which academic amnesty is granted will:
  - 7.3.4.1. Remain on the student's permanent record;
  - 7.3.4.2. Be recorded on the student's undergraduate transcript with the original grade followed by an asterisk (\*);
  - 7.3.4.3. Not be included in the calculation of the student's grade point average because no credit is given;
  - 7.3.4.4. Not be used to satisfy any of the graduation requirements of the current degree program.

7.4. Academic amnesty decisions will be made by the student's home institution, will be honored by all programs within the home institution, and will be honored by all other institutions within the South Dakota Regental system.

7.5. Universities outside of the South Dakota Regental system are not bound by the academic amnesty decisions made by the South Dakota Regental system.

- 7.6. Regental graduate programs and graduate professional schools may consider all previous undergraduate course work when making admission decisions.

## 8. Dean's List Designation

- 8.1. Undergraduate, full-time students may be designated for the Dean's List at the end of the fall and spring terms. The Dean's List designation is determined by the home university and is based on a student's total course registrations for academic credit for the term from any Regental university. The Dean's List designation does not appear on the transcript.
- 8.2. To be awarded Dean's List designation, students must meet the following guidelines.
- 8.2.1. Students must have earned a minimum of twelve (12) credit hours in courses numbered 100-699 during the term.
  - 8.2.2. Students must achieve a System Term GPA of at least 3.50.
  - 8.2.3. Students with F, I, U, RI, or RU grades are not eligible regardless of System Term GPA attained.

## 9. Academic Recognition for Undergraduate, Part-Time Students

- 9.1. Undergraduate, part-time students taking fewer than twelve (12) credits per term may be designated for Academic Recognition for Part-Time Students at the end of the fall and spring terms. The Academic Recognition for Part-Time Students designation is determined by the home university. The Academic Recognition for Part-Time Students designation does not appear on the transcript. To be awarded the Academic Recognition for Part-Time Students designation, students must meet the following guidelines:
- 9.1.1. Students must have completed at least twelve (12) credit hours prior to the current semester at one or more Regental institutions.
  - 9.1.2. The student must have earned at least three (3) and up to eleven (11) credit hours of 100-699 level courses during the term.
  - 9.1.3. Students must achieve a System Term GPA of at least 3.50.
  - 9.1.4. Students with F, I, U, RI, or RU grades are not eligible regardless of System Term GPA attained.

## 10. Honors Designation at Graduation

- 10.1. Post-baccalaureate Degree: The institution granting the degree determines the Honors Designation for its post-baccalaureate graduates. Common practices of the academy and of the specific discipline shall be followed.
- 10.2. Baccalaureate Degree: The institution granting the degree determines the Honors Designation for its graduates. To earn an Honors Designation at graduation the undergraduate student must meet both the following cumulative and institutional grade point averages:

Summa Cum Laude	equal to or greater than 3.9
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Magna Cum Laude	equal to or greater than 3.7 and less than 3.9
Cum Laude	equal to or greater than 3.5 and less than 3.7

10.2.1. The undergraduate student must have completed a minimum of sixty (60) credit hours at the institution granting the degree. Courses that are part of a formal collaborative agreement among Regental universities are considered to be earned from the institution granting the degree. (Also refer to BOR Policy 2:29.)

10.3. Associate Degree: The institution granting the degree determines the Honors Designation for its associate-level graduates. To earn an Honors Designation at graduation, an associate-level graduate must meet both the following cumulative and institutional grade point averages:

With highest honor	equal to or greater than 3.9
With high honor	equal to or greater than 3.7 and less than 3.9
With honor	equal to or greater than 3.5 and less than 3.7

10.3.1. An associate-level graduate must have completed a minimum of thirty (30) credit hours at the institution granting the degree. Courses that are part of a formal collaborative agreement among Regental universities are considered to be earned from the institution granting the degree. (Also refer to BOR Policy 2:29.)

## 11. Graduate Grades

Graduate Grades will be assigned to the Graduate Academic Level and to all Courses and Sections with course numbers of 500 or greater. Plus and minus grades are not used.

A	Exceptional	4.00 grade points per semester hour
B	Good	3.00 grade points per semester hour
C	Average	2.00 grade points per semester hour
D	Unsatisfactory	1.00 grade points per semester hour
F	Failure	0.00 grade points per semester hour
S	Satisfactory	Does not calculate into any GPA
U	Unsatisfactory	Does not calculate into any GPA
W	Withdrawal	Does not calculate into any GPA, no credit granted
AU	Audit	Does not calculate into any GPA
I	Incomplete	Does not calculate into any GPA
IP	In Progress	Does not calculate into any GPA
NG	No Grade	0 credit tracking course
NP	Normal Progress	Does not calculate into any GPA
NR	Grade not Reported by instructor	Does not calculate into any GPA
EX	Credit by Exam	Does not calculate into any GPA
CR	Credit	Does not calculate into any GPA
TR	Note for NSE/MEDT	Does not calculate into any GPA, no credit granted

LR      Lab grade linked to      0 credit course  
             Recitation Grade

## **12. Graduate Grade Descriptions, Uses, and Restrictions**

- 12.1. **AU:** An audit (AU) grade may be granted only when the student has elected the AU option on or prior to the census date of the term.
- 12.2. **CR:** A credit (CR) grade may be granted only for non-course credit that is not related to an examination or to equating transfer grades to the BOR grading system. This grade is not used for any Regental university course.
- 12.3. **EX:** An examination for credit (EX) grade may be granted only for non-course credit validation obtained through a validation process. This grade is not used for any Regental university course.
- 12.4. **I:** An incomplete (I) grade may be granted only when all of the following conditions apply:
- A student has encountered extenuating circumstances that do not permit him/her to complete the course.
  - The student must be earning a passing grade at the time the Incomplete is necessitated. Anticipated course failure is not a justification for an incomplete.
  - The student does not have to repeat the course to meet the requirements.
  - The instructor must agree to grant an incomplete grade.
  - The instructor and student must agree on a plan to complete the coursework.
  - The coursework must be completed within one calendar year; extensions may be granted by the Graduate Dean.
  - If the student completes the course within the specified time, the grades that may be assigned are A, B, C, D, F, S, or U.
  - If the student does not complete the course within the specified time, the Incomplete grade remains on the transcript.
- 12.5. **IP:** An in progress (IP) grade may be granted only when all of the following conditions apply:
- The requirements for the course (for every student enrolled in the course) extend beyond the current term.
  - The extension beyond the current term must be defined before the class begins.
  - The instructor must request permission to award IP grades for a course from their Department Head and Dean, and then approval must be obtained from the Vice President for Academic Affairs.
  - A definite date for completion of the course must be established in the course syllabus.

- 12.6. **NG:** A grade of NG will be used only with those course sections that are designated as Tracking/Program Sustaining (Q) and those that are assigned the code for Master's Research Problems/Projects Sustaining, Thesis Sustaining, or Dissertation Sustaining (U).
- 12.7. **NP:** A normal progress (NP) grade may be granted by an instructor when the instructor determines that a graduate student is making normal progress in a graduate Thesis/Dissertation course. If a graduate student does not enroll for a period of one calendar year, the NP grade may change to I (Incomplete) upon approval by the Graduate Dean. The NP grade calculates into attempted credits but does not calculate into completed credits or grade point averages.
- 12.8. **S/U:** A Satisfactory/Unsatisfactory (S/U) grade may be granted only when the entire course requires the S/U grade or the student has elected the S/U option on or prior to the census date of the term.

### 13. Last Date of Academic Activity

Each university must have in place a practice for determining and recording the Last Date of Academic Activity, whenever reporting a final grade of F, U, or RU.

### **FORMS / APPENDICES:**

None

### **SOURCE:**

BOR May 1996; BOR December 1998; BOR March 2002; BOR June 2002; BOR August 2002; BOR October 2002; BOR June 2003; BOR October 2003; BOR March 2004; BOR May 2004; BOR October 2004; BOR March 2005; BOR May 2005; BOR June 2005; BOR August 2005; BOR October 2005; BOR August 2006; BOR October 2006; BOR June 2009; BOR August 2009; BOR March-April 2011; BOR December 2011; BOR December 2013; BOR December 2014; BOR June 2015; BOR August 2015.



## **SOUTH DAKOTA BOARD OF REGENTS**

### **Academic and Student Affairs**

**AGENDA ITEM: 6 – E**  
**DATE: March 27-29, 2018**

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#### **SUBJECT**

**Obsolete Course Review Process**

#### **CONTROLLING STATUTE, RULE, OR POLICY**

[AAC Guideline 1.1](#) – Inactivation of Courses

#### **BACKGROUND / DISCUSSION**

The Academic Affairs Council (AAC) first began to review a list of obsolete courses in [May 2010](#) when RIS staff were asked to generate a list of courses that have not been taught in the last three years. At that time, a summary was circulated to campus representatives for review. Some clean-up occurred at the institutional level. A few years later during the [November 2014](#) AAC meeting, the council discussed the complete list of obsolete courses that continue to remain in campus catalogs. Following the discussion at the November 2014 meeting, representatives asked for an updated list to only include courses not taught within the last five years.

As this information has been shared with AAC in the past, the expectation was that institutions would undertake a careful review resulting in the inactivation of any courses that were no longer viable. As universities inactivated courses, they were highlighted on the spreadsheet and periodically submitted for feedback to the System Vice President for Academic Affairs. In subsequent discussions, an alternative approach has been proposed. Rather than asking each institution to follow through individually on the inactivation of obsolete courses, the list would be generated each year and courses inactivated unless a justification was provided. Additionally, a four year vs. five year window was proposed.

In December 2018 campuses received an updated set of Obsolete Courses, and personnel were asked to provide justifications for retaining common and unique courses. Additionally, during the [February 2018](#) AAC meeting the council discussed a number of options for further refining the list in future years, and a set of AAC Obsolete Course Guidelines will be developed this coming year to manage this process going forward.

#### **IMPACT AND RECOMMENDATION**

Similar to the Program Productivity Review process, an annual review of obsolete courses across the system serves two functions. First, it allows for a structured approach for

(Continued)

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#### **INFORMATIONAL ITEM**



## Obsolete Course Review Process

March 27-29, 2018

Page 2 of 2

cleaning-up course catalogs on each campuses, ensuring that courses included in approved degree programs will be available to students. Second, as new courses are approved, departments are able to better allocate resources to those courses that are most attractive to student interests.

Through this process a total of 663 obsolete courses have been removed from the systems common course catalog this past February.

### **ATTACHMENTS**

None

# **SOUTH DAKOTA BOARD OF REGENTS**

## **Academic and Student Affairs**

**AGENDA ITEM: 6 – F**  
**DATE: March 27-29, 2018**

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### **SUBJECT**

**General Education Revisions**

### **CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 2:7](#) – Baccalaureate General Education Curriculum

[BOR Policy 2:26](#) – Associate General Education Requirements

[AAC Guideline 8.3](#) – Associate Degree General Education Curriculum Requirements

[AAC Guideline 8.4](#) – Baccalaureate General Education Curriculum Requirements

[AAC Guideline 8.1](#) – General Education Implementation Guidelines

### **BACKGROUND / DISCUSSION**

In [August 2014](#) the Board of Regents approved the creation of a taskforce to advance recommendations for General Education Redesign in the Regental system. A set of comprehensive recommendations came forward from the taskforce in [April 2016](#), and during subsequent meetings major revisions were made to a number of the Board policies affecting General Education. The major work was finalized in [March 2017](#) when substantive program modifications were approved by the Board for all active degree programs in the system.

As this process unfolded, new requests for General Education courses had been placed on hold, and per Board policy only come forward to the Board once each year for consideration. Over the past two years, eight new course requests have surfaced from BHSU and USD for new General Education courses. When such requests are submitted by the campuses, the General Education committee obtains feedback from discipline faculty across the system, and then uses that information to advance a recommendation forward to AAC for consideration. Campus faculty representing Social Sciences, Humanities & Fine Arts, and Natural Sciences were asked to review the courses in their discipline area and provide feedback for the committee.

At their February 2017 meeting, the General Education Committee discussed the eight new courses and recommended that six be added to the current slate of courses offered in the

(Continued)

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### **DRAFT MOTION 20180327\_6-F:**

I move to approve adding the six new courses to the system General Education goals as presented beginning Fall 2018.

system. This recommendation was further supported by AAC, and the six being advanced for consideration by the Board include:

***Goal #3 Social Sciences***

[SOC 151 Social Issues in Sustainability](#)

[SPCM 201 Interpersonal Communication](#)

[WMST 247 Intro to Women, Gender & Sexuality](#)

***Goal #4 – Humanities & Fine Arts***

[PHIL 240 Intro to Ethics, Law & Society](#)

***Goal #6 – Natural Sciences***

[ISCI 151 – Integrated Science I/Lab](#)

[ISCI 153 – Integrated Science II/Lab](#)

**IMPACT AND RECOMMENDATION**

One goal for the Board has been to maintain a limited set of General Education courses for the system. During the past four years, a total of eight courses have been removed through the approved matrix (function of the obsolete course review process). The addition of these six courses does not unnecessarily expand the slate of courses for students to select from. Approval would allow students to select one of these courses to meet the General Education goals beginning in Fall 2018.

Board staff recommend approval of the new course additions.

**ATTACHMENTS**

None

# **SOUTH DAKOTA BOARD OF REGENTS**

## **Academic and Student Affairs**

**REVISED**

**AGENDA ITEM: 6 – G**

**DATE: March 27-29, 2018**

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### **SUBJECT**

**Dual Credit – In-District Delivery Approvals**

### **CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 2:5](#) – Transfer of Credit

[AAC Guideline 7.1](#) – Dual/Concurrent Credit Administration Guidelines

### **BACKGROUND / DISCUSSION**

A potential partnership between Harrisburg High School and Regental institutions was discussed by the Board during the [June 2017](#) meeting. Following the discussion, the board supported<sup>1</sup> DSU moving forward in delivering a MATH 102 College Algebra course during Fall 2017 as a pilot. This In-district Delivery model was further reviewed by the Board during the [August 2017](#) retreat, and the general consensus was that the HSDC rate could be assessed to students in these districts. However, there was sentiment that when forming partnerships of this nature, the guidelines should provide for the school district to contribute to the student's portion of the tuition costs.

Following this discussion in August 2017, an update was provided to the Board during the [October 2017](#) meeting with new guideline language specific to how In-District Delivery would be managed. At that time, the Board also approved offerings of A&S 100 First Year Seminar (1 credit), A&S 101 Career Exploration (1 credit), and SPCM 101 Fundamentals of Speech (3 credits) to be delivered during the Spring 2018 term.

### **IMPACT AND RECOMMENDATION**

Since those discussions, representatives from University Center-Sioux Falls have been working to develop an MOU with the Harrisburg School District for In-District Delivery

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<sup>1</sup> The specific motion captured in the Board of Regents official minutes noted "IT WAS MOVED by Regent Morgan, seconded by Regent Schaefer, to allow Board staff to proceed in their support of the Early College model and allow Dakota State University to provide a math course as a pilot in Fall 2017 at the Harrisburg school district and later report back on the results of that pilot course. Motion passed."

(Continued)

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### **DRAFT MOTION 20180327\_6-G:**

I move to approve the MOU between the University Center-Sioux Falls and the Harrisburg School District, and the expansion of the two computer science courses to be offered for the first time in Fall 2018.

of HSDC coursework. A current draft of the MOU is available in Attachment I for approval by the Board. University Center-Sioux Falls would also like to request approval from the Board to offer SOC 100 – Introduction to Sociology and PHIL 220 – Philosophy in Harrisburg this coming academic year (see Attachment II). In addition, Dakota State University is requesting to offer a CSC 150 – Computer Science I and CSC 250 – Computer Science II at Harrisburg in Fall 2018 to further expand the slate of course offerings at that location (see Attachment III). As outlined in the AAC Dual/Concurrent Credit Administration Guidelines, both the MOU with the district and any additional course expansion must be approved by the Board.

Board staff recommend approval of the current MOU between University Center-SF and the Harrisburg School District, the additional General Education courses through UC-SF, and the expansion of the two computer science courses to be offered for the first time in Fall 2018.

#### **ATTACHMENTS**

Attachment I – MOU Between University Center-SF and the Harrisburg School District

Attachment II – UC-SF Memo Requesting Expansion of Computer GE Courses

Attachment III – DSU Memo Requesting Expansion of Computer Science Courses

**MEMORANDUM OF UNDERSTANDING**  
 South Dakota Board of Regents/Harrisburg School District  
 (DRAFT, January 19, 2018)

**1. Purpose**

The purpose of this Memorandum of Understanding (MOU) is to establish guidelines for a collaborative partnership between the South Dakota Board of Regents and the Harrisburg School District. Both parties share a goal of developing and promoting a partnership to deliver fully accredited transferable university courses taught by university personnel at designated school district sites.

**2. Scope**

This agreement identifies the commitments of each party to develop and deliver university courses to the Harrisburg school district.

**3. Responsibilities**

**3.1 Authority**

- 3.1.1** All current and applicable regental and university policies, guidelines and procedures apply to all course offerings and enrollment requirements.
- 3.1.2** University academic departments, faculty and/or personnel will determine the textbooks and course materials required for each course.
- 3.1.3** Harrisburg School District accepts responsibility for providing appropriate facilities, equipment and technology to deliver university courses in a manner that meets university standards.

**3.2 Development and coordination of course offerings**

- 3.2.1** University Center-Sioux Falls staff will serve as the point of contact for communications between the regental system office, the universities and the school district regarding course offerings, instructor assignments and schedule of classes.
- 3.2.2** Harrisburg School District will propose course offerings for each semester, with University Center determining the final schedule of course offerings in collaboration with the respective universities and regental system office.

**3.3 Scheduling and delivery of courses**

- 3.3.1** The calendar and schedule for courses will align with the university calendar for each semester.
- 3.3.2** Course schedules must meet university accreditation requirements in regard to total hours of class time for the semester.
- 3.3.3** All courses will be taught by university personnel, to be approved by the respective university responsible for each course.

**3.4 Enrollment**

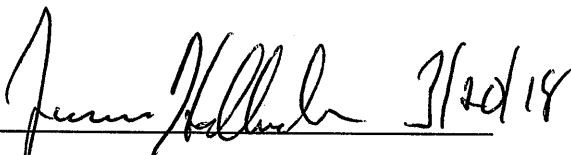
- 3.4.1** Each respective university will determine the maximum/minimum enrollment for each course and the number of course sections offered each semester, with input from Harrisburg School District.

**3.5 Tuition and course materials**

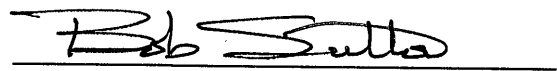
- 3.5.1** Applicable tuition rates will be determined by regental and/or university policy and legislative requirements, with Harrisburg School District responsible for payment of tuition for its students in university courses offered as part of the in-district delivery.
- 3.5.2** Harrisburg School District or its students will be responsible for the purchase of textbooks and materials required for each course, to be determined by the school district.

**3.6 Registration and advising**

- 3.6.1** University Center staff will provide a student orientation session at the start of each semester in coordination with the school district and respective universities.
- 3.6.2** All students enrolled in university courses will be assigned a University Center advisor to manage all questions, issues and concerns - students should not rely on school district staff for guidance on any issues involving university courses.
- 3.6.3** Course registration processes will follow regental system and university requirements and procedures, and University Center staff will process registrations and assist students as needed.
- 3.6.4** Instructors for university courses will utilize their university's internal early alert system to inform University Center advisors of any academic performance concerns.
- 3.6.5** University Center staff will coordinate with the universities to provide deficiency reports and final grades to the school district.

  
 \_\_\_\_\_  
 Harrisburg Superintendent                      Date

  
 \_\_\_\_\_  
 Harrisburg School Board President                      Date

  
 \_\_\_\_\_  
 SD Board of Regents President                      Date

**To:** SD Board of Regents

**From:** University Center Sioux Falls *gks*

**Date:** 03/15/2018

**Re:** Request for approval to offer SOC 100 & Phil 220 in district at Harrisburg High School beginning fall 2018

University Center Sioux Falls is requesting approval to offer **SOC 100 & PHIL 220** in-district at Harrisburg High School as part of their Early College program beginning fall 2018. Harrisburg High School would like to expand their dual credit offerings to include courses that fulfill general education requirements. SOC 100 is a social science and PHIL 220 is a humanities. If approved UCSF will follow the MOU guidelines as to which school will be responsible to teach the course.





## Memorandum

March 12, 2018

To: Dr. Paul Turman

From: Dr. Scott McKay

Re: Harrisburg High School Early College Program

A handwritten signature in black ink, appearing to read "Scott McKay", is written over the "From:" line of the memorandum.

Dakota State University has been asked by the Harrisburg School District to deliver two in-district courses as part of their Early College Program. The request is to offer CSC 150 Computer Science I in Fall 2018 and CSC 250 Computer Science II in Spring 2019. As Harrisburg High School expands their course offerings to meet different fields of interest for their students – the field of IT and Computer Science is at the forefront. Currently Harrisburg has identified approximately 30 students indicating an interested in enrolling in the CSC 150 course in the fall semester with the possibility of continuing and enrolling in the CSC 250 course in the spring semester.

CSC 150 Computer Science I is currently a dual-credit offering for DSU but CSC 250 is not. We ask that DSU be given approval to offer both classes and that the CSC 250 course be offered as a dual-credit course at the dual-credit rate.

Thank you for considering this request.

# **SOUTH DAKOTA BOARD OF REGENTS**

## **Academic and Student Affairs**

**AGENDA ITEM: 6 – H (1)**

**DATE: March 27-29, 2018**

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### **SUBJECT**

**New Program: NSU BFA in Studio Art**

### **CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 2:23](#) – Program and Curriculum Approval

### **BACKGROUND / DISCUSSION**

Northern State University (NSU) is requesting authorization to offer the Bachelor of Fine Arts (BFA) in Studio Art. NSU currently offers a Bachelor of Arts (BA) in Art; the BFA would be a new degree to the university. NSU received approval for the intent to plan at the [October 2016](#) Board meeting. The proposed program does not require the creation of any new courses as the program is a redesign of the existing BA in Art.

The BFA in Studio Art will allow students to explore a depth of artistic endeavors as well as a breadth of art historical and theoretical approaches to the discipline. NSU reports that employment in art occupations will increase by 4% nationally through 2024. Art careers for which BFA graduates would be eligible include but are not limited to designers, art directors, arts managers, independent artists, and museum curators. NSU will pursue NASAD accreditation for the BFA and development of the program followed NASAD standards. The existing BA in Studio Art will terminate upon NASAD accreditation of the BFA.

### **IMPACT AND RECOMMENDATION**

The BFA is the professional degree accredited by the National Association of Schools of Art and Design (NASAD). Approval of the BFA for NSU would complete the transition to authorize the BFA for Regental system art programs. NSU estimates that 30 students will graduate annually with the BFA in Studio Art after full implementation, including 8 students who would not otherwise have attended the university and pursued the BS degree.

Board office staff recommend approval of the program.

### **ATTACHMENTS**

Attachment I – New Program Request Form: NSU – BFA in Studio Art

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### **DRAFT MOTION 20180327\_6-H(1):**

I move to approve NSU's new program proposal for a Bachelor of Fine Arts (BFA) in Studio Art as described in Attachment I.



## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

### New Undergraduate Degree Program

Use this form to propose a new undergraduate degree program. An undergraduate degree program includes a new major, a new degree, or both. The Board of Regents, Executive Director, and/or their designees may request additional information about the proposal. After the university President approves the proposal, submit a signed copy to the Executive Director through the system Chief Academic Officer. Only post the New Undergraduate Degree Program Form to the university website for review by other universities after approval by the Executive Director and Chief Academic Officer.

<b>UNIVERSITY:</b>	NSU
<b>MAJOR:</b>	Studio Art
<b>EXISTING OR NEW MAJOR(S):</b>	New
<b>DEGREE:</b>	Bachelor of Fine Art (BFA)
<b>EXISTING OR NEW DEGREE(S):</b>	New
<b>INTENDED DATE OF IMPLEMENTATION:</b>	Fall 2018
<b>PROPOSED CIP CODE:</b>	50.0702
<b>SPECIALIZATIONS:<sup>1</sup></b>	-
<b>IS A SPECIALIZATION REQUIRED (Y/N):</b>	No
<b>DATE OF INTENT TO PLAN APPROVAL:</b>	10/6/2016
<b>UNIVERSITY DEPARTMENT:</b>	Art Department
<b>UNIVERSITY DIVISION:</b>	School of Fine Arts

#### University Approval

*To the Board of Regents and the Executive Director: I certify that I have read this proposal, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.*

/s/ Timothy M. Downs

\_\_\_\_\_  
President of the University

10/24/2017

\_\_\_\_\_  
Date

#### 1. What is the nature/purpose of the proposed program?

Northern State University (NSU) is requesting authorization to offer the Bachelor of Fine Arts (BFA) in Studio Art. Approval of the BFA would represent authorization for a new degree for NSU. The *BFA in Studio Art* allows students to explore a depth of artistic endeavors as well as a breadth of art historical and theoretical approaches to the discipline. A professional degree, students have the opportunity to investigate visual and aesthetic discourse in both their own artistic practice as well as in the context of history and contemporary culture. Because a BFA requires a larger percentage of art studio and art history courses, students engage with their discipline on a professional level, preparing them for careers in the art fields as well as graduate studies. The BFA is the professional degree accredited by the National Association of Schools of Art and Design

<sup>1</sup> If the proposed new program includes specific specializations within it, complete and submit a New Specialization Form for each proposed specialization and attach it to this form. Since specializations appear on transcripts, they require Board of Regents approval.

(NASAD). The proposed program does not require the creation of any new courses as the program is a redesign of the existing BA in Art to comply with requirements for a BFA. The BFA in Studio Art will potentially replace the current BA in Art upon assessment after implementation.

**2. How does the proposed program relate to the university's mission and strategic plan, and to the current Board of Regents Strategic Plan 2014-2020?<sup>2</sup>**

**A. NSU's Mission & Strategic Plan**

**i. Statutory and Board Mission of NSU**

SDCL 13-59-1 provides the mission of NSU as the preparation of elementary and secondary teachers; four-year degrees other than in education may be authorized by the Board of Regents.

Board of Regents Policy 1:10:6 provides the mission of NSU as offering graduate and undergraduate programs in education to promote excellence in teaching and learning, to support research, scholarly and creative activities, and to provide service to the State of South Dakota, the region, and the nation. The Board has authorized baccalaureate degree programs in arts and sciences, business, education, and fine arts.

- ii. **Mission:** The mission of NSU is broad and inclusive but most relevant to the BFA in Studio art is the section that states, "NSU is a university dedicated to the pursuit of excellence in the liberal arts and in graduate and professional education." ([\*p. 4 of the 2015-2020 NSU Mission & Strategic Plan\*](#)) A BFA in Studio Art is more than a general BA in Art because it allows for more coursework at the upper levels of a student's academic tenure providing an academic environment conducive to professional development both academically and in their career goals.

- iii. **Strategic Plan:** All 5 of NSU's Strategic Priorities are augmented by the BFA in Studio Art in the following ways:

1. **Strategic Priority 1** (recruiting, retaining, and educating students in a complex global economy) Upon the completion of a BFA in Studio Art, students acquire the skills needed to be current in the global economy because of their engagement with their art practice, understanding of historical context, and in their final year of coursework, apply themselves to the industry through discussion of career trajectory in the senior capstone course as well as their upper-level media courses, and optional internship opportunities in the region. By giving students a focus on their art from the first semester, a BFA supports in the retaining of students as the coursework sets the standards for rigor as well as flexibility to pursue their individual interests in the visual arts discourse. A professional degree such as the BFA also aids in NSU's ability to recruit students to the northeast part of the state as there is no other BFA program in the vicinity.
2. **Strategic Priority 2** (Prepare students for careers of today while equipping them for a changing future marketplace) A BFA in Studio Art offers several career paths upon completion. The marketplace, in its perpetual state of change, will be easy for the graduates from the program to adapt to because of the range of skills and technology presented in an art studio classroom. There are never answers in the back of a book for an artist, there are only solutions created by the artist based on the visual problem. Because of the

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<sup>2</sup> South Dakota statutes regarding university mission are located in SDCL 13-57 through 13-60; Board of Regents policies regarding university mission are located in Board Policies 1:10:1 through 1:10:6. The Strategic Plan 2014-2020 is available from [https://www.sdbor.edu/the-board/agendaitems/Documents/2014/October/16\\_BOR1014.pdf](https://www.sdbor.edu/the-board/agendaitems/Documents/2014/October/16_BOR1014.pdf).

critical studies required in art courses, students become creative problem solvers that add another voice to the economy and marketplace – evolving into natural leaders unleashing their career potential.

3. **Strategic Priority 3** (Meet or exceed the highest level of excellence in academic programs) Currently, the NSU Art Department has NASAD ([National Association for Schools of Art & Design](#)) accreditation for its existing BA in Art degree with Specializations in Fine Art and Graphic Design. As the curriculum shifts to a BFA, the NSU Art Department will simultaneously work with NASAD to maintain the requirements for continued accreditation with new BFA programs such as Digital Media, Art Studio, and Art Education. NASAD is one ingredient in the academic excellence recipe as the rigor, comprehensiveness, and standards put forth by the accrediting body are clear and nationally respected. Additionally, the outstanding faculty at NSU demand excellence in all levels of the art curriculum while simultaneously fostering individual interest and engagement.
4. **Strategic Priority 4** (Communicate the identity of NSU as the higher education institution of choice for students seeking a career for today and stepping stones for tomorrow's world) The small class sizes, specialized faculty, and flexibility in upper-level courses give NSU's BFA in Studio Art another avenue for potential students, donors, and alumni to see our clear identity of excellence, inclusion, and community.
5. **Strategic Priority 5** (Ensure NSU's sustainability through stewardship of financial, human, and cultural capital) The BFA in Studio Art fosters the human and cultural capital of NSU through the use of faculty and their expertise from introductory to advanced levels of coursework. It is a fiscally responsible addition to the NSU academic menu as it does not require additional faculty or space, it simply augments an already solid program with focus and professionalism entrenched in the professional degree level of BFA.

#### B. BOR Strategic Plan

- i. **Priority 1: Student Success – Grow degree production to 7,450 per year by 2020**
  1. The BFA in Studio Art allows NSU to recruit and retain students with a profound interest in their art careers as it distinguishes their degree as professional and focused on their artistic and career goals.
- ii. **Priority 2: Academic Quality and Performance – Document that academic programs are of the highest quality**
  1. Already having NASAD accreditation for the BA programs in the NSU Art Department, the department will add the BFA programs to the next round of reaccreditation so that the BFA in Studio Art is recognized for its rigor, quality, and facilities. Having current and continuing NASAD accreditation, the BFA in Studio Art at NSU will be assuredly at the same level or higher than other universities with similar programs, size, and locale.
- iii. **Priority 3: Research and Economic Development –**
  1. Artistic practice as a research methodology has grown in recent years and the bridge between art and traditional venues for research is strengthening. Students in the BFA in Studio Art program are artist-researchers as well as artist-entrepreneurs. In the past, NSU's art students have participated in numerous entrepreneurial endeavors through the Center for Excellence in Entrepreneurship as well as the ingrained, self-reliant nature of artists as self-promoters, small business owners, and collaborators. In addition, the *2020 Vision: The South Dakota Science and Innovation Strategy* report

indicates design-centered manufacturing and product development is dependent upon creativity and artistic capacity within the state.<sup>3</sup>

**3. Describe the workforce demand for graduates of the program, including national demand and demand within South Dakota.**

A. The Arts Industry has a major impact on both South Dakota and the national economy.

**i. NATIONAL – (Non-Profit only):**

1. According to the most recent [Arts and Economic Prosperity 5](#) study sponsored by Americans for the Arts, the nonprofit arts and culture industry generated the following at a national level in 2015:
  - a. \$166.3 billion of economic activity
  - b. \$63.8 billion in spending by arts and cultural organizations
  - c. \$102.5 billion in event-related expenditures by their audiences
  - d. This activity **supported 4.6 million jobs** and generated \$27.5 billion in revenue to local, state, and federal governments (a yield well beyond their collective \$5 billion in arts allocations)
  - e. According to American's for the Arts, *72% of all employers say that creativity and critical thinking are necessary characteristics of business leaders and that creativity is the number one skill they are seeking when hiring.*

**ii. NATIONAL – All Sectors (profit & non-profit)**

1. According to the [Bureau of Labor Statistics](#), Arts related jobs will:
  - a. Increase by 4% from 2014 – 2024 (2,624,200 to 2,731,700)
  - b. Have a median income of \$45,000 in 2014.
  - c. Employment by major occupational group - 2014 and projected 2024. See the table below for specific jobs and the projected growth of each area by 2024, number in thousands.<sup>4</sup>

Occupation	Occupation Code	2014 Estimated Employment	2024 Projected Employment	Total Percent Change
<b>ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA OCCUPATIONS</b>	<b>27-0000</b>	<b>2,624.2</b>	<b>2,731.7</b>	<b>4.1</b>
Art and design workers	27-1000	773.1	789.7	2.2
Artists and related workers	27-1010	189.3	195.9	3.5
Art directors	27-1011	74.6	76.4	2.4
Craft artists	27-1012	10.6	10.6	0.6
Fine artists, including painters, sculptors, and illustrators	27-1013	26.3	27.1	3.1
Multimedia artists and animators	27-1014	64.4	68.3	6.0
Artists and related workers, all other	27-1019	13.4	13.5	0.4
Designers	27-1020	583.8	593.9	1.7
Commercial and industrial designers	27-1021	38.4	39.2	2.0
Floral designers	27-1023	58.7	56.7	-3.4
Graphic designers	27-1024	261.6	265.2	1.4
Interior designers	27-1025	58.9	61.1	3.8
Set and exhibit designers	27-1027	13.3	14.2	6.8
Designers, all other	27-1029	8.9	9.5	6.2
Public relations specialists	27-3031	240.7	255.6	6.2
Photographers	27-4021	124.9	128.8	3.1

<sup>3</sup> <http://sdepscor.org/sdepscorHome/wp-content/uploads/2015/07/2020-Vision.pdf> (p.35-36).

<sup>4</sup> [https://www.bls.gov/emp/ep\\_table\\_102.htm](https://www.bls.gov/emp/ep_table_102.htm)

**iii. SOUTH DAKOTA:**

1. Careers in the arts that would be attainable with a BFA in Studio Art include: Designer, art director, arts manager, independent artist, museum facilitator and curator. Generally, in South Dakota there are 5,560 jobs in the arts, outside of the educational fields. The median income in 2016 for these jobs in SD was \$37,000.
2. See the table below for specific jobs and the projected growth of each area by 2024.<sup>5</sup>

Occupation	Occupation Code	2014 Estimated Employment	2024 Projected Employment	Total Percent Change
<b>ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA</b>	<b>270000</b>	<b>7,727</b>	<b>7,974</b>	<b>3.20%</b>
Art Directors	271011	46	49	6.52%
Commercial and Industrial Designers	271021	116	120	3.45%
Craft Artists	271012	93	96	3.23%
Film and Video Editors	274032	48	56	16.67%
Floral Designers	271023	264	270	2.27%
Graphic Designers	271024	758	771	1.72%
Interior Designers	271025	118	122	3.39%
Multimedia Artists and Animators	271014	146	156	6.85%
Public Relations Specialists	273031	970	1,021	5.26%

**4. How will the proposed program benefit students?**

The BFA in Studio Art will benefit students because of its professional nature. What that means for the student, is that they will have more time and opportunity to grow their artistic practice before entering the workforce because of the rigor and individual path available for them in the upper level courses while providing a solid foundation in the first semesters that allows them to maneuver among media, styles, and methodology.

**5. Program Proposal Rationale:****A. If a new degree is proposed, what is the rationale?<sup>6</sup>**

The rationale for the BFA (Studio Art, Digital Media, Art Education) is to raise the academic rigor within their discipline to a level viewed by the economy and academic world as professional and not general.

**B. What is the rationale for the curriculum?**

The curriculum allows students to obtain a strong foundation in technique and history while giving them the opportunity to find their own artistic-practice to research problems that require visual solutions. The upper-level courses have enough flexibility for a student to pursue a focused theme or research in their work while honing their technical skills and broadening their understanding of the art world and its history. The BFA Studio Art is consistent with accreditation standards from the NASAD.

<sup>5</sup> <https://www.southdakotaworks.org/vosnet/analyzer/results.aspx?session=occpj&qlink=1&pu=1>

<sup>6</sup> This question refers to the type of degree, not the program. For example, if your university has authorization to offer the Bachelor of Science and the program requested is a Bachelor of Science, then the request is not for a new degree.



**C. Demonstrate/provide evidence that the curriculum is consistent with current national standards.**

Per NASAD standards, the general requirements, major courses – studio and history, and electives fit the percentages required for accreditation.

**NASAD: Studio BFA Percentages**

1. *General Studies*: 25-35% of total degree | Proposed: 25% as mandated by System Gen Ed requirements
2. *Studies in Studio/Design*: at least 65% of total degree | Proposed: 70% - this could be less, down to 65%, if 3 art history courses (9 credits) are used as major electives.
3. *Studies in Art History*: 10-15% of total degree | Proposed Requirement: 10% - this could be more, up to 15%, if 3 available art history courses are used as major electives.

**D. Summary of the degree program (complete the following tables):**

BFA Studio Art	Credit Hours	Credit Hours	Percent
System General Education Requirements	30		
Subtotal, Degree Requirements		30	25%
Required Support Courses (not included above)	2		1.67%
Major Requirements	45		37.5%
Major Electives	39		32.5%
Subtotal, Program Requirements		86	71.6%
Free Electives		4	3.33%
Degree Total <sup>7</sup>		120	100%

**Required Support Courses Outside the Major**

Prefix	Number	Course Title	Credit Hours	New (yes, no)
IDL	1XX	<i>Freshman Experience Course: This course is currently in the development process. Upon approval, the proper name and number will be inserted here.</i>	2	Yes
Subtotal			2	

**Major Requirements**

Prefix	Number	Course Title	Credit Hours	New (yes, no)
Art	111	Drawing I	3	No
Art	121	Design I – 2D	3	No
Art	123	3-Dimensional Design	3	No
ArtD	113	Introduction to Digital Media	3	No
ArtH	211	History of World Art I	3	No

<sup>7</sup> Board Policy 2:29 requires each baccalaureate level degree program to require 120 credit hours and each associate degree program to require 60 credit hours. Exceptions to this policy require documentation that programs must comply with specific standards established by external accreditation, licensure, or regulatory bodies or for other compelling reasons and must receive approval by the Executive Director in consultation the President of the Board of Regents.



ArtH	212	History of World Art II	3	No
ArtH	311	History of World Art III	3	No
ArtH	312 or 416	History of Graphic Design or Art Theory & Criticism	3	No
				No
Art	112	Drawing II	3	No
Art	231	Painting I	3	No
Art	241	Sculpture I	3	No
Art	251	Ceramics I	3	No
Art	270	Photography Techniques I	3	No
Art	281	Printmaking I	3	No
Art	489	Senior Capstone	3	No
Subtotal			<b>45</b>	

**Major Electives: List courses available as electives in the program. Indicate any proposed new courses added specifically for the major.**

• Per #16, the goal of the BFA in Studio Art is to give freedom to the individual student-scholars in their upper level coursework to pursue a definitive media focus and/or theme. Necessary to contemporary art practice, students must use the media most suitable for their individual artistic perspective, not necessarily be a master-technician in one media or technique, the NSU BFA in Studio Art addresses these contemporary artistic nuances. •

<b>* SEE NUMBER 16 FOR MORE DETAILS ON CURRICULAR EMPHASES *</b>				
<b>Prefix</b>	<b>Number</b>	<b>Course Title</b> <i>(add or delete rows as needed)</i>	<b>Credit Hours</b>	<b>New (yes, no)</b>
Art	211	Drawing III – Figurative	3	No
Art	331	Painting II	3	No
Art	341	Sculpture II	3	No
Art	351	Ceramics II	3	No
Art	370	Photography Techniques II	3	No
Art	371	Mixed Media	3	No
Art	381	Printmaking II	3	No
Art	430	Watercolor	3	No
Art	431	Painting III	3	No
Art	342	Sculpture III	3	No
Art	454	Ceramics III	3	No
Art	470	Photography Techniques III	3	No
Art	484	Printmaking III	3	No
Art	411	Drawing IV	3	No
Art	432	Painting IV	3	No
Art	441	Sculpture IV	3	No
Art	460	Ceramics IV	3	No
Art	475	Photography Techniques IV	3	No
Art	481	Printmaking IV	3	No
Art	494	Internship	3-9	No
Art	498	Undergraduate Research & Scholarship	3	No
-	-	<b>-15 FREE MAJOR ELECTIVES -</b> ANY ARTD, ARTH, ARTM CREDIT <i>EXCEPT</i> ARTH 100. <small>Maximum of 9 of the 15-free major elective credits in ArtH and ArtM courses to retain the studio percentages as per NASAD requirements (List below, no new courses.)</small>	-	-
ArtD	215	Typography	3	No
ArtD	231	Graphic Design I	3	No

ArtD	241	2D Motion Graphics	3	No
ArtD	331	Graphic Design II	3	No
ArtD	333	Web Page Design I	3	No
ArtD	334	Digital Imaging I	3	No
ArtD	335	Digital Illustration I	3	No
ArtD	337	Interface Design *	3	No
ArtD	338	Digital Video Design	3	No
ArtD	341	2D Motion Graphics	3	No
ArtD	433	Web Page Design II	3	No
ArtD	434	Digital Imaging II	3	No
ArtD	435	Digital Media Studio	3	No
ArtD	437	Interface Design II *	3	No
ArtD	438	Digital Video Design II	3	No
ArtD	443	Digital Illustration II	3	No
ArtD	445	Graphic Design III	3	No
ArtH	250	Art & Ethics	3	No
ArtH	416	Art Criticism & Theory	3	No
ArtH	492	Topics – Art History	3	No
ArtM	350	Arts Management	3	No
ArtM	391	Independent Study – Arts Management	3	No
Subtotal			<b>39</b> (13 courses) <i>See 16</i>	

\* Minor program modification: UNIQ course name change, simultaneously submitted

## 6. Student Outcomes and Demonstration of Individual Achievement

- A. What specific knowledge and competencies, including technology competencies, will all students demonstrate before graduation? See below – table broken down for legibility
- B. See Appendix A for the full spreadsheet.

<i>Program Courses that Address the Outcomes</i> Classes with * are required. The course numbers of the subsequent levels of each course are listed concurrently as they are mostly offered at the same time as a “stacked class.”																
INDIVIDUAL STUDENT OUTCOMES	Art 111*	Art 112*	Art 121*	Art 123*	ArtD 113*	ArtH 211*	ArtH 212*	ArtH 311*	ArtH 312 or 416*	Art 231* 331 431 432	Art 241* 341 342 441	Art 251* 351 454 460	Art 270* 370 470 475	Art 281* 381 484 481	Art 489*	
1. Students should possess the ability to present sophisticated critical judgments regarding the historical, creative and technical aspects of art and design.	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
2. Understand the ways that contemporary art practice creatively and critically works between or across established disciplines.	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
3. Be able to interpret and engage with existing visual culture and media as a form of creative intelligence.	X	X	X	X				X	X	X	X	X	X	X	X	X
4. Develop a discerning voice and confidence in one’s own artistic authorship, based on material, conceptual, and critical sensibility.	X	X	X	X	X					X	X	X	X	X	X	X
5. Create and sustain a body of work through self-directed research, experimentation, risk-taking, and reflective analysis.										X	X	X	X	X	X	X

6. Advance practices that can thrive either as an individual practice or within collaborative environments.		X	X	X	X					X	X	X	X	X	X
7. Effectively communicate the intention of one's work through its full formal realization.	X	X	X	X	X					X	X	X	X	X	X
8. Be publicly articulate in the evaluation of the work of peers as well as more established artists.		X								X	X	X	X	X	X
9. Successfully represent oneself to arts organizations, curators, publications, and graduate programs for the purpose of advancing professional and artistic goals.									X	X	X	X	X	X	X

INDIVIDUAL STUDENT OUTCOMES	Art 211	Art 371	Art 430	ArtD 231 331 445	Art D 215	ArtD 241	ArtD 333 433	ArtD 334 434	ArtD 335 443	ArtD 337 437	ArtD 338 438	ArtD 435	ArtH 250	Art M 350 391
1. Students should possess the ability to present sophisticated critical judgments regarding the historical, creative and technical aspects of art and design.	X	X	X	X	X	X	X	X	X	X	X	X	X	
2. Understand the ways that contemporary art practice creatively and critically works between or across established disciplines.	X	X	X	X	X	X	X	X	X	X	X	X	X	
3. Be able to interpret and engage with existing visual culture and media as a form of creative intelligence.	X	X	X	X	X	X	X	X	X	X	X	X	X	X
4. Develop a discerning voice and confidence in one's own artistic authorship, based on material, conceptual, and critical sensibility.	X	X	X	X	X	X	X	X	X	X	X	X		
5. Create and sustain a body of work through self-directed research, experimentation, risk-taking, and reflective analysis.	X	X	X	X	X	X	X	X	X	X	X	X		X
6. Advance practices that can thrive either as an individual practice or within collaborative environments.	X	X	X	X	X	X	X	X	X	X	X	X		
7. Effectively communicate the intention of one's work through its full formal realization.	X	X	X	X	X	X	X	X	X	X	X	X		X
8. Be publicly articulate in the evaluation of the work of peers as well as more established artists.	X	X	X	X	X	X	X	X	X	X	X	X		
9. Successfully represent oneself to arts organizations, curators, publications, and graduate programs for the purpose of advancing professional and artistic goals.	X	X	X	X			X				X	X		X

**C. Are national instruments (i.e., examinations) available to measure individual student achievement in this field? If so, list them.**

Student achievement and competence will be measured by using standards established by NASAD.

**D. How will individual students demonstrate mastery? Describe the specific examinations and/or processes used, including any external measures.<sup>8</sup> What are the consequences for students who do not demonstrate mastery?**

All BFA Studio Art students are assessed in their second semester of their second year as an art student. This process addresses their visual work and written work. Student meet with 3 art faculty for 30 minutes and discuss their interests and obtain feedback from faculty. The faculty review them based on a numerical system that mimics the exit review process done in their final semester. The senior capstone, Art 489, has several requirements to insure mastery and rigor. The capstone course requires a portfolio, thesis, public art exhibition, and career mentoring.

<sup>8</sup> What national examination, externally evaluated portfolio or student activity, etc., will verify that individuals have attained a high level of competence and identify those who need additional work?

**7. What instructional approaches and technologies will instructors use to teach courses in the program?**

- A. The following approaches and technologies will be utilized:
- i. Lecture/Lab/Discussion
  - ii. Demonstration of media usage
  - iii. Art studio instruction and critical feedback
  - iv. Introductory graphic software integrated with design comprehension including but not limited to:
    1. Adobe® Create Cloud – Photoshop, Illustrator, InDesign, Dreamweaver, Bridge, Lightroom
    2. Mac and PC platforms
  - v. Hands on, face-to-face experiential learning
  - vi. Collaborative and service learning
  - vii. Desire 2 Learn classroom management software

**8. Did the University engage any developmental consultants to assist with the development of the curriculum?<sup>9</sup> Did the University consult any professional or accrediting associations during the development of the curriculum? What were the contributions of the consultants and associations to the development of curriculum?**

The NASAD handbook was used as a reference in addition to other NASAD accredited BFA programs in the region and across the nation of similar size and type of institution in addition to expertise within the faculty.

**9. Are students enrolling in the program expected to be new to the university or redirected from other existing programs at the university? Complete the table below and explain the methodology used in developing the estimates.**

It is expected that students for this new major will be both new to the university and redirected from the BA programs if they so choose. Discussions with faculty advisors estimated approximately 10-15 current students interested in the BFA in Studio Art. Additionally, many discussions with high school students across the region have indicated that the addition of a BFA vs. a BA in Studio Art would entice their university choice as NSU and in particular, in the Art Department. Several (3-5) recent alumni have inquired about the requirements they would need to obtain the BFA at NSU. The graduation numbers in year 3 are reflective of current students switching their program and completing the requirements for the BFA in Studio Art.

	Fiscal Years*			
	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>
<i>Estimates</i>	FY 19	FY 20	FY 21	FY 22
Students new to the university	5	6	7	8
Students from other university programs	0	0	0	0
Continuing students	4	9	15	22
=Total students in the program (fall)	9	15	22	30
	184.5	306	451	615
Program credit hours (major courses)** 82 credits divided by 4 years = 20.5				
Graduates	0	0	5	10

\*Do not include current fiscal year.

<sup>9</sup> Developmental consultants are experts in the discipline hired by the university to assist with the development of a new program (content, courses, experiences, etc.). Universities are encouraged to discuss the selection of developmental consultants with Board staff.

**\*\*This is the total number of credit hours generated by students in the program in the required or elective program courses. Use the same numbers in Appendix B – Budget.**

**NOTE:** The average graduation rate over the past 5 years (2012 – 2017) in the BA in Art (Fine Art) is 7 per academic year (high of 14, low of 5). The BA in Art (Fine Art) is the most-similar to the BFA Studio Art.

**10. Is program accreditation available? If so, identify the accrediting organization and explain whether accreditation is required or optional, the resources required, and the University's plans concerning the accreditation of this program.**

The BA in Art (Graphic Design and Fine Art Specializations) and BSED in Art Education are already NASAD accredited at Northern State University. NASAD accreditation of the BFA programs, upon approval, will seek accreditation during the next re-accreditation cycle during FY19 and again in FY29.

**11. Does the University request any exceptions to any Board policy for this program? Explain any requests for exceptions to Board Policy**

None.

**12. Delivery Location<sup>10</sup>**

**A. Complete the following charts to indicate if the university seeks authorization to deliver the entire program on campus, at any off-campus location (e.g., UC Sioux Falls, Capital University Center, Black Hills State University-Rapid City, etc.) or deliver the entire program through distance technology (e.g., as an online program)?**

	Yes/No	Intended Start Date
<b>On campus</b>	Yes	Fall 2018

	Yes/No	If Yes, list location(s)	Intended Start Date
<b>Off campus</b>	No		

	Yes/No	If Yes, identify delivery methods <sup>11</sup>	Intended Start Date
<b>Distance Delivery (online/other distance delivery methods)</b>	No		

**B. Complete the following chart to indicate if the university seeks authorization to deliver more than 50% but less than 100% of the certificate through distance learning (e.g., as an online program)?<sup>12</sup>**

	Yes/No	If Yes, identify delivery methods	Intended Start Date
<b>Distance Delivery (online/other distance delivery methods)</b>	No		

**13. Cost, Budget, and Resources: Explain the amount and source(s) of any one-time and continuing investments in personnel, professional development, release time, time redirected from other assignments, instructional technology & software, other operations and maintenance, facilities,**

<sup>10</sup> The accreditation requirements of the Higher Learning Commission (HLC) require Board approval for a university to offer programs off-campus and through distance delivery.

<sup>11</sup> Delivery methods are defined in [AAC Guideline 5.5](#).

<sup>12</sup> This question responds to HLC definitions for distance delivery.

etc., needed to implement the proposed major. Address off-campus or distance delivery separately.

See Appendix B.

**14. Is the university requesting or intending to request permission for a new fee or to attach an existing fee to the program (place an “X” in the appropriate box)?**

☒ Yes      ☐ No

*Explanation (if applicable):* There is an already existing fee for Art, ArtE, and ArtD courses across all BOR institutions as per the Fine Arts Discipline Committee (2017-2018 = \$15.10 per credit hour). No new fees associated with this degree/major.

**15. New Course Approval: New courses required to implement the new undergraduate degree program may receive approval in conjunction with program approval or receive approval separately. Please check the appropriate statement:**

- ☒ YES,  
*the university is seeking approval of new courses related to the proposed program in conjunction with program approval. All New Course Request forms are included as Appendix C and match those described in section 5D.*
- ☐ NO,  
*the university is not seeking approval of all new courses related to the proposed program in conjunction with program approval; the institution will submit new course approval requests separately or at a later date in accordance with Academic Affairs Guidelines.*

**16. Additional Information:**

The Art Department is transitioning (approval dependent) all the undergraduate, 4-year degrees from a BA to a BFA because it is the optimal art degree at 4-year institutions. The foundational and core classes, listed below, give every BFA Art Studio student the opportunity to explore numerous media while allowing for individual emphases in the realms of 2D art, 3D art, or interdisciplinary media that incorporates more design and digital courses than a traditional emphasis in 2D or 3D. The contemporary trends in both the art education and art world are seeing a blurring between traditional media and digital media as the new generation of students view them all as tools.

The BFA in Studio Art from the BFA in Digital Media (pending intent-to-plan approval and program approval separately) to allow for more commercial exploration and skills in the curriculum of the BFA in Digital Media. The BFA in Studio Art provides a traditional art educational trajectory such as painting drawing, sculpture, etc. with the added opportunity to explore new media such as digital media.

Recent graduates and trends in post-secondary art education indicate the importance of some integration between BFA in Studio Art electives and BFA in Digital Media electives. For example, a BFA – Studio Art student interested in illustration would benefit from upper level digital classes in addition to upper level drawing courses because of the crossover of applications, methods, and intended audiences. Because of our size, location, and faculty expertise, these areas of emphasis in both BFA degrees give students a foundation with enough of a guide to lead them to their desired career and educational goals while part of the NSU Art Department.

BFA in Studio Art  
 Part I - FOUNDATIONS & CORE | 42 credits

FOUNDATIONS   20 CREDITS		
1.	Art 111	Drawing I
2.	Art 121	2D Design I
3.	Art 123	3D Design
4.	ArtD 113	Intro to Digital Media
5.	ArtH 211	History of World Art I
6.	ArtH 212	History of World Art II

CORE   24 CREDITS		
1.	ArtH 311	History of World Art III
2.	ArtH 312 <i>or</i> ArtH 416	History of Graphic Design Art Theory & Criticism
3.	Art 112	Drawing II
4.	Art 231	Painting I
5.	Art 241	Sculpture I
6.	Art 251	Ceramics I
7.	Art 270	Photography Techniques I
8.	Art 281	Printmaking I

### Part 2 - EMPHASES: 2D, 3D, and Interdisciplinary Arts | 39 credits

2-Dimensional Media: EMPHASIS   24 CREDITS + 15 electives		
1.	Art 211	Drawing III – Figurative
2.	Art 331	Painting II
3.	Art 381	Printmaking II
4.	Art 371	Mixed Media
5.	Art 370 – 481 – 431	Photo II or Printmaking III or Painting III
6.	370/470 – 381/481 – 431/432	Photo II/III or Printmaking III/IV or Painting III/IV
7.	Art 498	Undergraduate Research & Scholarship
8.	Art 489	Senior Capstone
9+	15 credits elective	Any Art/ArtD/ArtH/ArtM courses except ArtH 100 Maximum of 9 Credit hours of ArtH or ArtM

3-Dimensional Media: EMPHASIS   24 CREDITS + 15 electives		
1.	Art 351	Ceramics II
2.	Art 341	Sculpture II
3.	Art 454	Ceramics III
4.	Art 342	Sculpture III
5.	Art 371	Mixed Media
6.	Art 460 – 441	Ceramics IV or Sculpture IV
7.	Art 498	Undergraduate Research & Scholarship
8.	Art 489	Senior Capstone
9+	15 credits elective	Any Art/ArtD/ArtH/ArtM courses except ArtH 100 Maximum of 9 Credit hours of ArtH or ArtM

Interdisciplinary Arts: EMPHASIS   24 CREDITS + 15 electives		
1.	Art 351 - 341	Ceramics II or Sculpture II
2.	Art 370 - 331 - 381	Photo II or Painting II or Printmaking II
3.	Art 371	Mixed Media
4.	ArtD 334 or 335	Digital Imaging I or Digital Illustration I
5.	ArtD 231	Graphic Design I
6.	ArtD 333 or 338	Web Design I or Digital Video Design I
7.	Art 498	Undergraduate Research & Scholarship
8.	Art 489	Senior Capstone
9+	15 credits elective	Any Art/ArtD/ArtH/ArtM courses except ArtH 100 Maximum of 9 Credit hours of ArtH or ArtM

Total Credits = 82



**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**

**AGENDA ITEM: 6 – H (2)**

**DATE: March 27-29, 2018**

\*\*\*\*\*

**SUBJECT**

**New Program: NSU BA in Criminal Justice**

**CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 2:23](#) – Program and Curriculum Approval

**BACKGROUND / DISCUSSION**

Northern State University (NSU) is requesting authorization to offer a Bachelor of Arts (BA) in Criminal Justice. NSU currently offers a specialization in Criminal Justice within the Sociology major; NSU indicates a full major will better prepare students for careers in criminal justice and related professions. NSU reports that South Dakota law enforcement and criminal justice agencies increasingly seek applicants with college degrees for new openings and promotions. NSU received approval for the intent to plan at the [December 2017](#) Board meeting.

The proposed program requires the creation of five new courses.

NSU requests authorization to offer the major on campus.

**IMPACT AND RECOMMENDATION**

NSU does not request new resources to offer the program. NSU currently offers an associate degree in Criminal Justice and the University of South Dakota also offers bachelor's degree in the field. NSU projects 10 graduates per year after full implementation.

Board office staff recommend approval of the program.

**ATTACHMENTS**

Attachment I – New Program Request Form: NSU – BA in Criminal Justice

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**DRAFT MOTION 20180327\_6-H(2):**

I move to approve NSU's new program proposal for a Bachelor of Arts (BA) in Criminal Justice as described in Attachment I.





## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

### New Undergraduate Degree Program

Use this form to propose a new undergraduate degree program. An undergraduate degree program includes a new major, a new degree, or both. The Board of Regents, Executive Director, and/or their designees may request additional information about the proposal. After the university President approves the proposal, submit a signed copy to the Executive Director through the system Chief Academic Officer. Only post the New Undergraduate Degree Program Form to the university website for review by other universities after approval by the Executive Director and Chief Academic Officer.

<b>UNIVERSITY:</b>	NSU
<b>MAJOR:</b>	<b>Criminal Justice</b>
<b>EXISTING OR NEW MAJOR(S):</b>	<b>Sociology (Criminal Justice Specialization)</b>
<b>DEGREE:</b>	<b>Bachelor of Arts (BA)</b>
<b>EXISTING OR NEW DEGREE(S):</b>	<b>Existing</b>
<b>INTENDED DATE OF IMPLEMENTATION:</b>	<b>8/20/2018</b>
<b>PROPOSED CIP CODE:</b>	<b>43.0104</b>
<b>SPECIALIZATIONS:<sup>1</sup></b>	<b>None</b>
<b>IS A SPECIALIZATION REQUIRED (Y/N):</b>	No
<b>DATE OF INTENT TO PLAN APPROVAL:</b>	<b>12/5/2017</b>
<b>UNIVERSITY DEPARTMENT:</b>	<b>History, Sociology, Political Science, and Geography</b>
<b>UNIVERSITY DIVISION:</b>	<b>College of Arts and Sciences</b>

#### University Approval

*To the Board of Regents and the Executive Director: I certify that I have read this proposal, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.*

_____ /s/ Timothy Downs President of the University	_____ 2/5/2018 Date
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#### 1. What is the nature/purpose of the proposed program?

The general purpose/goal of the proposed program is to provide a bachelor's degree (120 credit hours) with a criminal justice major instead of a sociology major with a criminal justice specialization. Such a degree makes applicants better qualified for employment in local, county, state, and federal law enforcement agencies, correctional agencies, court services, and related social service agencies in all U.S. jurisdictions. In this growing,

<sup>1</sup> If the proposed new program includes specific specializations within it, complete and submit a New Specialization Form for each proposed specialization and attach it to this form. Since specializations appear on transcripts, they require Board of Regents approval.

increasingly competitive field possessing a task-focused degree rather than a tangentially relevant degree with a task-focused specialization will enhance our graduates' ability to find gainful employment. Moreover, the task-focused degree will facilitate job placement as well as more rapid promotion within the field's sub areas. Currently, 24% of sworn police officers (excluding Sioux Falls Police Department) have a bachelor's degree, and 27% of sworn sheriff's office personnel have four years of college or a bachelor's degree (South Dakota Attorney General's Office 2014 Police Management Study and 2013 Sheriff Management Study). Obtainment of the bachelor's degree in criminal justice would make the graduate an attractive entry-level candidate to local police and sheriff's agencies, as well as state agencies and a select few federal law enforcement positions that do not require law enforcement experience. Furthermore, the law enforcement officer holding this degree will be positioned for promotion through the ranks when such opportunities arise.

Unlike a criminal justice specialization within a sociology degree, a dedicated criminal justice degree will better prepare students for careers in criminal justice and related professions by providing a more focused background in the specialized terminology of the criminal justice system, the criminological enterprise, and law and society. All majors will experience courses in introductory criminal justice, criminology, the research process and data analyses, and law and society. This core will provide students with the necessary foundation to pursue one of three tracks of their choice: (1) Law & Policy, (2) Law Enforcement & Homeland Security, or (3) Corrections & Juvenile Justice. Completion of one track is required for the degree. The track options will allow students to appreciate how the criminal justice system addresses the needs of its constituents—offenders, victims, the families of victims and offenders, society and criminal justice professionals. Equipped with this knowledge, students will be better equipped to deal with the increasingly complex issues facing 21st century criminal justice professionals.

Demand for this program would come primarily from traditional students currently enrolled in the criminal justice specialization within the sociology major, as well as non-traditional students actively employed in the field of criminal justice and residing in the area who do not have a four-year degree. Trooper John Berndt from the South Dakota Highway Patrol and Officer Angela Senger from the Aberdeen Police Department are law enforcement veterans without four-year degrees; they noted that individuals with four-year degrees in criminal justice will be hired in their agencies before persons with previous law enforcement experience, as well as considered first for promotion when those positions become vacant.

**2. How does the proposed program relate to the university's mission and strategic plan, and to the current Board of Regents Strategic Plan 2014-2020?<sup>2</sup>**

NSU's mission is to provide programs promoting excellence in learning, to support research and provide service to the state of South Dakota. While South Dakota's population continues to grow, the problems facing the state's criminal justice community are becoming more complex. Producing educated criminal justice professionals who are able to intelligently assess and effectively respond to the challenging and rapidly evolving concerns of the state's law enforcement, courts, and corrections systems is unquestionably value-added for the state.

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<sup>2</sup> South Dakota statutes regarding university mission are located in SDCL 13-57 through 13-60; Board of Regents policies regarding university mission are located in Board Policies 1:10:1 through 1:10:6. The Strategic Plan 2014-2020 is available from [https://www.sdbor.edu/the-board/agendaitems/Documents/2014/October/16\\_BOR1014.pdf](https://www.sdbor.edu/the-board/agendaitems/Documents/2014/October/16_BOR1014.pdf).

SDCL 13-59-1 establishes:

*The primary purpose of Northern State University, at Aberdeen in Brown County, and Black Hills State University, at Spearfish in Lawrence County, is the preparation of elementary and secondary teachers, and a secondary purpose is to offer preprofessional, one-year and two-year terminal and junior college programs. Four-year degrees other than in education and graduate work may be authorized by the Board of Regents.*<sup>3</sup>

Board of Regents Policy 1:10:6 states:

*The Board implemented SDCL 13-59-1 by authorizing graduate and undergraduate programs in education to promote excellence in teaching and learning, to support research, scholarly and creative activities, and to provide service to the State of South Dakota, the region, and the nation. The Board approved a special emphasis on E-learning in the university curriculum and service. Approved curriculum for the university includes associate and bachelor's degrees in arts and sciences, business, education, and fine arts.*<sup>4</sup>

The proposed program also addresses several aspects of the Board of Regents Strategic Plan 2014-2020, including but not limited to:

Goal 1: Student Success (Growing the number of undergraduate degrees awarded; Improving retention and graduation rates by providing academic programs in demand by students and employers).

Goal 2: Academic Quality and Performance (Increasing the number of students participating in experiential learning).

3. **Describe the workforce demand for graduates of the program, including national demand and demand within South Dakota.** *Provide data and examples; data sources may include but are not limited to the South Dakota Department of Labor, the US Bureau of Labor Statistics, Regental system dashboards, etc.*

The state of South Dakota has a multitude of criminal justice positions for which it routinely hires: Highway Patrol Trooper, Highway Patrol Motor Carrier Services, Division of Criminal Investigation (DCI) Special Agent, Correctional Officer, Parole Agent, Probation Agent, Juvenile Corrections Agent, Conservation Officer, and Game, Fish & Parks Law Enforcement Officer. Similarly, South Dakota counties and cities are in the market for deputy sheriff and local law enforcement officers. At the same time, the U.S. government has a number of organizations with a criminal justice mission for which it routinely hires: Federal Bureau of Investigation, Marshals Service, Drug Enforcement Agency, Immigration & Customs Enforcement, Secret Service, Border Patrol, and Air Force/Army/Navy Criminal Investigation Services. In South Dakota, 70 annual openings are expected through 2024 as Police and Sheriff's Patrol Officers.<sup>5</sup> According to Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, 2016-17 Edition, Police and Detectives, most criminal justice career fields will also experience national growth over the next seven years:

<sup>3</sup> SDCL 13-59-1, [http://legis.sd.gov/Statutes/Codified\\_Laws/DisplayStatute.aspx?Type=Statute&Statute=13-59-1](http://legis.sd.gov/Statutes/Codified_Laws/DisplayStatute.aspx?Type=Statute&Statute=13-59-1)

<sup>4</sup> Board of Regents Policy 1:10:6, <https://www.sdbor.edu/policy/1-Governance/documents/1-10-6.pdf>

<sup>5</sup> Projectionscentral.com, Long Term Occupational Projections, South Dakota (Police and Sheriff's Patrol Officers), available from <http://www.projectionscentral.com/Projections/LongTerm>.

Occupational Title	SOC Code	Employment, 2014	Projected Employment, 2024	Change, 2014-24	
				Percent	Numeric
Police and detectives	—	806,400	839,500	4	33,100
Detectives and criminal investigators	33-3021	116,700	115,300	-1	-1,400
Fish and game wardens	33-3031	6,200	6,300	2	100
Police and sheriff's patrol officers	33-3051	680,000	714,200	5	34,200
Transit and railroad police	33-3052	3,600	3,700	4	100

Currently, in South Dakota, 24% of sworn police officers (excluding Sioux Falls Police Department) have a bachelor's degree, and 27% of sworn sheriff's office personnel have four years of college or a bachelor's degree (South Dakota Attorney General's Office 2014 Police Management Study and 2013 Sheriff Management Study). Obtainment of the bachelor's degree in criminal justice would clearly make the NSU graduate an attractive entry-level candidate to local police and sheriff's agencies in South Dakota, as well as state agencies and a select few federal law enforcement positions in South Dakota that do not require law enforcement experience. Furthermore, as noted above, the law enforcement officer holding this degree will be positioned for promotion through the ranks when such opportunities arise.

#### 4. How will the proposed program benefit students?

In the past 20 years, criminal justice has established autonomy as a discipline from sociology programs and departments in the United States. As the workforce in criminal justice has grown during this time, high school seniors interested in a career in criminal justice have come to NSU and majored in sociology with an emphasis in criminal justice. While this major has served students well, the lack of an autonomous major in criminal justice is misleading to potential students interested in pursuing their education at NSU. Thus, the lack of an autonomous major at NSU could be a potential deterrent to prospective students looking to specifically to pursue criminal justice as a major. This would provide a specific option to prospective students who reside in northeast South Dakota and the surrounding areas. Currently, as noted, students at NSU interested in the criminal justice field major in sociology, and choose the specialization in criminal justice. A separate degree program is necessary for three key reasons: (1) it will be attractive for prospective NSU students interested in the field, (2) it will provide students with a more robust exposure to the criminal justice system and the criminological enterprise as more elective credits can be devoted to courses in the field, and (3) employers in the state and region will increasingly desire applicants from NSU to have a degree in criminal justice as applicants from other institutions in the region such as USD, University of North Dakota, North Dakota State University, Minot State University, University of Nebraska Omaha, and both the University of Minnesota System and the Minnesota State Colleges and Universities System institutions will have degrees in criminal justice. As noted above, law enforcement officials from local and state agencies note that applicants with four-year degrees in criminal justice are given preference in hiring and promotion.

## 5. Program Proposal Rationale:

### A. If a new degree is proposed, what is the rationale?<sup>6</sup>

Not applicable.

### B. What is the rationale for the curriculum?

The proposed curriculum was developed based upon the examination of other regional programs currently offering a bachelor's degree in criminal justice, as well as the knowledge and previous experience of one of the sociology faculty that teaches criminal justice courses; specifically, the faculty member's previous teaching experience at institutions offering a criminal justice major/degree as well as this faculty member's graduate degrees in criminal justice and criminology.

### C. Demonstrate/provide evidence that the curriculum is consistent with current national standards. Complete the tables below and explain any unusual aspects of the proposed curriculum.

There is no common US accreditation (only optional certification through the Academy of criminal justice Sciences). Accordingly, national standards are not uniform but rather slightly variable between programs. Considering this, the proposed curriculum was developed based upon an examination of similar programs in the region currently offering a criminal justice bachelor's degree. There are no unusual aspects of the proposed curriculum.

### D. Summary of the degree program (complete the following tables):

[Criminal Justice]	Credit Hours	Credit Hours	Percent
System General Education Requirements	30		
Institutional Graduation Requirements	0		
Subtotal, Degree Requirements		30	25%
Required Support Courses (not included above)			
Major Requirements	30		
Major Electives	9		
Subtotal, Program Requirements		39	32.5%
Free Electives		51	42.5%
Degree Total <sup>7</sup>	120	120	100%

### Required Support Courses Outside the Major

(Not general education or institutional graduation requirements)

<sup>6</sup> This question refers to the type of degree, not the program. For example, if your university has authorization to offer the Bachelor of Science and the program requested is a Bachelor of Science, then the request is not for a new degree.

<sup>7</sup> Board Policy 2:29 requires each baccalaureate level degree program to require 120 credit hours and each associate degree program to require 60 credit hours. Exceptions to this policy require documentation that programs must comply with specific standards established by external accreditation, licensure, or regulatory bodies or for other compelling reasons and must receive approval by the Executive Director in consultation the President of the Board of Regents.

Not applicable.

### Major Requirements

Prefix	Number	Course Title	Credit Hours	New (yes, no)
CJUS	201	Introduction to Criminal Justice	3	No
SOC	100	Introduction to Sociology	3	No
SOC	351	Criminology	3	No
CJUS	3xx	Research and Data Analysis in Criminal Justice	3	Yes
CJUS	431	Criminal Law	3	No
SOC	489	Capstone	3	No
Subtotal			18	

### Track Options: Select Four Courses from One Single Track/Emphasis Below

#### Law & Policy: Choose four courses for a total of 12 credit hours

Prefix	Number	Course Title	Credit Hours	New (yes, no)
POLS	320	Public Administration	3	No
CJUS	3xx	Modern Human Rights	3	Yes
POLS	339	Courts and Judicial Politics	3	No
CJUS	401	Law & Society	3	No
POLS	430	Constitutional Law	3	No
CJUS	433	Criminal Procedure	3	No
Subtotal			12	

#### Law Enforcement & Homeland Security: Choose four courses for a total of 12 credit hours

Prefix	Number	Course Title (add or delete rows as needed)	Credit Hours	New (yes, no)
CJUS	2xx	Introduction to Homeland Security	3	Yes
CJUS	203	Policing in a Free Society	3	No
CJUS	313	Crime Scene Investigation	3	No
CJUS	314/314L	Criminalistics/Criminalistics Lab	3	No
CJUS	433	Criminal Procedure	3	No
CJUS	4xx	Cybersecurity & Counterterrorism	3	Yes
Subtotal			12	

**Corrections & Juvenile Justice: Choose four courses for a total of 12 credit hours**

Prefix	Number	Course Title (add or delete rows as needed)	Credit Hours	New (yes, no)
SOC	270	Introduction to Social Work	3	No
SOC	354	Victimology	3	No
CJUS	452	Prisons and Penology	3	No
SOC	456	Community Corrections	3	Yes
SOC	455	Juvenile Delinquency	3	No
SOC	470	Child Abuse and Neglect	3	No
Subtotal			12	

**Major Electives: List courses available as electives in the program. Indicate any proposed new courses added specifically for the major. Note: Students will choose THREE classes (9 credit hours). They may also choose a course from any of the tracks above; they may also choose a course from their chosen track that does not count toward fulfilling the track requirement of 12 credits.**

Prefix	Number	Course Title (add or delete rows as needed)	Credit Hours	New (yes, no)
POLS	210	State and Local Government	3	No
SOC	320	Social Work Practice I	3	No
SOC	325	Social Work Practice II	3	No
SOC	330	Self and Society	3	No
SOC	350	Race and Ethnic Relations	3	No
SOC	400	Social Policy	3	No
SOC	402	Social Deviance	3	No
SOC	423	Social Stratification	3	No
SOC	459	Sociology of Death and Dying	3	No
SOC	483	Sociology of Gender Roles	3	No
SS	360	The Traveling Classroom	3	No
SS	396	Fieldwork in Community Service	3	No
GEOG	472	Introduction to Geographic Information Systems (GIS)	3	No
HIST	485	History of Modern Genocide	3	No
Subtotal			9	

**6. Student Outcomes and Demonstration of Individual Achievement**

- A. What specific knowledge and competencies, including technology competencies, will all students demonstrate before graduation? The knowledge and competencies should be specific to the program and not routinely expected of all university graduates. Complete Appendix A – Outcomes using the system form. Outcomes discussed below should be**

*the same as those in Appendix A. The knowledge and competencies specific to the program must relate to the proposed assessments in B and C below.*

As stated above, an autonomous criminal justice bachelor's degree prepares students for careers in criminal justice professions by providing detailed knowledge and understanding of the specialized terminology of the criminal justice system, the criminological enterprise, and law and society. All majors will complete courses in introductory criminal justice, criminology, research and data, and law and society. This core provides students with the necessary foundation to pursue one of three tracks of their choice: (1) Law & Policy, (2) Law Enforcement & Homeland Security, and (3) Corrections & Juvenile Justice. In each track, students will appreciate how the criminal justice system addresses the needs all its actors, including offenders, victims, the families of victims and perpetrators, society, and criminal justice personnel.

Outcomes for each track are listed separately below.

#### Law & Policy Track:

Demonstrate a comprehensive understanding of specialized areas of the law;  
 Demonstrate reasonable proficiency in legal research & writing;  
 Demonstrate highly proficient analytical & communication skills;  
 Effectively apply interpersonal skills in a professional environment;  
 Explain & describe the organization & operation of U.S. legal systems;  
 Explain & apply legal terminology & general constitutional law & procedures;  
 Demonstrate ethical awareness and understand the concept of integrity.

#### Law Enforcement and Homeland Security Track:

Analyze the nature of crime & justice;  
 Evaluate the police, courts, & corrections systems in America;  
 Integrate the conceptual & theoretical frameworks of the criminal justice system;  
 Demonstrate proficient oral & written communication skills;  
 Evaluate criminal justice research critically & systematically;  
 Demonstrate the ability to work effectively as team members;  
 Describe contemporary practices in Homeland Security;  
 Understand professional rules of conduct and demonstrate professional behavior;  
 Demonstrate ethical awareness & understanding of the concept of integrity.

#### Corrections and Juvenile Justice Track:

Understand the human and social service systems and the role they play in the criminal justice enterprise;  
 Understand and analyze the historical and theoretical underpinnings of the correctional and juvenile justice system;  
 Evaluate programs for offenders (both juvenile and adult), victims, and the families of offenders and victims;  
 Demonstrate the ability to prescribe appropriate and timely policy recommendations;  
 Understand the human service provisions for offenders, victims, and families;



Demonstrate the ability to assist and advocate for offenders, victims, and correctional, juvenile, and social service system officials.

It is not anticipated that specific technological competencies separate/unique from the current degree program's competencies will be necessary or required; thus such competencies are not included in the proposed degree program.

Equipped with the knowledge and skills detailed above, students will be better prepared to deal with the complex issues facing the 21st century criminal justice professional.

**B. Are national instruments (i.e., examinations) available to measure individual student achievement in this field? If so, list them.**

Not at this time.

**C. How will individual students demonstrate mastery? Describe the specific examinations and/or processes used, including any external measures.<sup>8</sup> What are the consequences for students who do not demonstrate mastery?**

A local assessment exam will be administered to graduating seniors each semester; the two criminal justice faculty members will develop this instrument based upon the proposed core.

**7. What instructional approaches and technologies will instructors use to teach courses in the program? This refers to the instructional technologies and approaches used to teach courses and NOT the technology applications and approaches expected of students.**

The two sociology program faculty currently teaching criminal justice courses will be the primary staff for the proposed program. Instructional approaches and technologies currently employed by these faculty members will continue to be used in the courses comprising the proposed program. Methods include 1) Direct instruction with approaches such as lecture, didactic questioning, explicit teaching, practice and drill, and demonstrations; 2) Indirect instruction with approaches such as reflective discussion, concept formation, concept attainment, problem solving, and guided inquiry; 3) Interactive instruction with approaches such as total class discussions and small group discussions or projects; and to a lesser extent 4) Experiential learning.

**8. Did the University engage any developmental consultants to assist with the development of the curriculum?<sup>9</sup> Did the University consult any professional or accrediting associations during the development of the curriculum? What were the contributions of the consultants and associations to the development of curriculum?**

No. Developmental consultants were not used, however, one of the two faculty members currently teaching NSU criminal justice courses is a long standing member of the American

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<sup>8</sup> What national examination, externally evaluated portfolio or student activity, etc., will verify that individuals have attained a high level of competence and identify those who need additional work?

<sup>9</sup> Developmental consultants are experts in the discipline hired by the university to assist with the development of a new program (content, courses, experiences, etc.). Universities are encouraged to discuss the selection of developmental consultants with Board staff.

Society of Criminology and the Academy of Criminal Justice Sciences, and holds a Ph.D. in Criminology from Florida State University.

- 9. Are students enrolling in the program expected to be new to the university or redirected from other existing programs at the university? Complete the table below and explain the methodology used in developing the estimates (replace “XX” in the table with the appropriate year). If question 12 includes a request for authorization for off-campus or distance delivery, add lines to the table for off-campus/distance students, credit hours, and graduates.**

It is anticipated that students currently majoring in sociology and specializing in criminal justice will be re-directed into the proposed program in the first year. In the next several years, a number of students in other existing programs across the university are likely to transfer to criminal justice. The estimated number of students new to the university is based on formal and informal inquiries from prospective students regarding the availability of a bachelor’s degree in criminal justice. These estimates are conservative.

	Fiscal Years*			
	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>
<i>Estimates</i>	FY 19	FY 20	FY 21	FY 22
Students new to the university	5	10	10	15
Students from other university programs		5	5	5
Continuing students	50	55	60	65
=Total students in the program (fall)	55	70	75	85
Program credit hours (major courses)**	550	700	750	850
Graduates	5	5	5	10

\*Do not include current fiscal year.

\*\*This is the total number of credit hours generated by students in the program in the required or elective program courses. Use the same numbers in Appendix B – Budget.

- 10. Is program accreditation available? If so, identify the accrediting organization and explain whether accreditation is required or optional, the resources required, and the University’s plans concerning the accreditation of this program.**

Currently, the Academy of Criminal Justice Sciences (ACJS) offers only certification, not accreditation. ACJS was not specifically consulted in the development of this degree proposal; however, the criminal justice faculty may wish to pursue certification after the degree program is implemented.

- 11. Does the University request any exceptions to any Board policy for this program? Explain any requests for exceptions to Board Policy. If not requesting any exceptions, enter “None.”**

None.

- 12. Complete the following charts to indicate if the university intends to seek authorization to deliver the entire program at any off-campus location (e.g., UC Sioux Falls, Capital University Center, Black Hills State University-Rapid City, etc.) or intends to seek**

authorization to deliver the entire program through distance technology (e.g., as an on-line program)?<sup>10</sup>

	Yes/No	If Yes, list location(s), including the physical address	Intended Start Date
Off-campus	No		<a href="#">Click here to enter a date.</a>

	Yes/No	If Yes, identify delivery methods	Intended Start Date
Distance Delivery	No		<a href="#">Click here to enter a date.</a>

**13. Cost, Budget, and Resources: Explain the amount and source(s) of any one-time and continuing investments in personnel, professional development, release time, time redirected from other assignments, instructional technology & software, other operations and maintenance, facilities, etc., needed to implement the proposed major. Address off-campus or distance delivery separately. Complete Appendix B – Budget and briefly summarize to support Board staff analysis.**

No additional costs for development/start-up and long-term operation are anticipated, as the two faculty members currently teaching all criminal justice courses as part of the sociology major can adequately staff this proposed program.

The table below provides a summary. The narrative that follows discusses the revenue that the additional, new students we anticipate enrolling at Northern and declaring criminal justice as a major (in other words, would not have enrolled otherwise) will generate.

	Development/Start-up	Long-term Operation
Reallocate existing resources (two faculty members from sociology)	Yes	Yes
Apply for external resources	No	No
Ask Board to seek new State resources	No	No
Ask Board to approve new or increased student fee	No	No

We do not anticipate needing additional faculty, external resources, new State resources, or asking the SDBOR to increase student fees for students in this major.

Utilizing the assumption that we will have 5 additional students enrolled in FY 19, and 10, 10, and 15 in the years that follow, the additional revenue to be generated is calculated by multiplying the number of anticipated new students to be enrolled by an average of 12 credits per academic year, per student, at \$286.16 per credit.

<sup>10</sup> The accreditation requirements of the Higher Learning Commission (HLC) require Board approval for a university to offer programs off-campus and through distance delivery.

For FY 19, we can anticipate a revenue of \$17, 169.60. For FY 20 and FY 21, the anticipated revenue is \$34, 339.20. Lastly, for FY 22, the anticipated revenue is \$51, 508.80.

**14. Is the university requesting or intending to request permission for a new fee or to attach an existing fee to the program (place an "X" in the appropriate box)? If yes, explain.**

☐ Yes      ☒ No

*Explanation (if applicable):*

**15. New Course Approval: New courses required to implement the new undergraduate degree program may receive approval in conjunction with program approval or receive approval separately. Please check the appropriate statement:**

- ☐ YES,  
*The university is seeking approval of new courses related to the proposed program in conjunction with program approval. All New Course Request forms are included as Appendix C and match those described in section 5D.*
- ☒ NO,  
*The university is not seeking approval of all new courses related to the proposed program in conjunction with program approval; the institution will submit new course approval requests separately or at a later date in accordance with Academic Affairs Guidelines.*

# Appendix A

## Individual Student Outcome and Program Courses

### Law and Policy emphasis

Individual Student Outcome	Program Courses that Address the Outcomes												
	CJUS 201	SOC 100	SOC 351	CJUS 3XX	CJUS 431	SOC 489		POLS 320	CJUS 3XX	POLS 339	CJUS 401	POLS 430	CJUS 433
Appreciate how the criminal justice system addresses the needs all its actors, including offenders, victims, the families of victims and perpetrators, society, and criminal justice personnel;	X		X			X							
Demonstrate a comprehensive understanding of specialized areas of the law;					X					X	X	X	X
Demonstrate reasonable proficiency in legal research & writing;					X				X	X	X	X	X
Demonstrate highly proficient analytical & communication skills;			X	X	X	X		X	X	X	X	X	X
Effectively apply interpersonal skills in a professional environment;	X	X	X	X	X	X		X	X	X	X	X	X
Explain & describe the organization & operation of U.S. legal systems;	X				X				X	X	X	X	X
Explain & apply legal terminology & general constitutional law & procedures;					X				X	X	X	X	
Demonstrate ethical awareness and understand the concept of integrity.	X	X	X	X	X	X		X	X	X	X	X	X

Individual Student Outcome and Program Courses  
*Law Enforcement and Homeland Security*

Individual Student Outcome	Program Courses that Address the Outcomes												
	CJUS 201	SOC 100	SOC 351	CJUS 3XX	CJUS 431	SOC 489		CJUS 2XX	CJUS 203	CJUS 313	CJUS 314	CJUS 433	CJUS 4XX
Appreciate how the criminal justice system addresses the needs all its actors, including offenders, victims, the families of victims and perpetrators, society, and criminal justice personnel;	X		X			X			X				
Analyze the nature of crime & justice;	X		X	X	X	X		X	X	X	X		
Evaluate the police, courts, & corrections systems in America;	X		X	X		X			X				
Integrate the conceptual & theoretical frameworks of the criminal justice system;	X		X	X		X		X	X	X	X		
Demonstrate proficient oral & written communication skills;			X	X	X	X		X	X	X	X	X	X
Evaluate criminal justice research critically & systematically;				X		X		X	X	X	X	X	X
Demonstrate the ability to work effectively as team members;				X		X				X	X		
Describe contemporary practices in Homeland Security;								X	X				
Understand professional rules of conduct and demonstrate professional behavior;	X	X	X	X	X	X		X	X	X	X	X	X
Demonstrate ethical awareness & understanding of the concept of integrity.	X	X	X	X	X	X		X	X	X	X	X	X

Individual Student Outcome and Program Courses  
*Corrections and Juvenile Justice*

<i>Individual Student Outcome</i>	<i>Program Courses that Address the Outcomes</i>												
	CJUS 201	SOC 100	SOC 351	CJUS 3XX	CJUS 431	SOC 489		SOC 270	SOC 354	CJUS 452	SOC 456	SOC 455	SOC 470
Appreciate how the criminal justice system addresses the needs all its actors, including offenders, victims, the families of victims and perpetrators, society, and criminal justice personnel;	X		X	X		X		X	X	X	X	X	X
Understand the human and social service systems and the role they play in the criminal justice enterprise;	X		X	X		X		X	X	X	X	X	X
Understand and analyze the historical and theoretical underpinnings of the correctional and juvenile justice system;										X	X	X	
Evaluate programs for offenders (both juvenile and adult), victims, and the families of offenders and victims;	X		X			X		X	X	X	X	X	X
Demonstrate the ability to prescribe appropriate and timely policy recommendations;	X		X	X	X	X		X	X	X	X	X	X
Understand the human service provisions for offenders, victims, and families;	X		X			X		X	X	X	X	X	X
Demonstrate the ability to assist and advocate for offenders, victims, and correctional, juvenile, and social service system officials.	X			X		X		X	X	X	X	X	X

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**

**AGENDA ITEM: 6 – H (3)**

**DATE: March 27-29, 2018**

\*\*\*\*\*

**SUBJECT**

**New Program: USD MS in Business Analytics**

**CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 2:23](#) – Program and Curriculum Approval

**BACKGROUND / DISCUSSION**

The University of South Dakota (USD) is requesting authorization to offer a Master of Science (MS) in Business Analytics. The purpose of the program is to prepare graduates to implement data science solutions to business problems by using applied mathematics, statistics, computer science, and computing technology. USD notes that management analyst and market research analyst positions are expected to grow between 8% and 20% in South Dakota through 2024, and over 25 businesses in the I-29 corridor have expressed support for the program. Per [Board Policy 2:1](#) – External Review of Proposed Graduate Programs, an external review is scheduled for February 28, 2018.

USD requests authorization to offer the program on campus.

The Executive Director waived Board approval of the intent to plan.

Per Board Policy 2:1, the Board engaged an external consultant with expertise in the academic discipline to review the proposal. The consultant, Dr. Dursun Delen of Oklahoma State conducted a site visit, interviewed faculty and staff, and issued a report of their findings. USD reviewed the consultant's report and issued a response, including acknowledging program changes based on consultants' recommendations.

**IMPACT AND RECOMMENDATION**

The Regental system currently has two related programs, the MS in Analytics at Dakota State University (DSU) and the MS in Data Science at South Dakota State University. The USD MS in Business Analytics differs from the existing programs due to emphasis on business coursework. USD currently offers an undergraduate major in Operational

(Continued)

\*\*\*\*\*

**DRAFT MOTION 20180327\_6-H(3):**

I move to approve USD's new program proposal for a Master of Science (MS) in Business Analytics as described in Attachment I.



Analytics and specialization in Business Analytics within the Master of Business Administration (MBA) program

USD estimates graduating nearly 20 students per year after full implementation.

The Board's external consultants recommended approval of the program. Board office staff recommend approval of the program.

**ATTACHMENTS**

Attachment I – New Program Request Form: USD – MS in Business Analytics

Attachment II – External Program Review Report: USD – MS in Business Analytics

Attachment II – USD Response to External Program Review



## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

### New Graduate Degree Program

<b>UNIVERSITY:</b>	<b>USD</b>
<b>PROPOSED GRADUATE PROGRAM:</b>	<b>Master of Science in Business Analytics</b>
<b>EXISTING OR NEW MAJOR(S):</b>	<b>Existing (UBSAN)</b>
<b>DEGREE:</b>	<b>Master of Science</b>
<b>EXISTING OR NEW DEGREE(S):</b>	<b>Existing</b>
<b>INTENDED DATE OF IMPLEMENTATION:</b>	<b>Summer 2018</b>
<b>PROPOSED CIP CODE:</b>	<b>52.1302 Business Statistics</b>
<b>SPECIALIZATIONS:<sup>1</sup></b>	
<b>IS A SPECIALIZATION REQUIRED (Y/N):</b>	<b>No</b>
<b>DATE OF INTENT TO PLAN APPROVAL:</b>	
<b>UNIVERSITY DEPARTMENT:</b>	<b>Economics and Decision Sciences (UECDS)</b>
<b>UNIVERSITY DIVISION:</b>	<b>Beacom School of Business (UBU)</b>

#### University Approval

*To the Board of Regents and the Executive Director: I certify that I have read this proposal, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.*

\_\_\_\_\_  
President of the University

3/16/2018  
\_\_\_\_\_  
Date

#### 1. What is the nature/purpose of the proposed program?

The nature of the M.S. in Business Analytics will be a program of preparation for graduates to become professional analytics practitioners. USD's Beacom School of Business houses an undergraduate program in operational analytics and a business analytics specialization within the MBA program. The proposed program is an extension of those offerings.

The M.S. in Business Analytics' purpose is to equip graduates to implement solutions to business problems by discovering knowledge derived from the application of computer science, mathematics, statistics, and information technology to analytics problems. The M.S. in Business Analytics will be a STEM program comprising coursework in Analytics, Statistics, and Business.

There is a substantial need for data analytics professionals in South Dakota. Analytics skills are in demand, and the supply is insufficient to meet that demand. The M.S. in Business

<sup>1</sup> If the proposed new program includes specific specializations within it, complete and submit a New Specialization Form for each proposed specialization and attach it to this form. Since specializations appear on transcripts, they require Board of Regents approval.

Analytics program will concentrate on business applications where problems are susceptible to solution through data analytics.

The demand for business analytics graduates from USD is shown by the number of firms expressing an interest in graduates as soon as graduates are available. The list of regional firms already expressing interest is given below:

Firm Name	City/State	Firm Name	City/State
3M	Brookings	Raven Industries	Sioux Falls
Daktronics	Brookings	ReliaMax Insurance	Sioux Falls
AaLadin Industries	Elk Point	Sanford	Sioux Falls
Cabela's	Mitchell	Wells Fargo	Sioux Falls
Trail King	Mitchell	Masaba	Vermillion
Black Hills Corporation	Rapid City	Polaris	Vermillion
Avera	Sioux Falls	Vishay	Yankton
Bancorp	Sioux Falls	Wellmark BC/BS	Des Moines, IA
Citibank	Sioux Falls	Wells Enterprises	Lemars, IA
PREMIER	Sioux Falls	Tyson	Sioux City, IA
John Morrell	Sioux Falls	First National Bank	Omaha, NE
Meta	Sioux Falls	BPI	S. Sioux City, NE
Poet	Sioux Falls	Titan Machinery	West Fargo, ND

Business Analytics enables knowledge derivation from data. Some testimonials to the importance of data are:

*"Data is the new science. Big Data holds the answers."* - Pat Gelsinger, the Chief Executive Officer of VMware, Inc. and former Chief Operating Officer of EMC Corporation.

*"Data are becoming the new raw material of business."* - Chris Lynch, former President and chief executive officer of Vertica Systems.

*"Hiding within those mounds of data is knowledge that could change the life of a patient, or change the world."* – Atul Butte, Stanford

*"The goal is to turn data into information, and information into insight."* – Carly Fiorina, former chief executive of Hewlett-Packard

The M.S. in Business Analytics will prepare South Dakota graduates for careers as problem-solving business professionals. Those graduates will enable South Dakota companies to transform data into insight.

## **2. How does the proposed program relate to the university's mission and strategic plan, and to the current Board of Regents Strategic Plan 2014-2020?<sup>2</sup>**

The University of South Dakota's mission, as provided in BOR Policy 1:10:1, is:

*The legislature established The University of South Dakota as the liberal arts university*

<sup>2</sup> South Dakota statutes regarding university mission are located in SDCL 13-57 through 13-60; Board of Regents policies regarding university mission are located in Board Policies 1:10:1 through 1:10:6. The Strategic Plan 2014-2020 is available from [https://www.sdbor.edu/the-board/agendaitems/Documents/2014/October/16\\_BOR1014.pdf](https://www.sdbor.edu/the-board/agendaitems/Documents/2014/October/16_BOR1014.pdf).

*to meet the needs of the State and region by providing undergraduate and graduate programs in the liberal arts and sciences, and professional education in business, education, fine arts, law, and medicine, and other courses or programs as the Board of Regents may determine. (SDCL 13-57-1)*

*The Board implemented SDCL 13-57-1 by authorizing undergraduate and graduate programs in the liberal arts and sciences and in professional education and by requiring the University to promote excellence in teaching and learning, to support research, scholarly and creative activities, and to provide service to the State of South Dakota, the region, and beyond. The University of South Dakota is the comprehensive university with the South Dakota System of Higher Education.*

USD is explicitly charged with providing “professional education in business” as part of its statutory mission. The M.S. in Business Analytics contributes to the fulfillment of USD’s statutory mission, conforms to the SD Board of Regents requirements for USD graduate programs, and furthers the following Board System Strategic Goals:

- ✓ South Dakota’s population will be more highly-educated;
- ✓ South Dakota will have a working-age population with advanced levels of education needed to support our democracy and the modern, knowledge-based economy;
- ✓ South Dakota will be a recognized national leader in the use of information technology to enhance its educational, economic, social, scientific, and political development.

### **Goal 1: Student Success**

#### **Intended Outcomes:**

- Grow the number of undergraduate and graduate degrees awarded.

#### **Expand educational access**

- Encourage campuses to create innovative programs to attract and retain in SD, more non-resident students.

### **Goal 2 - Academic Quality and Performance**

#### **Intended Outcomes:**

- Continue to approve new graduate programs.

### **Goal 3 - Research and Economic Development**

#### **Intended Outcomes:**

- Increase the number of graduates from STEM programs

#### **Action steps**

2. **STEM Education** – Expand educational opportunities in the areas of science, technology, engineering, and mathematics.

- Increase the number of master’s and doctoral level STEM programs.

The M.S. in Business Analytics will be a STEM designated program. The CIP Code for the M.S. in Business Analytics will be 52.1302<sup>3</sup>, the CIP Code Title will be Business Statistics; its IPEDS description is:

<sup>3</sup> <https://www.ice.gov/sites/default/files/documents/Document/2016/stem-list.pdf>

**Definition:** A program that focuses on the application of mathematical statistics to the description, analysis, and forecasting of business data. Includes instruction in statistical theory and methods, computer applications, data analysis and display, long- and short-term forecasting methods, and market performance analysis.<sup>4</sup>

The M.S. in Business Analytics will leverage the combined power of mathematical statistics, computing technology, data analysis and visualization to construct business-data-based predictions. Business forecasting and market analysis predictions will be taught and learned through both presentation of statistical-theory-and-methods, and implementation of the theory and methods, in a business setting. In addition, predictions will be coupled with mathematically generated optimal prescriptions to operationalize the analytics, transforming business problems into business solutions.

- 3. Describe the workforce demand for graduates of the program, including national demand and demand within South Dakota.** *Provide data and examples; data sources may include but are not limited to the South Dakota Department of Labor, the US Bureau of Labor Statistics, Regental system dashboards, etc.*

The demand for quantitatively skilled analytics graduates is demonstrated by the South Dakota Department of Labor and Regulation's Hot Careers (high-demand)<sup>5</sup> projections shown below for the types of jobs our graduates would typically seek:

SOC Code	Occupational Title	Average Annual Demand for Workers	2014 Workers	2024 Workers	% Change 2014-2024	Average Annual Wage
13-1111	Management Analysts	60	2,662	2,893	8.7%	\$76,190
13-1161	Market Research Analysts and Marketing Specialists	19	576	692	20.1%	\$57,179

Note that it is likely that the actual demand will exceed the projections. Here are the 2010 projections:<sup>6</sup>

SOC Code	Occupational Title	2010 Workers	2020 Workers	Numeric Change	% Change	Ave. Annual Demand
13-1111	Management Analysts	2,010	2,275	265	13.2%	59
13-1161	Market Research Analysts and Marketing Specialists	300	405	105	35.0%	18

<sup>4</sup> <https://nces.ed.gov/ipeds/cipcode/cipdetail.aspx?y=55&cid=88927>

<sup>5</sup> SD Department of Labor and Regulation, Labor Market Information Center, "Hot Careers," available from [http://dlr.sd.gov/lmic/hot\\_careers.aspx](http://dlr.sd.gov/lmic/hot_careers.aspx).

<sup>6</sup> Ibid.

The 2010 Management Analyst estimate for 2020 was surpassed six years early in 2014, and then by 17%. For the Market Research Analysts and Marketing Specialists 2010 estimate for 2020, had been outstripped by 42% in 2014.

Another excellent indicator is jobs advertised on the Internet September 29, 2017 for Sioux Falls:

Employer	Position
<b>Adams, Inc</b>	Credit Analyst
<b>Amesbury Truth</b>	Transition Analyst
<b>Avera Health</b>	Principal Clinical Intelligence Analyst
<b>Avera Health</b>	Reimbursement Analyst
<b>Avera Health</b>	Senior Decision Support Analyst-Finance
<b>Avera McKennan Hospital</b>	Quality and Infection Prevention Data Analyst
<b>Cameo Consulting Group, LLC</b>	Acquisition Analyst
<b>Citi</b>	Financial Accounting Analyst 2 (App Developer)
<b>Citi</b>	Financial Accounting Analyst 2 (App Developer)
<b>Citi</b>	Financial Accounting Analyst 3
<b>Diamond Mowers</b>	Sales Analyst
<b>DocuTAP</b>	QA Analyst - Manual Tester
<b>Farmer's Business Network, Inc</b>	Sales Operations Analyst
<b>First PREMIER Bank</b>	Ag Banking Credit Analyst
<b>Good Samaritan Society</b>	Affordable Housing Asset Management Analyst
<b>Good Samaritan Society</b>	Financial Planning and Analysis Consultant
<b>GPAC</b>	Agricultural Credit Analyst
<b>GPAC</b>	Credit Analyst
<b>Great Western Bank</b>	Commercial Loan Analyst
<b>Great Western Bank</b>	Credit Analyst
<b>Hitachi Solutions</b>	Azure Analytics Consultant
<b>MetaBank</b>	Business Analyst
<b>MetaBank</b>	Financial Intelligence Unit Analyst I (9)
<b>MetaBank</b>	Senior Operations Analyst
<b>MetaBank</b>	Test Analyst
<b>MetaBank</b>	Support Analyst I - Marketing Reviewer
<b>Midco</b>	Application Analyst II
<b>PREMIER Bankcard</b>	Analytic Consultant III
<b>PREMIER Bankcard</b>	Analytic Consultant IV
<b>PREMIER Bankcard</b>	Business Analyst II
<b>Raven</b>	Financial Reporting Analyst II
<b>ReliaMax</b>	Senior Financial Analyst
<b>Sammons Financial Group</b>	IT QA Analyst 3
<b>Sanford Health</b>	Business Analyst - IT Imagenetics

<b>Sanford Health</b>	Business Intelligence Analyst - EDA
<b>Sanford Health</b>	Financial Analyst - Finance
<b>Sanford Health</b>	Financial Analyst - Profile
<b>Sanford Health</b>	Lead Chargemaster Analyst - Reimbursement
<b>Sanford Health</b>	Business Analyst - IT Human Resources Applications
<b>SONIFI Solutions</b>	Healthcare Data Analyst
<b>The Bancorp, Inc</b>	Sr. Relationship Analyst - Third Party Risk
<b>The Bancorp, Inc.</b>	Business Intelligence Analyst
<b>The First National Bank in Sioux Falls</b>	Business Intelligence Analyst
<b>Transperfect</b>	Digital Marketing Analyst
<b>TriTech &amp; Zuercher Technologies</b>	Product Analyst
<b>U.S. Bank</b>	Risk Assessment Analyst
<b>Veterans Benefits Administration</b>	Management Analyst
<b>Vizient, Inc.</b>	Senior Analyst - TCPI
<b>Wells Fargo</b>	Credit Analyst 3
<b>Wells Fargo</b>	Foundational Data Analyst / Business Systems Consultant 5

The job market is quite strong for analytics positions.

#### 4. How will the proposed program benefit students?

The Master of Science in Business Analytics will benefit graduates by equipping them to provide analytical expertise in service of the needs of others. As a consequence, graduates will earn excellent salaries in return for their business analytic capabilities. Salary data from the South Dakota Department of Labor and Regulation's Hot Careers, as indicated under Section 3 above, shows analytics positions pay \$57,000 to \$76,000; meanwhile, South Dakota's median annual wage in 2016 was \$40,070.<sup>7</sup>

#### 5. Program Proposal Rationale:

##### A. If a new degree is proposed, what is the rationale<sup>8</sup>

The degree is not new to the university. However, the rationale for the new program is to respond to requests by employers for more graduates with skills in analytics. Graduates will enable organizations to leverage their data to provide insights into increased efficiency and effectiveness, reducing costs and improving outcomes.

##### B. What is the rationale for the curriculum?

The Master of Science in Business Analytics curriculum will develop the knowledge and confidence of students to critically analyze problems, then synthesize solutions through the creative application of analytics methods and tools. Knowledge, understanding and skills

<sup>7</sup> US Department of Labor, Bureau of Labor Statistics, May 2016 State Occupational Employment and Wage Estimates South Dakota, All Occupations, available from [https://www.bls.gov/oes/current/oes\\_sd.htm](https://www.bls.gov/oes/current/oes_sd.htm).

<sup>8</sup> "New Degree" means new to the university. Thus if a campus has degree granting authority for a Ph.D. program and the request is for a new Ph.D. program, a new degree is not proposed.

learned through the curriculum will enable graduates to enrich and transform the products and services delivered by employers.

**C. Demonstrate/provide evidence that the curriculum is consistent with current national standards.**

While most of the tools and techniques taught in analytics curricula are common to all programs, there are differences in emphasis. Programs with a Computer Science orientation concentrate on algorithms and tool development. Mathematics and Statistics oriented programs focus on proofs and models. Programs in Business emphasize applications.

We collected data from one hundred twenty analytics curricula for programs established in the United States. We used latent Dirichlet allocation to detect curricula topics to narrow our research to the following thirty-six programs with an applied orientation.

Arizona State University	New York University	University of Iowa
Benedictine University	Oklahoma State University	University of Miami
Bentley University	Pace University	University of Michigan at Dearborn
Creighton University	Pennsylvania State University	University of Minnesota
Drexel University	Quinnipiac University	University of Rochester
Fairfield University	Rensselaer Polytechnic Institute	University of Southern California
Fordham University	Saint Joseph's University	University of Tennessee at Knoxville
George Washington University	Southern Methodist University	University of Texas at Arlington
Indiana University	Stevens Institute of Technology	University of Texas at Austin
Iowa State University	University of Cincinnati	University of Texas at Dallas
Mercer University	University of Colorado Denver	Washington University in St. Louis
Michigan State University	University of Denver	Xavier University

Our review led us to further narrow the field to:

- University of Texas at Austin's McCombs School of Business Master of Science in Business Analytics <https://www.mcombs.utexas.edu/Master-of-Science-in-Business-Analytics>.
- University of Minnesota's Carlson School of Management's Master of Science in Business Analytics <https://carlsonschool.umn.edu/degrees/master-science-in-business-analytics>
- Oklahoma State University's Spears School of Business Master of Science in Business Analytics <https://business.okstate.edu/analytics/msban/index.html>



- University of Iowa's Tippie College of Business Master of Science in Business Analytics <http://catalog.registrar.uiowa.edu/tippie-business/management-sciences/business-analytics-ms/#requirementstext>

Our curriculum draws on those four curricula, all of which are highly regarded and accredited by the Association to Advance Collegiate Schools of Business (AACSB International).

**D. Summary of the degree program (complete the following tables):**

Master of Science in Business Analytics	Credit Hours	Percent
Required courses, all students	27	90%
Required option or specialization, if any	0	0%
Electives	3	10%
<b>Total Required for the Degree Total</b>	<b>30</b>	<b>100%</b>

**Required Courses**

Prefix	Number	Course Title	Credit Hours	New (yes, no)
ACCT	511	Accounting and Finance Fundamentals <sup>9</sup>	3	yes
DSCI	501	Marketing and Operations Fundamentals <sup>10</sup>	3	yes
DSCI	505	Business Analytics Fundamentals <sup>11</sup>	3	yes
DSCI	507	Business Analytics Modeling <sup>12</sup>	3	yes
DSCI	519	Advanced Business Analytics Modeling	3	yes
BADM	720	Quantitative Analysis	3	no
DSCI	723	Data Management and Warehousing	3	no
DSCI	724	Data Mining for Managers	3	no
DSCI	725	Data Mining for Competitive Advantage	3	no
DSCI	726	Operational Analytics	3	no
DSCI	784	Project Capstone	3	yes
Subtotal			33 (27) <sup>13</sup>	

**Elective Courses:** List courses available as electives in the program. Indicate any proposed new courses added specifically for the program.

Prefix	Number	Course Title	Credit Hours	New (yes, no)
ACCT	781	Managerial Accounting	3	no
BADM	710	Managerial Finance	3	no
BADM	760	Operations Management	3	no
BADM	770	Managerial Marketing	3	no
DSCI	526	Lean Management	3	no
DSCI	527	Supply Chain Management	3	no
DSCI	541	Project Management	3	no

<sup>9</sup> Required for students with non-business baccalaureates

<sup>10</sup> Required for students with non-business baccalaureates

<sup>11</sup> Required for students with non-STEM baccalaureates

<sup>12</sup> Required for students with non-STEM baccalaureates

<sup>13</sup> The degree will have twenty-seven required hours for business baccalaureates, twenty-seven required hours for STEM baccalaureates, and thirty-three hours for those students with baccalaureates in neither STEM disciplines nor business disciplines only.

DSCI	727	Quality and Six Sigma Management	3	no
ECON	521	Econometrics	3	no
ECON	782	Managerial Economics II	3	no
<b>Subtotal</b>			<b>0-3</b>	

## 6. Student Outcomes and Demonstration of Individual Achievement

### A. What specific knowledge and competencies, including technology competencies, will all students demonstrate before graduation? Complete Appendix A – Outcomes using the system form.

See Appendix A, which contains the student outcomes developed to ensure that graduates are prepared to perform business analytics professionally. Five categories comprise the focus of the program.

- (1) Understand and use the vocabulary of business.
- (2) Comprehend essential business analytics concepts.
- (3) Write analytics programs using common analytics programming languages.
- (4) Apply statistical methods expressed in software to convert data into knowledge.
- (5) Exhibit a commitment to ethical professional practice.

### B. Are national instruments (i.e., examinations) available to measure individual student achievement in this field? If so, list them.

None.

### C. How will individual students demonstrate mastery? Describe the specific examinations and/or processes used, including any external measures.<sup>14</sup> What are the consequences for students who do not demonstrate mastery?

Each student will demonstrate mastery through successful fulfillment of the requirements associated with each outcome specified in Appendix A. Students must earn a 3.0 grade-point average or better in their coursework and complete and a professional master's capstone project.

## 7. What instructional approaches and technologies will instructors use to teach courses in the program? Standard outcome-oriented techniques will be used for instruction. Laboratory work will include exercises and projects where the analytics concepts described are realized in software. The SDBOR learning management system, Desire2Learn, will be used for all courses. In flipped courses, instruction includes content delivered through video, and weekly use of the discussion board in D2L.

## 8. Did the University engage any developmental consultants to assist with the development of the curriculum?<sup>15</sup> Did the University consult any professional or accrediting associations during the development of the curriculum? What were the contributions of the consultants and associations to the development of curriculum?

<sup>14</sup> What national examination, externally evaluated portfolio or student activity, etc., will verify that individuals have attained a high level of competence and identify those who need additional work?

<sup>15</sup> Developmental consultants are experts in the discipline hired by the university to assist with the development of a new program (content, courses, experiences, etc.). Universities are encouraged to discuss the selection of developmental consultants with Board staff.

We developed the curriculum without developmental consultants or professional or accrediting associations. However, the curriculum was developed with reference to the programs listed in subsection 5C above.

9. **Are students enrolling in the program expected to be new to the university or redirected from other existing programs at the university? Complete the table below and explain the methodology used in developing the estimates?** Our methodology is based on two factors. First, we have had conversations with on-campus MBA students, and master's degree students in computer science, who have expressed interest in a M.S. in Business Analytics. Second, our experience with our undergraduate program in operational analytics, and with our MBA business analytics specialization, have informed our growth estimates.

	Cohort Years*			
	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>
Estimates	FY 18-19	FY 19-20	FY 20-21	FY 21-22
Students new to the university	2	5	10	18
Students from other university programs	3	3	3	3
Continuing students				
=Total students in the program (fall)	5	8	13	21
Program credit hours (major courses)**	150	240	390	630
Graduates	4	7	12	19

\*Do not include current fiscal year.

\*\*This is the total number of credit hours generated by students in the program in the required or elective program courses. Use the same numbers in Appendix B – Budget.

10. **Is program accreditation available? If so, identify the accrediting organization and explain whether accreditation is required or optional, the resources required, and the University's plans concerning the accreditation of this program.**

The M.S. in Business Analytics program will be accredited by the AACSB. There will be some incremental burden, because there will be additional courses to assess. But the burden will be no greater than the proportional burden of any new courses.

11. **Does the University request any exceptions to any Board policy for this program? Explain any requests for exceptions to Board Policy.**  
None.

## 12. Delivery Location<sup>16</sup>

- A. **Complete the following charts to indicate if the university seeks authorization to deliver the entire program on campus, at any off campus location (e.g., UC Sioux Falls, Capital University Center, Black Hills State University-Rapid City, etc.) or deliver the entire program through distance technology (e.g., as an online program)?**

	Yes/No	Intended Start Date
On campus	Yes	Summer 2018

<sup>16</sup> The accreditation requirements of the Higher Learning Commission (HLC) require Board approval for a university to offer programs off-campus and through distance delivery.

	Yes/No	If Yes, list location(s)	Intended Start Date
Off campus	No		

	Yes/No	If Yes, identify delivery methods <sup>17</sup>	Intended Start Date
Distance Delivery (online/other distance delivery methods)	No		

**B. Complete the following chart to indicate if the university seeks authorization to deliver more than 50% but less than 100% of the certificate through distance learning (e.g., as an online program)?<sup>18</sup>**

	Yes/No	If Yes, identify delivery methods	Intended Start Date
Distance Delivery (online/other distance delivery methods)	No		

**13. Cost, Budget, and Resources:** Explain the amount and source(s) of any one-time and continuing investments in personnel, professional development, release time, time redirected from other assignments, instructional technology & software, other operations and maintenance, facilities, etc., needed to implement the proposed major. Address off-campus or distance delivery separately. See Appendix B. The program will be supported by existing resources and tuition revenue.

**14. Board Policy 2:1 states: “Independent external consultants retained by the Board shall evaluate proposals for new graduate programs unless waived by the Executive Director.”** Identify five potential consultants (including contact information and short 1-2 page CVs) and provide to the System Chief Academic Officer (the list of potential consultants may be provided as an appendix). In addition, provide names and contact information (phone numbers, e-mail addresses, URLs, etc.) for accrediting bodies and/or journal editors who may be able to assist the Board staff with the identification of consultants.

1. Dursun Delen, Ph. D. (willingness to serve confirmed) Regents Professor, Spears Chair in Business Administration, Patterson Foundation Chair in Business Analytics, Director of Research, Center for Health Systems Innovation, Department of Management Science and Information Systems, Spears School of Business, Oklahoma State University.
2. Allison Jones-Farmer, Ph.D, (tentative, depending on timing and requirements) Professor and Van Andel Chair of Analytics, Founding Director, Center for Analytics and Data Science, Information Systems & Analytics, Farmer School of Business, Miami University
3. Victor R. Prybutok, Ph.D., (willingness to serve confirmed) Vice Provost for Graduate Education, Dean of the Toulouse Graduate School, and Regents Professor, Information Technology and Decision Sciences, University of North Texas.
4. Nick Evangelopoulos Ph.D. (tentative, depending on timing and requirements) Professor, Department of Information Technology and Decision Sciences, University of North Texas, Fellow of the Texas Center for Digital Knowledge

<sup>17</sup> Delivery methods are defined in [AAC Guideline 5.5](#).

<sup>18</sup> This question responds to HLC definitions for distance delivery.

**15. Is the university requesting or intending to request permission for a new fee or to attach an existing fee to the program?**

<input type="checkbox"/>	<input checked="" type="checkbox"/>
Yes	No

*Explanation (if applicable):* All of the courses in this program will have the associated Business prefix fees. No new fees will be requested.

**16. New Course Approval: New courses required to implement the new graduate program may receive approval in conjunction with program approval or receive approval separately. Please check the appropriate statement:**

☒ YES,  
*the university is seeking approval of new courses related to the proposed program in conjunction with program approval. All New Course Request forms are included as Appendix C and match those described in section 5D.*

☐ NO,  
*the university is not seeking approval of all new courses related to the proposed program in conjunction with program approval; the institution will submit new course approval requests separately or at a later date in accordance with Academic Affairs Guidelines.*

**Appendix A – Outcomes**

<b>Individual Student Outcome</b>	<b>ACCT 511</b>	<b>DSCI 501</b>	<b>DSCI 505</b>	<b>DSCI 507</b>	<b>DSCI 519</b>	<b>BADM 720</b>	<b>DSCI 723</b>	<b>DSCI 724</b>	<b>DSCI 725</b>	<b>DSCI 726</b>	<b>DSCI 784</b>	<b>Elective</b>
(1) Understand the vocabulary of business.	X	X										X
(2) Comprehend essential business analytics concepts.							X	X	X	X	X	
(3) Write analytics programs using common analytics programming languages.			X	X	X		X				X	
(4) Apply statistical methods expressed in software to convert data into knowledge.						X		X	X	X	X	
(5) Exhibit a commitment to ethical professional practice.	X	X						X				

**Appendix B – Budget and Resources**

## The University of South Dakota, Master of Science in Business Analytics

**1. Assumptions***Headcount & hours from proposal*

Fall resident headcount (see table in proposal)

Fall nonresident headcount (see table in proposal)

Program FY cr hrs, resident On-Campus

Program FY cr hrs, nonresident On-Campus

Program FY cr hrs, Off-Campus

1st Cohort	2nd Cohort	3rd Cohort	4th Cohort
3	5	8	13
2	3	5	8
90	150	240	390
60	90	150	240
0	0	0	0

Faculty, Regular FTE

See p. 3

0.00	0.00	1.00	1.00
------	------	------	------

Faculty Salary &amp; Benefits, average

See p. 3

\$0	\$0	\$125,677	\$125,677
-----	-----	-----------	-----------

Faculty, Adjunct - number of courses

See p. 3

5	5	0	0
---	---	---	---

Faculty, Adjunct - per course

See p. 3

\$4,500	\$4,500	\$0	\$0
---------	---------	-----	-----

Other FTE (see next page)

See p. 3

0.00	0.00	0.00	0.00
------	------	------	------

Other Salary &amp; Benefits, average

See p. 3

\$0	\$0	\$8,470	\$8,470
-----	-----	---------	---------

**2. Budget***Salary & Benefits*

Faculty, Regular	\$0	\$0	\$125,677	\$125,677
Faculty, Adjunct (rate x number of courses)	\$22,500	\$22,500	\$0	\$0
Other FTE	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
S&B Subtotal	\$22,500	\$22,500	\$125,677	\$125,677

*Operating Expenses*

Travel	\$0	\$0	\$0	\$0
Contractual Services	\$0	\$0	\$0	\$0
Supplies & materials	\$0	\$0	\$0	\$0
Capital equipment	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
OE Subtotal	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$22,500</b>	<b>\$22,500</b>	<b>\$125,677</b>	<b>\$125,677</b>

**3. Program Resources**

Off-campus support tuition/hr, HEFF net	GR	\$393.16	\$393.16	\$393.16	\$393.16
Off-campus tuition revenue	hrs x amt	\$0	\$0	\$0	\$0
On-campus resident support tuition/hr, HEFF net	GR	\$278.51	\$278.51	\$278.51	\$278.51
On-campus tuition revenue	hrs x amt	\$25,066	\$41,776	\$66,842	\$108,619
On-campus nonresident support tuition/hr, HEFF net	GR	\$535.47	\$535.47	\$535.47	\$535.47
On-campus tuition revenue	hrs x amt	\$32,128	\$48,192	\$80,320	\$128,513
Program fee, per cr hr (if any)	\$51.75	\$4,658	\$7,763	\$12,420	\$20,183
Delivery fee, per cr hr (if any)	\$0.00	\$0	\$0	\$0	\$0
University redirections		\$0	\$0	\$0	\$0
Community/Employers		\$0	\$0	\$0	\$0
Grants/Donations/Other		\$0	\$0	\$0	\$0
<b>Total Resources</b>		<b>\$61,852</b>	<b>\$97,731</b>	<b>\$159,583</b>	<b>\$257,314</b>

**Resources Over (Under) Budget**

**\$39,352      \$75,231      \$33,906      \$131,637**

*Provide a summary of the program costs and resources in the new program proposal.*

Estimated Salary & Benefits per FTE	Faculty	Other
Estimated salary (average) - explain below	\$102,507	\$0
University's variable benefits rate (see below)	0.1434	0.1434
Variable benefits	\$14,700	\$0
Health insurance/FTE, FY18	<u>\$8,470</u>	<u>\$8,470</u>
<i>Average S&amp;B</i>	\$125,677	\$8,470

Explain faculty used to develop the average salary & fiscal year salaries used. Enter amount above.

The FY18 salaries of 7 people in the Decision Sciences department were averaged.

Explain adjunct faculty costs used in table:

5 courses per year, for the first two years, to be taught by adjuncts at \$4,500 per course.

Explain other [for example, CSA or exempt] salary & benefits. Enter amount above.

No other explanations are needed.

Summarize the operating expenses shown in the table:

The operating expenses are the ordinary costs to deliver the program.

Summarize resources available to support the new program (redirection, donations, grants, etc).

The program does not rely on redirection, donations, or grants.

State-support: Change cell on page 1 to use the UG or GR net amount.

Off-Campus Tuition, HEFF & Net	FY18 Rate	HEFF	Net	
Undergraduate	\$335.00	\$38.53	<b>\$296.48</b>	Change cell on page 1
Graduate	\$444.25	\$51.09	<b>\$393.16</b>	to point to your net
Externally Supported	\$40.00			

State-support: Change cell on page 1 to use the UG or GR net amount for your university.

On-Campus Tuition, HEFF & Net	FY18 Rate	HEFF	Net	
UG Resident - DSU, NSU, SDSU, USD	\$239.70	\$27.57	<b>\$212.13</b>	Change cell on page 1
UG Resident - BHSU	\$250.45	\$28.80	<b>\$221.65</b>	to point to your net
UG Resident - SDSMT	\$246.00	\$28.29	<b>\$217.71</b>	
GR Resident - DSU, NSU, SDSU, USD	\$314.70	\$36.19	<b>\$278.51</b>	Change cell on page 1
GR Resident - BHSU	\$323.35	\$37.19	<b>\$286.16</b>	to point to your net
GR Resident - SDSMT	\$320.05	\$36.81	<b>\$283.24</b>	



UG Nonresident - DSU,NSU	\$337.35	\$38.80	<b>\$298.55</b>	<i>Change cell on page 1</i>
UG Nonresident - BHSU	\$350.45	\$40.30	<b>\$310.15</b>	<i>to point to your net</i>
UG Nonresident - SDSU, USD	\$347.95	\$40.01	<b>\$307.94</b>	
UG Nonresident - SDSMT	\$385.30	\$44.31	<b>\$340.99</b>	

GR Nonresident - DSU,NSU	\$585.50	\$67.33	<b>\$518.17</b>	<i>Change cell on page 1</i>
GR Nonresident - BHSU	\$603.35	\$69.39	<b>\$533.96</b>	<i>to point to your net</i>
GR Nonresident - SDSU, USD	\$605.05	\$69.58	<b>\$535.47</b>	
GR Nonresident - SDSMT	\$642.35	\$73.87	<b>\$568.48</b>	

UG Sioux Falls Associate Degree	\$271.35	\$31.21	<b>\$240.14</b>	<i>Change cell on page 1 to point to your net</i>
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**Variable Benefits Rates**

University	FY18	
BHSU	14.64%	<i>Change the benefits rate cell in the table on page 2 to point to the rate for your university.</i>
DSU	14.36%	
NSU	14.31%	
SDSM&T	14.20%	
SDSU	14.38%	
USD	14.34%	

*Rates updated August 2017 (JP)*

## Appendix C – New Course Requests

### Summer Semester

**ACCT 511 – Accounting and Finance Fundamentals** (3 Credit Hours) Explains financial ratios, financial statements, cost accounting basics, the time value of money, capital budgeting, asset pricing, financial risk and return.

**DSCI 501 – Marketing and Operations Fundamentals** (3 Credit Hours) Clarifies basic operations management by exploring analytics-based, decision-making models in production, planning, decision theory, project management and operations control methods. Additionally, connects operations to marketing, spanning the entire spectrum of goods production from supply chain management to customer relationship management. Includes decision making for products, pricing, distribution, and promotion.

**CSC/DSCI 505 – Business Analytics Fundamentals** (3 Credit Hours) An introduction to the basics of business data analytics programming, using current programming languages, such as R, Python and SQL, to store, retrieve, and transform data to create business data analytics applications.

**DSCI 507 – Business Analytics Modeling** (3 Credit Hours) Topics include business analytics programming and data management using SAS®, comprising import, export, and transformation of data from sources including SQL databases. Explores the creation of basic reports using SAS® procedures for the identification and correction of data, syntax and logic errors. Use of Base SAS® as general-purpose programming language. Assists students preparing for the Base SAS® Programming Certification Exam.

**DSCI 519 – Advanced Business Analytics Modeling** (3 Credit Hours) Applies advanced SAS® programming techniques to create efficient programs for the analysis of business data. Extensive SQL use, along with programmatic use of arrays, hashing and memory management within SAS® environments. Assists students preparing for the Advanced SAS Programming Certification Exam.

**DSCI 784 – Capstone Project** (3 Credit Hours) An experiential course where students complete a project using their skills in data preparation, modeling, statistical learning, data management and mining, to transform data into knowledge-based insights. Projects will be based on actual problems faced by organizations in the business community.

### Course Sequence

Summer Start:

Semester	STEM Baccalaureates	Bus / Econ Baccalaureates	Cr Hrs	Initial
Summer	<b>ACCT 511 Accounting and Finance Fundamentals</b>	<b>DSCI 505 Business Analytics Fundamentals</b>	3	18SU
Summer	<b>DSCI 501 Marketing and Operations Fundamentals</b>	Elective	3	18SU
Summer	DSCI 724 Data Mining for Managers	DSCI 724 Data Mining for Managers	3	18SU
Fall	Elective	<b>DSCI 507 Business Analytics Modeling</b>	3	18FA
Fall	DSCI 723 Data Management and Warehousing	DSCI 723 Data Management and Warehousing	3	18FA
Fall	DSCI 725 Data Mining for Competitive Advantage	DSCI 725 Data Mining for Competitive Advantage	3	18FA
Fall	BADM 720 Quantitative Analysis	BADM 720 Quantitative Analysis	3	18FA
Spring	DSCI 726 Operational Analytics	DSCI 726 Operational Analytics	3	19SP
Spring	DSCI 519 Advanced Business Analytics Modeling	DSCI 519 Advanced Business Analytics Modeling	3	19SP
Spring	DSCI 784 Capstone Project	DSCI 784 Capstone Project	3	19SP
Total:			<b>30</b>	

Key: **Courses specific to STEM Baccalaureates**  
**Courses specific to Business / Economics Baccalaureates**

Notes:

Dependency sequences:

**DSCI 505, DSCI 507**, and DSCI 519

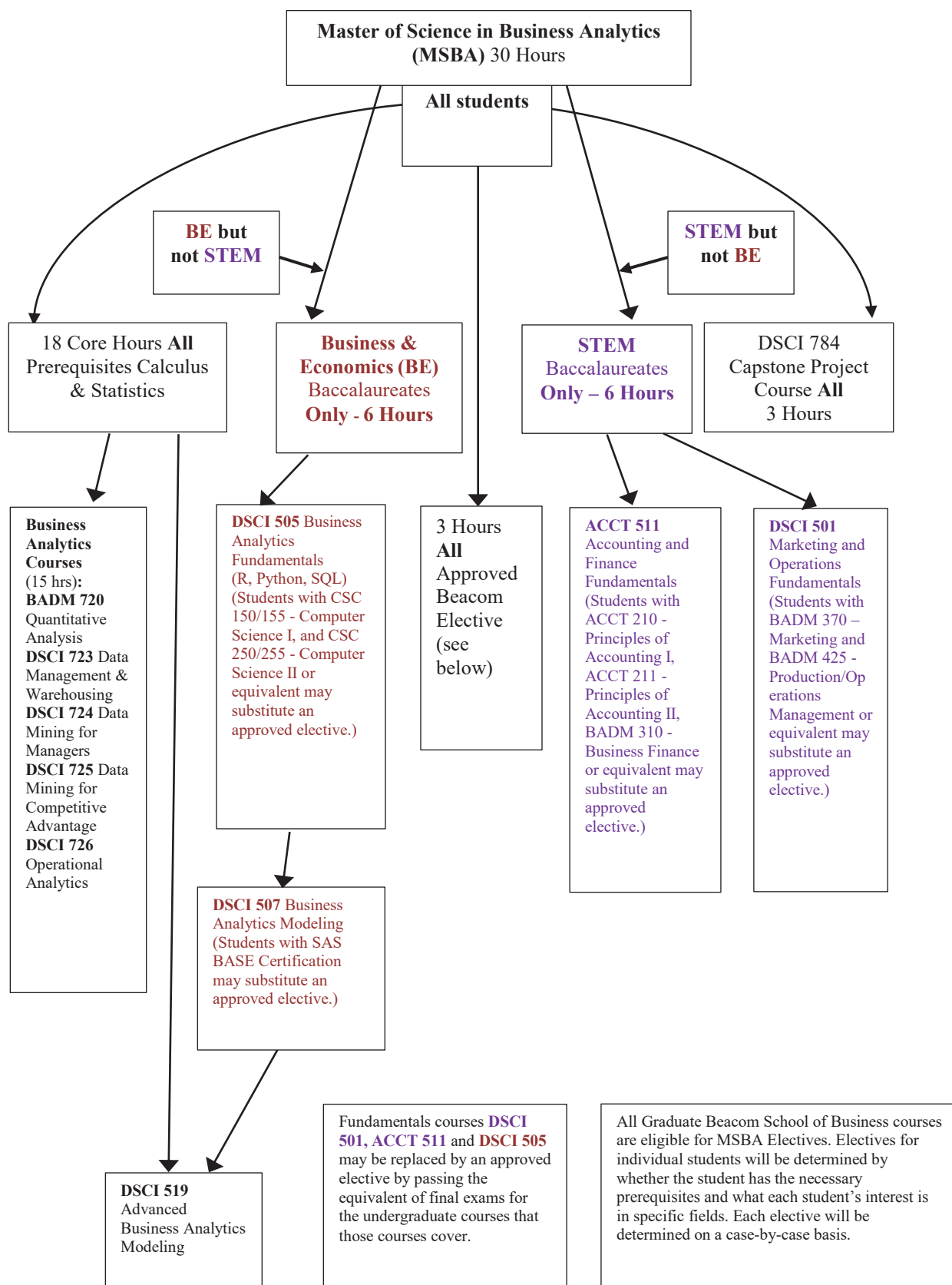
**DSCI 501**, and Approved Elective Courses BADM 760, BADM 770

**ACCT 511**, and Approved Elective Courses ACCT 517, ACCT 781 or BADM 710

DSCI 724, DSCI 725, and DSCI 726

There is no penalty for **STEM** graduates who take **DSCI 507**, but if they do not take it as an elective, it will add to their hour count.

### Diagrammatic Representation



**Report by the  
Outside Review Expert (Dr. Dursun Delen)  
Review of the Master of Science in Business Analytics Program  
University of South Dakota (USD)**

**Report submitted to** Dr. Jay Perry, Assistant Vice President for Academic Affairs,  
South Dakota Board of Regents.

**Report submitted on** March 11, 2018.

**Contact information of the reports preparer (i.e., the reviewer):**

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**Abstract**

This is a summary report for the review and the evaluation of the Master of Science in Business Analytics (MSBA) program, which was proposed by the Beacom School of Business at The University of South Dakota. The review and the evaluation was conducted by Dr. Dursun Delen on behalf of the South Dakota Board of Regents. The review and the evaluation was based on the information obtained from (1) examining the program proposal and supporting documents, (2) interviewing the faculty, staff, and administrators at the college and the university level, and (3) evaluating related services, including library and IT services and capabilities.

## Response to the Review Questions

1. **Program Curriculum:** *Does the proposed program meet or exceed current national standards and expectations for the discipline? Does the proposed program meet accreditation requirements where applicable? Will the proposed program provide students with sound preparation for their careers and serve them well as they seek employment? What changes, if any, do you recommend?*

Within the last few years, a large number of universities all around the US (and abroad, although not as aggressively as it has been in the US) have started analytics programs, a large number of which were called Business Analytics—programs that started under the business schools. In addition to business schools, other comparable educational programs, under a variety of names including Data Science, Data Analytics, etc., started by departments like statistics, computer science, industrial engineering, operations management, supply chain management, and decision sciences. Most of these programs initially started as certificate programs that packaged three to five analytically focused courses, and/or as minors to related masters of science programs (including MBAs). Shortly after, these schools started to offer masters programs related to analytics, and some also started to offer analytics degree programs as majors at the undergraduate levels.

The interest in analytics programs has been growing steadily. Nowadays most every university offer one or more analytics programs in different parts of the university; at the extreme cases, some of them even offering multiple analytics degree programs within the same college designed with somewhat specialized/differentiated content coverages (e.g., at OSU, Spears School of Business is currently offering several analytics programs including MS in Business Analytics, MS in MIS-Data Science, three analytics certificate programs and an MIS undergraduate minor).

The main reason for such an unprecedented level of effort towards initiating and establishing academic specializations in analytics is the overwhelming demand being received from the employers (industry, non-profits, and government agencies). Historically, it has been rare to see an academic movement primarily initiated and orchestrated by industry. Often, academics design programs thinking that the industry will be receptive to what they have to offer. This time it has been different. Because of the tremendous interest and overwhelming demand to analytics professionals, academic institutions are scrambling to create degree and certificate programs to meet the demand, sometimes doing so in a rather chaotic manner. Judging from the analytics job postings and hiring trends, the demand for such skills/education is continuing to increase with no sign of slowing down anytime soon.

As a relatively new academic “discipline”, there really is not a generally accepted, modeled and practiced curriculum for analytics education, although there have been several initiatives by several associations (AIS, INFORMS, AACSB, etc.) to develop some standards. In the absence of such standards, each school/university is experimenting with their version of analytics education, based on what they think analytics is (and should be) and based on the available/existing resources, to do the best that they can in taking advantage of the situation.

Based on my exposure to several analytics programs in the US and abroad, I can confidently say that the MSBA curriculum proposed by the Beacom School of Business at The University of South Dakota meets and perhaps exceeds the current practices. Given the fact that the program is proposed without any request for additional resources and/or faculty lines, designing an ideal analytics curriculum (whatever that may be, since it changes based on whom you ask) would not be feasible or practical. That said, the proposed curriculum still includes five new courses, which shows the desire and willingness of the college and the faculty towards this MS program. I applaud the proposers for their courage and diligence in this endeavor.

The demand for business analytics professionals from the potential employers are evident in the popular media and on the job-search sites/portals. The proposing team have done a great job in identifying the opportunities for the potential graduates of the program, researching and reporting on the regional industries/companies needs in this education domain.

Here are some suggestions/recommendations to further improve the curriculum:

1. *Improve course naming* – I suggest making the course titles more business student friendly. I suggest renaming the three with “... Programming” titled courses and the Quantitative Analysis course. I suggest using “descriptive,” “predictive,” and “prescriptive” analytics keywords in some of these course titles.
  - a. It is a good idea to downplay programming as a keyword in course labeling. These courses are meant for the business students and hence it should be more focused on modeling and problem solving, not much on low-level programming. To me, most of SAS programming is not really “programming.” It is more like analytics modeling in a syntactic form.
2. *Need a course on data preparation* - focusing on making real-world data “analytics ready”. It is common knowledge in analytics that more than 80% of an analytics project time is spend on data acquisition, understanding, cleaning and transformation. Yet, in analytics curriculums, very little (if any at all) time/effort is devoted to this important phase.

3. Need a course on data visualization – especially in business analytics, most of the demand is still on descriptive analytics, which is dominated by summarizing, graphics and charting data into a digestible form. Dashboards and scorecards are still the most popular part of any analytics initiative in today's corporations. If not a separate course, it should (at least partially) be in one of the course titles.
4. One of the courses can be labeled as *advanced business analytics* where future trends can be covered conceptually (without getting into technical details). As of now, such trends/topics would include Big Data (and related technologies such as Hadoop, MapReduce, etc.), Deep Learning, IoT, Cognitive Computing, Automated Decisioning (sensor-network driven, deep-learning enabled, self-driving cars, self-controlling machinery, etc.).

2. **Faculty:** *Will the current and planned faculty be sufficient to offer a strong program? Does the program require additional expertise to implement the program at a high level of quality? Will the teaching, research, service expectations, and related resources be competitive when recruiting new faculty to staff the proposed program?*

Base on my staying of the faculty backgrounds and my interview with several of them, I can confidently say that the faculty has the necessary background, expertise, and perhaps most importantly, the willingness to go over and beyond to make this MSBA program a success. Having the experience in teaching the MBA option in analytics and also the undergraduate minor in analytics, most of the faculty already have the exposure and experience in teaching analytics courses to both graduate and undergraduate students.

3. **Services:** *Are library resources and other services sufficient to support a high quality program?*

The existing services provided by IT department and university library are sufficient for the proposed MSBA program. Based on the interviews with the IT personnel, I learned that that have plenty of computational resources including some capacity on GPU computers and servers for potential deep learning analytics projects.

4. **Other Issues:** *Are there other issues (e.g., student recruiting, program management, support staff, etc.) that should be given attention?*

Perhaps the most challenging issue for a newly launched degree program is to recruit enough number of students with the right backgrounds and interests. In the beginning, the most promising prospective students for this program would be their own soon-to-be-graduating (senior and junior level) undergraduate students (especially the ones who have pursued analytics as minor). Perhaps creating a 4+1 (BS+MS in 5 years) for analytics program would be good idea (as several other universities have successfully implemented this model in the US).

The second best source of recruiting would be the employees working for the companies in the region, who want to advance their education, skills and career. To do so, advertise to companies/industries to incentivize and send their employees to this MSBA program (as partially of fully sponsored education by the employers). This may also lead to short/focused analytics educational programs and seminars at the companies' sites resulting in financial and non-financial benefits.

Later on, with the success of the program, out of state recruiting would also improve.

**5. *Summary Recommendation:*** *What do you see as the strengths and weaknesses of the proposed program? What broader recommendations do you have for the university and the Board of Regents?*

Overall, I think this is a feasible program, and if approved and properly executed, would be a very successful educational program for the Beacom School of Business, and for The University of South Dakota.

Here are some more suggestions (mostly marketing and recruiting focused):

1. Make sure to create and nurture a close relationship with the industries/companies in the region for a multitude of reasons, including
  - a. Practicum and/or capstone projects with real business data, real business problems
  - b. Conducting class term projects with real data, real problems
  - c. Potential hires/placements/employment at those companies after graduation
  - d. Potential industry speakers for analytics courses
  - e. Potential participants for the advisory board
  - f. Potential financial support to the program and to the school
2. It is a good idea to stay with the in-class/traditional delivery of this MSBA program, and perhaps embark into the online option afterwards (since online is very competitive).



3. Pursue STEM designation (which would improve international recruiting, since STEP designated program graduates gets extended OPT opportunities.

Should you have any questions, comments, or requests, please feel free to contact me.

Best,

Dursun Delen



UNIVERSITY OF  
SOUTH DAKOTA  
BEACOM SCHOOL OF BUSINESS

**Master of Science in Business Analytics**  
**Response to Outside Review Expert's Report dated March 11, 2018**

**1. Program Curriculum**

**Suggestion 1.1:** Improve course naming – make the course titles more business student friendly.

**Response:** We will rename the following courses. The revised course titles are in line with Dr. Delen's suggestions. The remaining courses are already in line with Dr. Delen's suggestions.

- a. DSCI 505 Business Analytics Programming Fundamentals renamed to ***Business Analytics Fundamentals***
- b. DSCI 507 Analytics Programming renamed to ***Business Analytics Modeling***
- c. DSCI 519 Advanced Analytics Programming renamed to ***Advanced Business Analytics Modeling***

**Suggestions 1.2 and 1.3:** Include a data preparation course and a data visualization course.

**Response:** Dr. Delen's comments about the effort devoted to data preparation and data visualization in real-world projects are well taken. We do cover data preparation and data visualization in detail in our curriculum, including: DSCI 723, DSCI 724, DSCI 725, and DSCI 726, along with reinforcing them through projects in DSCI 723, DSCI 725, and an extensive professional-quality project in DSCI 726. We will consider the possibility of including separate courses in data preparation and visualization after completion of two program cycles.

**Suggestion 1.4:** Include an *advanced business analytics* course.

**Response:** We agree with Dr. Delen. A separate advanced business analytics course is highly desirable. We will address the topic of emerging trends in the proposed curriculum. We will consider the possibility of including such a course after completion of two program cycles.

**2. Faculty and 3. Services** No Suggestions were provided.

**4. Other Issues**

**Suggestion 4.1:** Recruit students from Beacom School of Business junior and senior classes, especially those in the Business Analytics minor.

**Response:** Excellent point. We will implement recruiting our students for the MSBA program using the current recruiting practices in place for our Master of Business Administration (MBA) and Master of Professional Accountancy (MPA) programs.

**Suggestion 4.2:** Perhaps create a 4+1 (BS+MS in 5 years) program.

**BEACOM SCHOOL OF BUSINESS**

**Response:** We currently have this for our MBA and MPA programs and will implement for the MSBA program.

**Suggestion 4.3:** Recruit employees working for companies in the region.

**Response:** We have strong relationships with businesses in Sioux Falls, state of South Dakota, and the region. We intend to tap working professionals using these relationships.

## 5. Summary Recommendation:

We thank Dr. Delen's for his overall recommendation that *"this is a feasible program, and if approved and properly executed, would be a very successful educational program..."*

**Suggestion 5.1:** Create and nurture close relationships with industries/companies in the region.

**Response:** The suggestions are excellent. We already implemented several of these, e.g., incorporate real business problems in courses and recruit industry speakers to campus. We will incorporate the suggestions as we move forward with program implementation.

**Suggestion 5.2:** Initially, stay with on-campus delivery.

**Response:** We agree and will follow Dr. Delen's suggestion.

**Suggestion 5.3:** Pursue STEM designation.

**Response:** We have done so.

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March 14, 2018

# **SOUTH DAKOTA BOARD OF REGENTS**

## **Academic and Student Affairs**

**AGENDA ITEM: 6 – H (4)**

**DATE: March 27-29, 2018**

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### **SUBJECT**

**New Program: USD MS and PhD in Sustainability**

### **CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 2:23](#) – Program and Curriculum Approval

[BOR Policy 2:1](#) – External Review of Proposed Graduate Programs

### **DISCUSSION / BACKGROUND**

The University of South Dakota (USD) requests authority to offer a Master of Science (MS) and Doctor of Philosophy (PhD) in Sustainability. The proposed graduate program builds upon USD’s academic and research leadership in sustainability in the state and region. USD is the only Regental institution and one of only sixteen schools nationally with an undergraduate degree in Sustainability; USD would be the first such doctoral program in the central United States. Approval of the program aligns with the [2020 Vision: The South Dakota Science and Innovation Strategy](#) emphasis on the energy and environment sector. The proposal also aligns with the [SDBOR 2014-202 Strategic Plan](#)’s call to increase the number of graduate programs and to develop the state’s research and economic development capacity. USD notes that companies employing full-time sustainability professionals have increased 400% since 2000 in North America. The program requires the creation of seven new courses.

The Board approved the intent to plan at the [May 2017 meeting](#).

Per BOR Policy 2:1, the Board engaged external consultants with expertise in the academic discipline to review the proposal. The consultants, Dr. Arnim Wiek of Arizona State University and Dr. Jon Jensen of Luther College conducted a site visit, interviewed faculty and staff, and issued a report of their findings. USD reviewed the consultants’ report and issued a response, including acknowledging program changes based on consultants’ recommendations.

(Continued)

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### **DRAFT MOTION 20180327\_6-H(4):**

I move to approve USD’s new program proposal for a Master of Science (MS) and Doctor of Philosophy (PhD) in Sustainability as described in Attachment I.

## **IMPACT AND RECOMMENDATION**

Black Hills State University (BHSU) currently offers an MS in Sustainability as an online only, non-thesis program. The USD proposal differs through the emphasis on research, relationship to an undergraduate and doctoral program, and will be offered through face-to-face instruction.

USD expects to graduate two doctoral students and twelve master's students per year after full implementation. USD does not request new resources to offer the program; USD is seeking grant funding for students in the program.

The Board's external consultants recommended approval of the program. Board office staff recommends approval of the program.

## **ATTACHMENTS**

Attachment I – USD New Program Request Form: MS & PhD in Sustainability

Attachment II – USD External Program Review Report: MS & PhD in Sustainability

Attachment III – USD Response to External Program Review Report



## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

### New Graduate Degree Program

<b>UNIVERSITY:</b>	<b>USD</b>
<b>PROPOSED GRADUATE PROGRAM:</b>	<b>Sustainability</b>
<b>EXISTING OR NEW MAJOR(S):</b>	<b>Existing</b>
<b>DEGREE:</b>	<b>Master of Science (M.S.) and Doctor of Philosophy (Ph.D.)</b>
<b>EXISTING OR NEW DEGREE(S):</b>	<b>Existing</b>
<b>INTENDED DATE OF IMPLEMENTATION:</b>	<b>August 2018</b>
<b>PROPOSED CIP CODE:</b>	<b>30.3301 (Sustainability Studies)</b>
<b>SPECIALIZATIONS:</b>	<b>None</b>
<b>IS A SPECIALIZATION REQUIRED (Y/N):</b>	<b>N</b>
<b>DATE OF INTENT TO PLAN APPROVAL:</b>	<b>May 2017</b>
<b>UNIVERSITY DEPARTMENT:</b>	<b>Anticipated Department of Sustainability and Environment</b>
<b>UNIVERSITY DIVISION:</b>	<b>College of Arts and Sciences</b>

#### University Approval

*To the Board of Regents and the Executive Director: I certify that I have read this proposal, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.*

*James M. Abbott*

\_\_\_\_\_  
President of the University

10/11/17

\_\_\_\_\_  
Date

#### 1. What is the nature/purpose of the proposed program?

Sustainability is an emerging field that seeks to address many of society's complex and interdisciplinary issues. Sustainability is often described as moving towards systems that are environmentally beneficial, socially just, and economically profitable both now and into the future. The proposed M.S. and Ph.D. degrees in sustainability would build upon USD's existing academic and research leadership in sustainability in the state and region. USD is one of only sixteen schools with an undergraduate degree in Sustainability or Sustainability Studies,<sup>1</sup> and no other South Dakota colleges or universities offer a sustainability undergraduate degree. USD has 25 faculty members who are affiliated with the Sustainability Program through teaching courses for the major and minor. Twelve faculty members serve on the Sustainability Advisory

<sup>1</sup> Association for the Advancement of Sustainability in Higher Education (2016) Campus Sustainability Hub. Available at [https://hub.aashe.org/browse/types/academicprogram/?search=&content\\_type=academicprogram&discipline=7&organization\\_type=Doctorate&organization\\_type=Master&organization\\_type=System+Office&country=US&program\\_type=2#resources-panel](https://hub.aashe.org/browse/types/academicprogram/?search=&content_type=academicprogram&discipline=7&organization_type=Doctorate&organization_type=Master&organization_type=System+Office&country=US&program_type=2#resources-panel).

Committee. Ten faculty members are participating in the new National Science Foundation (NSF) Research Experience for Undergraduates (REU) program titled Sustainable RIVER (Remediating InVasives to Encourage Resilience). Twelve faculty members participated in a pedagogy training program that was a sub-award from a NSF-funded Science Technology, Engineering, and Mathematics Talent Expansion Program (STEP) Center at Carleton College. USD recently received a \$1.86 million NSF Experimental Program to Stimulate Competitive Research (EPSCoR) Research Infrastructure Improvement (RII) Track 2 grant focused on sustainability. Finally, USD has a \$3 million NSF Research Traineeship (NRT) grant proposal focused on sustainability in review.

The mission of the EPSCoR program is to “advance excellence in science and engineering research and education in order to achieve sustainable increases in research, education, and training capacity and competitiveness that will enable EPSCoR jurisdictions to have increased engagement in areas supported by the NSF.”<sup>2</sup> Environmental and energy sustainability and climate change are major focal areas for the NSF and many other funding agencies including federal, state, and non-profit entities that provide funding in these disciplines. Through the NSF EPSCoR RII Track 2 grant that USD received, we proposed to enhance our sustainability research and educational capacity in three primary ways. First, we proposed to start a Ph.D. program in sustainability to build on our existing expertise in sustainability research and pedagogy. Second, we will hire two new faculty members to enhance our research and pedagogy capacity focused on sustainability. One of the faculty members will have expertise in ecological modeling. The other faculty member will have expertise in ecosystem services valuation and ecological economics. Third, the NSF EPSCoR grant will support three Ph.D. students on full research assistant (RA) positions for four years. It is anticipated that these three students will be the first three graduate students in the Sustainability Program.

Since USD began the undergraduate Sustainability Program in August 2012, we have continued to grow in terms of the number of students, the number of faculty members involved, and the research capacity associated with the program. There is great interest among the faculty, administrators, and students at USD to build on our academic and research leadership in this emerging field of study.

## **2. How does the proposed program relate to the university’s mission and strategic plan, and to the current Board of Regents Strategic Plan 2014-2020?**

The statutory mission of the University of South Dakota is provided in SDCL 13-57-1:

*Designated as South Dakota’s liberal arts university, the University of South Dakota, established and located at Vermillion, in Clay County, shall be under the control of the Board of Regents and shall provide undergraduate and graduate programs of instruction in the liberal arts and sciences and professional education in business, education, fine arts, law and medicine, and other courses or programs as the Board of Regents may determine.*

The mission is provided in BOR Policy 1:10:1, University of South Dakota Mission Statement:

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<sup>2</sup> National Science Foundation (n.d.) Experimental Program to Stimulate Competitive Research (EPSCoR). Available at <https://www.nsf.gov/od/oia/programs/epscor/index.jsp>.

*The legislature established The University of South Dakota as the liberal arts university to meet the needs of the State and region by providing undergraduate and graduate programs in the liberal arts and sciences, and professional education in business, education, fine arts, law, and medicine, and other courses or programs as the Board of Regents may determine. (SDCL 13-57-1).*

*The Board implemented SDCL 13-57-1 by authorizing undergraduate and graduate programs in the liberal arts and sciences and in professional education and by requiring the University to promote excellence in teaching and learning, to support research, scholarly and creative activities, and to provide service to the State of South Dakota, the region, and beyond. The University of South Dakota is the comprehensive university with the South Dakota System of Higher Education.*

Both the statutory mission and Board of Regents mission statement for the University of South Dakota designate the institution as the liberal arts university for the State of South Dakota. Sustainability education aligns closely with the goals of a liberal arts education to “nurture the growth of human talent in the service of human freedom... to explore and fulfill the promise of [the students’] own highest talents.”<sup>3</sup> In fact, sustainability education has been called “the ultimate liberal art... The concept of sustainability could provide a new foundation for the liberal arts and sciences.”<sup>4</sup> This includes fostering a love of learning in students while also teaching them how to be innovators and agents of change in their communities and world.<sup>5</sup> The proposed M.S. and Ph.D. degrees in sustainability would be an archetype of the tradition of teaching and learning in the liberal arts. Offering M.S. and Ph.D. degrees in sustainability thus strongly supports the statutory mission and Board of Regents-approved mission for the University of South Dakota.

Developing M.S. and Ph.D. degrees in sustainability would advance the Board of Regents Strategic Plan 2014-2020 in the following ways.

*Goal 1: Student Success – Reflecting rates of growth in total graduates over the last five years, grow degree production to 7,450 per year by 2020.*

One of the outcomes for this goal is to increase the number of graduate degrees awarded. By offering new M.S. and Ph.D. degrees in a field that is increasing in demand, we expect these sustainability degrees to contribute to achieving this goal.

A second outcome for this goal is to increase the number of degrees awarded to Native American students. A focus of the undergraduate program is practicing Inclusive Excellence including being welcoming to students of color. For the example, 24% of the current sustainability majors are students of color, which is higher than the University-wide demographics.<sup>6</sup> The Sustainability Program has received programmatic grants that focus on Native American issues. The NSF Sustainable RIVER REU program is focused on recruiting Native American students, has topical

<sup>3</sup> Cronon W (1998) “Only Connect...” The goals of a liberal education. The American Scholar 67(4). Available at [https://www.grinnell.edu/sites/default/files/documents/Cronon\\_Only\\_Connect.pdf](https://www.grinnell.edu/sites/default/files/documents/Cronon_Only_Connect.pdf).

<sup>4</sup> Rhodes FHT (2006) Sustainability: The ultimate liberal art. Chronicle of Higher Education. Available at <http://www.chronicle.com/article/Sustainability-the-Ultimate/29514>.

<sup>5</sup> Weissman NB (2012) Sustainability & liberal education: Partners by nature. Liberal Education 98(4). Available at <https://www.aacu.org/publications-research/periodicals/sustainability-liberal-education-partners-nature>.

<sup>6</sup> Jarchow ME, unpublished data.



foci on Native American issues, and collaborates with two tribal colleges. The NSF STEP Center subaward included a focus on the disproportionately negative impacts that the management of the Missouri River has had on Native American tribes. Research in the NSF EPSCoR grant will involve Native American tribes in the Upper Missouri River Basin. The NRT proposal (in review) also has a focus on Native American student participation. Sustainability Program faculty are PI and co-PIs on a submitted U.S. Department of Education Ronald E. McNair Postbaccalaureate Achievement Program (McNair) proposal, which focuses providing training to undergraduate students who are underrepresented in Ph.D. programs to help them become successful in earning Ph.D. degrees.

To help facilitate recruitment of Native American students, Dr. Jarchow and other members of the Sustainability Program faculty are and have been actively seeking collaborations with tribal colleges in the region including Nebraska Indian Community College, Sitting Bull College, Little Priest Tribal College, Oglala Lakota College, and Nueta Hidatsa Sahnish College.

*Goal 2: Academic Quality and Performance – Document that academic programs are of the highest quality.*

One of the outcomes for this goal is the addition of new graduate programs, such as the M.S. and Ph.D. degrees this document is proposing.

A second outcome is to grow the number of students participating in experiential learning. “By its nature, sustainability also breaks down barriers between higher education and the wider world.”<sup>7</sup> Sustainability studies are grounded in applied topics (i.e. “real-world issues”), and sustainability students should be trained in how to solve complex problems and be change agents.<sup>8</sup> We have quantified the number of experiential learning opportunities for eighteen students who recently completed the sustainability major. On average the undergraduate students participated in ten experiential learning opportunities focused on sustainability while studying at USD.<sup>9</sup> We expect the M.S. and Ph.D. degrees in sustainability to be even more experiential than the undergraduate program because most of the students will be conducting research and generating new knowledge and reporting their findings in open literature.

*Goal 3: Research and Economic Development – Increase annual system research and contract expenditures to \$150M by 2020 to advance knowledge, enhance technology transfer, commercialization, and catalyze economic development.*

One of the outcomes for this goal is to increase grant and contract expenditures. As described in question #1, grants focusing on the Sustainability Program have already received more than \$2.2 million in federal funds, and we have an additional \$4 million in federal grants pending. The Sustainability Program has been a focus of two additional, unfunded NSF EPSCoR grants and one Board of Regents grant. The development of a graduate program in sustainability is expected to increase USD’s competitiveness for external grants.

<sup>7</sup> Weissman NB (2012) Sustainability & liberal education: Partners by nature. Liberal Education 98(4). Available at <https://www.aacu.org/publications-research/periodicals/sustainability-liberal-education-partners-nature>.

<sup>8</sup> Wiek A, Withycombe L, Redman CL (2011) Key competencies in sustainability: A reference framework for academic program development. Sustainability Science 6(2):203-218.

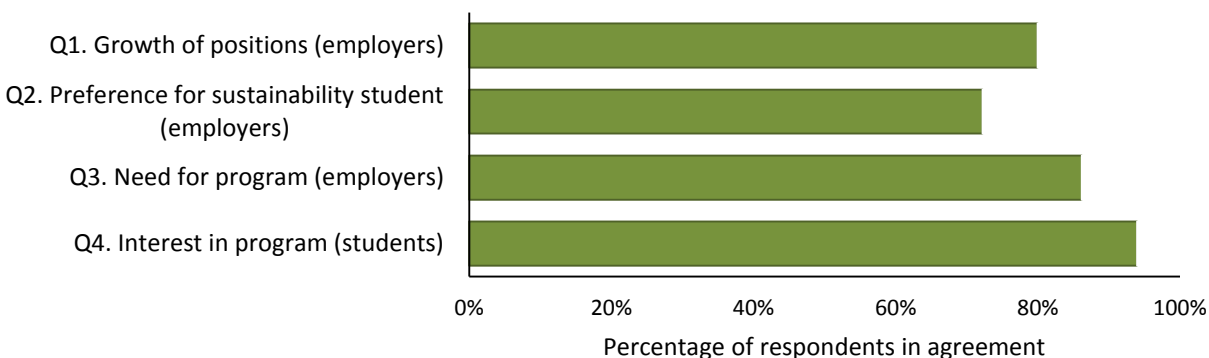
<sup>9</sup> Jarchow ME, unpublished data.

A second outcome for this goal is to increase the number of graduates from STEM programs. Sustainability includes both natural and social sciences. Therefore, the M.S. and Ph.D. degrees in sustainability will increase the number of natural science (i.e. STEM) graduates in the state.

In summary, the proposed M.S. and Ph.D. degrees in sustainability are well aligned with the USD and Board of Regents' goals.

### 3. Describe the workforce demand for graduates of the program, including national demand and demand within South Dakota.

In order to assess the need for the M.S. and Ph.D. degrees in sustainability from USD, we deployed market-analysis surveys to professionals in sustainability-related fields and undergraduate students. There was strong support for graduate training in sustainability. Eighty-two percent of the professionals indicated that there is a need for more graduate training in sustainability, and 94% of the students were interested in pursuing a graduate degree in sustainability (Figure 1).



*Figure 1. Market analysis results from surveys asking potential employers and undergraduate students (USD and non-USD students) about the need for graduate (M.S. and Ph.D.) degrees in sustainability from USD (n = 29 and 69 for employer and student surveys, respectively). Question 1 (Q1) asked employers if they believed that the number of sustainability-related positions in their company would increase. Question 2 (Q2) asked employers if students with a graduate degree in sustainability would be given preference over students with other degrees. Question 3 (Q3) asked employers if there is a need for a graduate program in sustainability from USD. Question 4 (Q4) asked undergraduate students if they would be interested in pursuing a graduate degree in sustainability from USD.*

Beyond our market analyses, we found strong demand for sustainability-focused jobs more broadly. The demand for sustainability-focused jobs is increasing and expected to increase in the future.<sup>10</sup> For example, environmental science positions are expected to increase 11% faster than average nationally between 2014 and 2024.<sup>11</sup> Within SD, adding a M.S. and Ph.D. degrees in sustainability would contribute to our workforce development in industries that the State has identified as crucial to our future. Innovation in Energy and Environment, including renewable energy, is one of the target sectors for the *2020 Vision: The South Dakota Science and Innovation*

<sup>10</sup> Hamilton J (2012) Is a sustainability career on your green horizon? U.S. Bureau of Labor Statistics. Available at <http://www.bls.gov/green/sustainability/sustainability.pdf>.

<sup>11</sup> Bureau of Labor Statistics, U.S. Department of Labor (2015) *Occupational Outlook Handbook, 2016-2017 Edition*, Environmental Scientists and Specialists. Available at <http://www.bls.gov/ooh/life-physical-and-social-science/print/environmental-scientists-and-specialists.htm>.

*Strategy*.<sup>12</sup> From 2012-2013 professional, scientific, and technical services, which include many sustainability professions, in South Dakota had an “extraordinarily low unemployment rate ... of just 1.4 percent”.<sup>13</sup> The community and social services/life, physical, and social science occupational category, which include sustainability jobs focused on community development, increased in South Dakota by 41.8% between 2000 and 2011/2012.<sup>14</sup>

There is a large need for sustainability-trained professionals within academia. The Association for the Advancement of Sustainability in Higher Education (AASHE) lists more than 1,000 majors or minors at institutions of higher education focused on sustainability in the US.<sup>15</sup> Because there are a limited number of graduate programs educating scholars in sustainability, there is demand for students with graduate training in sustainability. In the past year, Ecolog, which is a listserv through the Ecological Society of America, has posted more than twenty faculty positions specifically focused on sustainability, and this is in addition to environmental science/studies faculty positions. Beyond faculty positions, many institutions of higher education have at least one Office of Sustainability and multiple sustainability director and coordinator positions that implement sustainability on campus, including South Dakota State University which has a paid sustainability coordinator. For example, by July 2016, 296 institutions of higher education in the US completed the Sustainability Tracking, Assessment & Rating System (STARS), which is “a transparent, self-reporting framework for colleges and universities to measure their sustainability performance.”<sup>16</sup> Paid staff at these institutions usually complete or coordinate the completion of STARS, and many of these staff have graduate degrees.

Beyond need for sustainability professionals in existing fields, the number of careers associated with sustainability is expanding. For example, the number of companies with full-time sustainability professionals increased 400% since 2000 in North America.<sup>17</sup> In 2007, Forbes magazine highlighted sustainability coordinators outside of academia as one of a “constellation” of new green careers.<sup>18</sup> USD sustainability undergraduates, although they have only recently graduated, have careers in multiple areas including with environmental consulting companies, non-profit organizations, federal conservation organizations, and US congressional offices.

<sup>12</sup> SD EPSCoR REACH Committee (2013) 2020 Vision: The South Dakota Science and Innovation Strategy. Available at <http://sdepscor.org/sdepscorHome/wp-content/uploads/2015/07/2020-Vision.pdf>.

<sup>13</sup> Fogg NP, Harrington PE (2014) Growth and Change in South Dakota Labor Markets: An Assessment of the State’s Labor Market Imbalances in Weak National Recovery. Available at [http://southdakotawins.com/images/data/files/sd\\_labor\\_markets\\_may2014.pdf](http://southdakotawins.com/images/data/files/sd_labor_markets_may2014.pdf).

<sup>14</sup> Ibid.

<sup>15</sup> Association for the Advancement of Sustainability in Higher Education (2016) Campus Sustainability Hub. Available at

[https://hub.aashe.org/browse/types/academicprogram/?search=&content\\_type=academicprogram&topics=curriculum&organization\\_type=Associate&organization\\_type=Baccalaureate&organization\\_type=Doctorate&organization\\_type=Master&organization\\_type=Business&organization\\_type=System+Office&country=US&state=AL&state=AK&state=AZ&state=AR&state=CA&state=CO&state=CT&state=DE&state=DC&state=FL&state=GA&state=HI&state=ID&state=IL&state=IN&state=IA&state=KS&state=KY&state=LA&state=ME&state=MD&state=MA&state=MI&state=MN&state=MS&state=MO&state=MT&state=NE&state=NV&state=NH&state=NJ&state=NM&state=NY&state=NC&state=ND&state=OH&state=OK&state=OR&state=PA&state=RI&state=SC&state=SD&state=TN&state=TX&state=UT&state=VT&state=VA&state=WA&state=WV&state=WI&state=WY&program\\_type=1&program\\_type=2&program\\_type=4&program\\_type=6&program\\_type=7&program\\_type=8#resources-panel](https://hub.aashe.org/browse/types/academicprogram/?search=&content_type=academicprogram&topics=curriculum&organization_type=Associate&organization_type=Baccalaureate&organization_type=Doctorate&organization_type=Master&organization_type=Business&organization_type=System+Office&country=US&state=AL&state=AK&state=AZ&state=AR&state=CA&state=CO&state=CT&state=DE&state=DC&state=FL&state=GA&state=HI&state=ID&state=IL&state=IN&state=IA&state=KS&state=KY&state=LA&state=ME&state=MD&state=MA&state=MI&state=MN&state=MS&state=MO&state=MT&state=NE&state=NV&state=NH&state=NJ&state=NM&state=NY&state=NC&state=ND&state=OH&state=OK&state=OR&state=PA&state=RI&state=SC&state=SD&state=TN&state=TX&state=UT&state=VT&state=VA&state=WA&state=WV&state=WI&state=WY&program_type=1&program_type=2&program_type=4&program_type=6&program_type=7&program_type=8#resources-panel).

<sup>16</sup> Association for the Advancement of Sustainability in Higher Education (2016) Sustainable Campus Index: 2016 Top Performers & Highlights. Available at <http://www.aashe.org/files/sci-2016-final.pdf>.

<sup>17</sup> Avlonas N (2016) The sustainability and corporate responsibility profession the job of the future? Centre for Sustainability and Excellence. Available at <http://www.csrwire.com/blog/posts/1706-is-the-sustainability-and-corporate-responsibility-profession-the-job-of-the-future>.

<sup>18</sup> Wingfield B (2007) For job market, green means growth. Forbs. Available at [http://www.forbes.com/2007/07/02/environment-economy-jobs-biz\\_cx\\_bw\\_0703green\\_greenjobs.html](http://www.forbes.com/2007/07/02/environment-economy-jobs-biz_cx_bw_0703green_greenjobs.html).

#### **4. How will the proposed program benefit students?**

Students are asking for graduate sustainability programs within USD and the State and beyond. Many Sustainability Program alumni have talked with Dr. Meghann Jarchow, Sustainability Program Coordinator, about their desire to pursue graduate studies in sustainability.<sup>19</sup> Because USD does not have a graduate program in sustainability, students have pursued graduate studies at other universities such as Presidio Graduate School and the University of Nebraska at Kearney, have pursued the Master of Arts in Interdisciplinary Studies at USD, or have delayed pursuing graduate education. Many Millennials, who are the generation of people most likely to enroll in graduate education in the near term, are seeking careers that address pressing challenges such as resource scarcity, climate change, and income inequality, which are the foci of sustainability.<sup>20</sup> USD is in a unique and advantageous position to build on our existing undergraduate program to train future sustainability leaders and become a regional leader. By offering a Ph.D. in sustainability, we would become the only institution of higher education to offer a Ph.D. in sustainability in the central United States.

#### **5. Program Proposal Rationale:**

##### **A. If a new degree is proposed, what is the rationale**

We are not proposing a new degree.

##### **B. What is the rationale for the curriculum?**

Because the M.S. and Ph.D. degrees in sustainability will be interdisciplinary, we formed a Sustainability Graduate Curriculum Committee that is comprised of faculty representing the natural sciences, social sciences, humanities, and administration in order to ensure that we were considering a range of disciplinary perspectives in the curriculum design. The curriculum has also been reviewed by the faculty and external Sustainability Advisory Committees. In developing the curriculum, we reviewed existing USD graduate degrees (especially Ph.D. degrees) and graduate degrees in sustainability and related fields (e.g. sustainable agriculture, sustainable development) from other universities.

We have designed the curriculum to be “stackable.” Ph.D. students will be able to enter into the program either straight out of an undergraduate degree or with a Master’s degree, but students who begin after an undergraduate program will be required to earn a M.S. in the process of earning a Ph.D. Based on an evaluation of existing Ph.D. programs at USD, we determined that it is in the student and the program’s best interests to require a M.S. in the process of earning a Ph.D.

The curriculum provides some breadth of knowledge while fostering depth of knowledge within the student’s area of specialization. The core courses provide a breadth of knowledge about core

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<sup>19</sup> Jarchow ME, personal communication.

<sup>20</sup> Deloitte (2014) Big demands and high expectations: The Deloitte Millennial Survey. Available at <https://www2.deloitte.com/content/dam/Deloitte/global/Documents/About-Deloitte/gx-dttl-2014-millennial-survey-report.pdf>.

sustainability concepts and methods for sustainability research and planning for the future, whereas the students will gain specialized knowledge through the elective courses and their research (or internship for the M.S. Plan B).

### **C. Demonstrate/provide evidence that the curriculum is consistent with current national standards.**

As previously described, there are a limited number of graduate programs in sustainability and only one Ph.D. program focused broadly on sustainability in the United States.<sup>21</sup> Therefore, there are no national standards for graduate sustainability education.

When designing our curriculum, we reviewed the curricula from multiple universities that have closely related sustainability degrees including Arizona State University (Sustainability M.S. and Ph.D.), Columbia University (Sustainable Development Ph.D.), Rochester Institute of Technology (Sustainable Systems M.S. and Sustainability Ph.D.), and Iowa State University (Sustainable Agriculture M.S. and Ph.D.). Although Arizona State University currently is the only university in the United States to offer M.S. and Ph.D. degrees in sustainability, the structure of our curriculum does not match theirs because they have a larger number of dedicated sustainability courses because they have a School of Sustainability. Our curriculum is more similar to those at the other institutions listed above where there are a number of core courses that are specifically designed for the graduate program in sustainability and the remaining courses are electives to be selected from other departments. Therefore, the structure of our curriculum is more similar to schools with related sustainability degrees (e.g. sustainable development, sustainable systems, and sustainable agriculture), but the content of the curriculum is most similar to Arizona State University. For example, the competencies for the M.S. and Ph.D. are closely aligned with those of Arizona State University.

### **D. Summary of the degree program**

<b>Ph.D. Sustainability (entering with a B.A. or B.S. degree)</b>	<b>Credit Hours</b>	<b>Percent</b>
Required courses, all students	13-15	16-19%
Electives	23-45	29-56%
Thesis credits	21-39	26-49%
Total Required for the Degree	80	

<b>M.S. Sustainability Plan A</b>	<b>Credit Hours</b>	<b>Percent</b>
Required courses, all students	8-9	27-30%
Electives	12-18	40-60%
Thesis credits	6-9	20-30%
Total Required for the Degree	30	

<b>M.S. Sustainability Plan B</b>	<b>Credit Hours</b>	<b>Percent</b>
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<sup>21</sup> One of the Ph.D. degrees in sustainability is at Rochester Institute of Technology. Although the name of the degree is “sustainability” the curriculum for the degree focused on “sustainable production systems.”

Required courses, all students	8	25%
Electives	24	75%
Total Required for the Degree	32	

**Required Courses (Ph.D. Sustainability entering with a B.A. or B.S. degree)**

Prefix	Number	Course Title	Credit Hours	New (yes, no)
SUST	710	Sustainability & Complexity	3	yes
SUST	720	Research for Sustainability	3	yes
SUST	810	Innovating for Change	3	yes
SUST	790	Seminar – Sustainability Series	4-6	yes
SUST	898D	Dissertation Research in Sustainability	21-39	yes
		Electives	23-45	no
Subtotal			80	

**Required Courses (M.S. Sustainability Plan A)**

Prefix	Number	Course Title	Credit Hours	New (yes, no)
SUST	710	Sustainability & Complexity	3	yes
SUST	720	Research for Sustainability	3	yes
SUST	790	Seminar – Sustainability Series	2-3	yes
SUST	794	Internship in Sustainability	0-3	yes
SUST	798	Thesis Research in Sustainability	6-9	yes
		Electives	9-18	no
Subtotal			30	

**Required Courses (M.S. Sustainability Plan B)**

Prefix	Number	Course Title	Credit Hours	New (yes, no)
SUST	710	Sustainability & Complexity	3	yes
SUST	720	Research for Sustainability	3	yes
SUST	790	Seminar – Sustainability Series	2	yes
SUST	794	Internship in Sustainability	3-6	yes
		Electives	18-21	no
Subtotal			32	

**Elective Courses**

Students will select elective courses from existing graduate-level courses with approval from the student's thesis/dissertation committee. At least 50% of the total credits must be at the 700 level or above.

**6. Student Outcomes and Demonstration of Individual Achievement**
**A. What specific knowledge and competencies, including technology competencies, will all students demonstrate before graduation?**

The M.S. and Ph.D. degrees in sustainability will have five overall competencies: systems thinking competency, normative competency, strategic competency, anticipatory competency, and interpersonal competency.<sup>22</sup> To achieve those competencies, we will have ten student learning outcomes (SLOs) for the M.S. and Ph.D. degrees. Eight of the SLOs will be evaluated for all students, and two of the SLOs are only required to be mastered by Ph.D. students.

#### Common SLOs

1. Students will schematize the interrelationships among social, economic, environmental, and technical aspects of systems.
2. Students will model systems across multiple spatial and temporal scales.
3. Students will demonstrate knowledge of worldviews, values, and perspectives other than their own.
4. Students will create and evaluate futures scenarios.
5. Students will critically assess quantitative information using statistical, econometric, or bioinformatic methods.
6. Students will design interventions to enhance the sustainability of systems.
7. Students will participate in interdisciplinary groups to accomplish shared goals.
8. Students will create new sustainability knowledge drawn from more than one discipline (Ph.D. and M.S. Plan A only).

#### Ph.D.-specific SLOs

1. Students will propose and/or implement interventions to enhance the sustainability of systems.
2. Students will lead interdisciplinary groups to accomplish shared goals.

See Appendix A for a curriculum map aligning SLOs to courses in the program.

### **B. Are national instruments (i.e., examinations) available to measure individual student achievement in this field? If so, list them.**

No national instruments are available to measure individual student achievement in sustainability.

### **C. How will individual students demonstrate mastery? Describe the specific examinations and/or processes used, including any external measures. What are the consequences for students who do not demonstrate mastery?**

Mastery will be demonstrated through course assessments and degree-specific examinations. Ph.D. students will demonstrate mastery through (1) course assessments, (2) written and oral dissertation proposal defense, (3) written and oral comprehensive examinations, and (4) dissertation defense (dissertation plus oral defense). Ph.D. students will advance to candidacy following successful completion of the proposal defense and comprehensive examinations. M.S. Plan A students will demonstrate mastery through (1) course assessments, (2) written and oral proposal defense, and (3) thesis defense (thesis plus oral defense). M.S. Plan B students will demonstrate mastery through (1) course assessments and (2) written comprehensive examinations.

<sup>22</sup> Wick A, Withycombe L, Redman CL (2011) Key competencies in sustainability: A reference framework for academic program development. *Sustainability Science* 6(2):203-218.

It is expected that M.S. Plan A and Ph.D. students will also publish their research in peer-reviewed journals, but publication will occur after graduation for many students.

Students will submit an annual evaluation describing their progress towards their degree. Students who do not maintain adequate academic performance in their coursework (a cumulative grade point average of 3.0) or have poor progress in other areas of their graduate work will be reviewed by the Sustainability Graduate Committee for possible dismissal from the program. Students will receive one of four outcomes on the proposal defense and comprehensive examinations: fail with dismissal from the program, fail with option for a second attempt, conditional pass (e.g. revisions required), and unconditional pass. Students will receive one of three outcomes on the thesis and dissertation defenses: fail with dismissal from the program, conditional pass (e.g. revisions required), and unconditional pass.

**7. What instructional approaches and technologies will instructors use to teach courses in the program?**

USD has invested considerable effort in utilizing innovative education for the undergraduate Sustainability Program. We will build upon these efforts to utilize evidence-based pedagogy for sustainability education and expand them to graduate education. On USD's NSF STEP Center subaward titled "InTeGrate: Interdisciplinary Teaching about Earth for a Sustainable Future," we created a community of eleven faculty members from across the University who integrated materials about sustainability into their courses. We will continue this type of community building when we expand to include graduate degrees. Specific instructional approaches that we will use include community-based learning, team-based learning, and other learner-centered teaching practices.

**8. Did the University engage any developmental consultants to assist with the development of the curriculum? Did the University consult any professional or accrediting associations during the development of the curriculum? What were the contributions of the consultants and associations to the development of curriculum?**

We have solicited feedback from two experts in the field of graduate sustainability education: Drs. Arnim Wiek and Matt Liebman. Both Drs. Wiek and Liebman visited USD and met with USD faculty and administrators. We invited Dr. Wiek because he played an important role in designing and refining the graduate curriculum in the School of Sustainability at Arizona State University, which is the first and largest institution of higher education to award sustainability degrees. We invited Dr. Liebman because he helped design the Graduate Program in Sustainable Agriculture at ISU. We solicited feedback from him about the structure and functioning of an interdisciplinary graduate program because the USD Sustainability Program is more interdisciplinary than any existing graduate program at USD.

We also solicited feedback about the graduate Sustainability Program from USD alumni who received undergraduate and graduate degrees from USD and are involved in pioneering work in sustainability. We did this through an external Sustainability Advisory Committee whose purpose is develop a structure for the Sustainability Program to more actively and directly seek advice about the program from professionals who are working in a wide range of sustainability-related fields. The committee currently has fifteen members, nine of whom are USD alumni. The members who are USD alumni are Paul Ellingstad, Managing Partner of Public Technology



Institute (PTI) Advisors and former Partner & Program Development Director of Sustainability & Social Innovation for Hewlett Packard (HP); Aimee House Ladonski, Food Systems Volunteer Management Field Specialist for the SDSU Extension; Jessica Lantgen, Sustainability Coordinator for the City of Sioux Falls; Craig Moody, Founder and Managing Principal of Verdis Group; Wayne Nelson-Stastny, Missouri River Natural Resources Coordinator for the US Fish and Wildlife Service; Mel Ustad, Director of Commercialization, Governor's Office of Economic Development (GOED) for the State of South Dakota; Lisa Yager, Biologist for the National Park Service; and Brian Yeoman, Director of Sustainable Leadership for the National Association of Educational Procurement and City Director of Houston C40 through the Clinton Foundation.

**9. Are students enrolling in the program expected to be new to the university or redirected from other existing programs at the university? Complete the table below and explain the methodology used in developing the estimates?**

The students enrolling in the program are expected to be new to the university.

<b>Ph.D. students</b>	<b>Fiscal Years</b>			
	<b>1<sup>st</sup></b>	<b>2<sup>nd</sup></b>	<b>3<sup>rd</sup></b>	<b>4<sup>th</sup></b>
<b>Estimates</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2022</b>
Students new to the university	2	2	2	2
Students from other university programs	0	0	0	0
Continuing students	0	2	4	6
=Total students in the program (fall)	2	4	6	8
Program credit hours (major courses)	36	72	108	144
Graduates	0	0	0	2

<b>M.S. students</b>	<b>Fiscal Years</b>			
	<b>1<sup>st</sup></b>	<b>2<sup>nd</sup></b>	<b>3<sup>rd</sup></b>	<b>4<sup>th</sup></b>
<b>Estimates</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2022</b>
Students new to the university	2	5	6	6
Students from other university programs	0	0	0	0
Continuing students	0	2	5	6
=Total students in the program (fall)	2	7	11	12
Program credit hours (major courses)	36	126	198	216
Graduates	0	2	5	6

The estimates above are based on evaluating the Master's and Ph.D. programs in the Departments of Biology, Political Science, and Psychology at USD. All three of these program have approximately equal numbers of Master's and Ph.D. students. During the first 5 years of the graduate program in sustainability, we expect to have more M.S. students because our program will involve departments such as Anthropology that currently do not have graduate programs. We expect that faculty in these departments will primarily advise M.S. students initially.

**10. Is program accreditation available? If so, identify the accrediting organization and explain whether accreditation is required or optional, the resources required, and the University's plans concerning the accreditation of this program.**

No, accreditation is not available.

**11. Does the University request any exceptions to any Board policy for this program? Explain any requests for exceptions to Board Policy.**

None

**12. On-line and Off-campus Delivery.**

**A. Complete the following charts to indicate if the university seeks authorization to deliver the entire program at any off-campus location (e.g., UC Sioux Falls, Capital University Center, Black Hills State University-Rapid City, etc.) or seeks authorization to deliver the entire program through distance technology (e.g., as an on-line program)?**

	Yes	No	<i>If Yes, list location(s), including the physical address</i>	<i>Intended Start Date</i>
<b>Off-campus</b>		X		

	Yes	No	<i>If Yes, identify delivery methods</i>	<i>Intended Start Date</i>
<b>Distance Delivery</b>		X		

**B. Complete the following chart to indicate if the university seeks authorization to deliver more than 50% but less than 100% of the program through distance learning (e.g., as an on-line program)?**

	Yes/No	<i>If Yes, identify delivery methods</i>	<i>Intended Start Date</i>
<b>Distance Delivery</b>	No		Click here to enter a date.
<b>Delivery Method (if applicable)</b>			

**13. Cost, Budget, and Resources: Explain the amount and source(s) of any one-time and continuing investments in personnel, professional development, release time, time redirected from other assignments, instructional technology & software, other operations and maintenance, facilities, etc., needed to implement the proposed major. Address off-campus or distance delivery separately.**

The initiation of the M.S. and Ph.D. degrees in sustainability will be supported by the NSF EPSCoR grant. The NSF EPSCoR grant is providing the start-up expenses and salary for two

years for the two new tenure-track faculty positions. The NSF EPSCoR grant will also provide four years of funding for three Ph.D. students. If the NSF Research Traineeship grant in review is funded, that would provide funding for four years for 12 Ph.D. students in sustainability.

See Appendix B for more detailed information about the expected costs, budget, and resources.

**14. Board Policy 2:1 states: “Independent external consultants retained by the Board shall evaluate proposals for new graduate programs unless waived by the Executive Director.” Identify five potential consultants (including contact information and short 1-2 page CVs) and provide to the System Chief Academic Officer (the list of potential consultants may be provided as an appendix). In addition, provide names and contact information (phone numbers, e-mail addresses, URLs, etc.) for accrediting bodies and/or journal editors who may be able to assist the Board staff with the identification of consultants.**

Potential consultants (see Appendix C for CVs of consultants)

- Matt Liebman, Ph.D., Professor of Agronomy and H.A. Wallace Chair for Sustainable Agriculture, Iowa State University
- Arnim Wiek, Ph.D., Associate Professor and Senior Sustainability Scientist, Arizona State University
- Jon Jensen, Ph.D., Associate Professor of Philosophy and Director of Center for Sustainable Communities, Luther College
- Greta Gaard, Ph.D., Professor of English and Coordinator for the Sustainability Faculty Fellows, University of Wisconsin – River Falls
- Jason Knouft, Ph.D., Associate Professor and Interim Director of the Center for Sustainability, Saint Louis University

Sustainability journal editors

- Walter Leal Filho, Ph.D., International Journal of Sustainability in Higher Education Editor, walter.leal@ls.haw-hamburg.de, <http://cv.international-projects.eu/>
- Kazuhiko Takeuchi, Ph.D., Sustainability Science Editor-in-Chief, takeuchi@unu.edu, <https://unu.edu/experts/takeuchi-kazuhiko.html#profile>
- Clare Hintz, Ph.D., Journal of Sustainability Education Editor, editor@susted.com, <https://online.prescott.edu/online-phd-degree/sustainability-education>

**15. Is the university requesting or intending to request permission for a new fee or to attach an existing fee to the program (place an “X” in the appropriate box)? If yes, explain.**

	X
Yes	No

*Explanation: N/A*

**16. New Course Approval: New courses required to implement the new graduate program may receive approval in conjunction with program approval or receive approval separately. Please check the appropriate statement:**

☐ YES,

*the university is seeking approval of new courses related to the proposed program in conjunction with program approval. All New Course Request forms are included as Appendix C and match those described in section 5D.*

☒ NO,

*the university is not seeking approval of all new courses related to the proposed program in conjunction with program approval; the institution will submit new course approval requests separately or at a later date in accordance with Academic Affairs Guidelines.*

**17. Additional Information:**

Beginning in August 2018, USD plans to form the Department of Sustainability and Environment. This department will include existing faculty and staff (2 tenure-track faculty members, 2 instructors, and a half-time administrative assistant) in the Earth Science Program within the Department of Earth Science and Physics and the current Sustainability Program Coordinator (Meghann Jarchow). One of the two faculty members hired through the NSF EPSCoR grant will be housed in the Department of Sustainability and Environment, and the other faculty member hired through the NSF EPSCoR grant will have a partial appointment with the Department of Sustainability and Environment. Additional faculty members from the College of Arts and Sciences are expected to have joint appointments with the Department of Sustainability and Environment. The academic sustainability programs (minor, B.A., B.S., M.S., and Ph.D.) will remain highly interdisciplinary. Forming a Department of Sustainability and Environment will provide more structural support for the Sustainability Program.

As previously mentioned, a sustainability-focused NSF Research Traineeship grant proposal is in review. For that proposal, we collected letters of support from regional organizations who have expressed support for the M.S. and Ph.D. degrees in sustainability. These letters of support are included as Appendix D.

## Appendix A: Individual Student Outcomes and Program Courses

Individual Student Outcome	Program Courses that Address the Outcomes						
	SUST 710*	SUST 720*	SUST 790*	SUST 794	SUST 798*	SUST 810*	SUST 898*
Students will schematize the interrelationships among social, economic, environmental, and technical aspects of systems.	X			X			
Students will model systems across multiple spatial and temporal scales.	X						
Students will empathize with worldviews, values, and perspectives other than their own.			X				
Students will create and evaluate futures scenarios.		X				X	
Students will critically assess quantitative information using statistical, econometric, or bioinformatic methods.		X					
Students will design interventions to enhance the sustainability of systems.	X					X	
Students will participate in interdisciplinary groups to accomplish shared goals.			X	X			
Students will create new sustainability knowledge drawn from more than one discipline. (Ph.D. and M.S. Plan A only)					X		X
Students will implement interventions to enhance the sustainability of systems. (Ph.D. only)						X	
Students will lead interdisciplinary groups to accomplish shared goals. (Ph.D. only)			X			X	

\*Indicates required courses.

**Appendix B: Expected Cost, Budget, and Resources****1. Assumptions***Headcount & hours from proposal*

Fall headcount (see table in proposal)

Program FY cr hrs, On-Campus

Program FY cr hrs, Off-Campus

Faculty, Regular FTE

Faculty Salary &amp; Benefits, average

Faculty, Adjunct - number of courses

Faculty, Adjunct - per course

Other FTE

Other Salary &amp; Benefits, average

Graduate Assistants (GA)

GA Salary &amp; Benefits, average

	1st FY19	2nd FY20	3rd FY21	4th FY22
Fall headcount (see table in proposal)	4	11	17	20
Program FY cr hrs, On-Campus	72	198	306	360
Program FY cr hrs, Off-Campus	0	0	0	0
Faculty, Regular FTE	0.50	0.50	0.83	1.33
Faculty Salary & Benefits, average	\$92,000	\$94,760	\$95,514	\$101,790
Faculty, Adjunct - number of courses	0	0	0	0
Faculty, Adjunct - per course	\$1,000	\$1,000	\$1,000	\$1,000
Other FTE	0.00	0.00	0.00	0.00
Other Salary & Benefits, average	\$0	\$0	\$0	\$0
Graduate Assistants (GA)	4	5	6	7
GA Salary & Benefits, average	\$19,000	\$18,000	\$17,250	\$16,500

**2. Budget***Salary & Benefits*

Faculty, Regular	\$46,000	\$47,380	\$79,277	\$135,381
Faculty, Adjunct (rate x number of courses)	\$0	\$0	\$0	\$0
Other FTE	\$0	\$0	\$0	\$0
Graduate Assistants	<u>\$76,000</u>	<u>\$90,000</u>	<u>\$103,500</u>	<u>\$115,500</u>
S&B Subtotal	\$122,000	\$137,380	\$182,777	\$250,881

*Operating Expenses*

No additional OE expenses are expected	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$122,000</b>	<b>\$137,380</b>	<b>\$182,777</b>	<b>\$250,881</b>

**3. Program Resources**

Off-campus support tuition/hr, net of HEF	GR	\$391.21	\$391.21	\$391.21	\$391.21
Off-campus tuition revenue		\$0	\$0	\$0	\$0
On-campus support tuition/hr, net of HEFF*	GR	\$460.00	\$460.00	\$460.00	\$460.00
On-campus tuition revenue		\$33,120	\$91,080	\$140,760	\$165,600

*\*Tuition was calculated assuming that 50% of the students would be SD residents and 50% would not.*

Program fee, per cr hr (if any)	\$0.00	\$0	\$0	\$0	\$0
Delivery fee, per cr hr (if any)	\$0.00	\$0	\$0	\$0	\$0
University redirections		\$0	\$0	\$0	\$0
Community/Employers		\$0	\$0	\$0	\$0
Grants/Donations/Other		\$66,000	\$66,000	\$97,520	\$150,486
<b>Total Resources</b>		<b>\$99,120</b>	<b>\$157,080</b>	<b>\$238,280</b>	<b>\$316,086</b>

**Resources Over (Under) Budget** (\$22,880) **\$19,700** **\$55,503** **\$65,205**

**Explain faculty used to develop the average salary & fiscal year salaries used.**

The FY19 and FY20 faculty salaries include a total of 0.5 FTE through a combination of Meghann Jarchow, Mark Sweeney, and Brennan Jordan's appointments (existing faculty). The FY21 salaries include 0.5 FTE of existing faculty plus 0.33 FTE of the ecological modeler (the first of the faculty members hired using NSF EPSCoR funds). The FY22 salaries include 0.5 FTE of existing faculty, 0.33 FTE of the ecological modeler's appointment, and 0.5 FTE of the appointment of the ecological economist (the second of the faculty members hired using the NSF EPSCoR funds).

**Explain graduate assistant salary & benefits.**

We expect all Ph.D. students will be funded on graduate assistant (GA) positions, and M.S. students will be funded through GA positions on a competitive basis as positions are available. The positions will be a mix of research assistant (RA), teaching assistant (TA), and other GA positions. The salaries of the GA positions will vary depending on the source of funding used (e.g. RA positions may have higher funding rates than other GA positions). RA positions will be funded through grants. From FY19-FY22, 3 Ph.D. students will be funded on RA positions through the NSF EPSCoR grant. At least 1 TA position through the Biology Department will be funded annually. Additional GA and TA positions will be available through the Department of Sustainability and Environment. For example, there is currently one GA position being used to help coordinate the NSF REU program. TA positions are expected to be created through current, introductory Earth Science courses, and a new, laboratory-based natural science general education sustainability course is being developed to be launched in Fall 2018. We anticipate that graduate students will teach the laboratories for this course.

**Summarize resources available to support the new program.**

The graduate Sustainability Program will receive financial support through external grant funding. As previously described, the Sustainability Proposal has currently received more than \$2.2 million in federal programmatic grants and has an additional \$4 million pending in federal programmatic grants. We expect to continue to seek these resources.

During the four years of the program shown above, the NSF EPSCoR grant will provide \$66,000 per year in RA positions. In years 3 and 4 of the program, the NSF EPSCoR grant will fund the salaries of the ecological modeler and the ecological economist. Not included in the budget above is revenue produced through tuition for courses/laboratories taught by TAs or the indirect costs received from the NSF EPSCoR grant (~\$540,000).

**Appendix C: CVs of Potential External Consultants****MATT LIEBMAN**

Professor and Henry A. Wallace Chair for Sustainable Agriculture  
 Department of Agronomy  
 Iowa State University, Ames, IA 50011  
 E-mail: mliebman@iastate.edu; Phone: (515) 294-7486

**PROFESSIONAL PREPARATION**

Harvard University	Biological Sciences	A.B. 1978
University of California - Berkeley	Botany	Ph.D. 1986

**APPOINTMENTS**

2007-present	Henry A. Wallace Chair for Sustainable Agriculture, Iowa State University
1998-present	Associate Professor & Professor, Iowa State University
1987-1998	Assistant Professor & Associate Professor, University of Maine

**RECENT PUBLICATIONS**

- Hunt NA, Hill JD, Liebman M (2017) Reducing freshwater toxicity while maintaining weed control, profits, and productivity: Effects of increased crop rotation diversity and reduced herbicide usage. *Environmental Science & Technology* 51(3): 1707-1717.
- Lazicki PA, Liebman M, Wander MM (2016) Root parameters show how management alters resource distribution and soil quality in conventional and low-input cropping systems in Central Iowa. *PLoS One* 11(10): e0164209.
- Martinez-Feria RA, Dietzel R, Liebman M, Helmers MJ, Archontoulis SV (2016) Rye cover crop effects on maize: A system-level analysis. *Field Crop Research* 196: 145-159.
- Liebman M, Baraibar B, Buckley Y, Childs D, Christensen S, Cousens R, et al. (2016) Ecologically sustainable weed management: How do we get from proof-of-concept to adoption? *Ecological Applications* 26(5): 1352-1369.
- Dietzel R, Liebman M, Ewing R, Helmers M, Horton R, Jarchow M, Archontoulis S (2016) How efficiently do corn- and soybean-based cropping systems use water? A systems modeling analysis. *Global Change Biology* 22(2): 666-681.
- Osterholz WR, Rinot O, Liebman M, Castellano MJ (2016) Can mineralization of soil organic nitrogen meet maize nitrogen demand? *Plant and Soil* DOI: 10.1007/s11104-016-3137-1
- Van der Laar R, Owen MDK, Liebman M, Leon RG (2015) Postdispersal weed seed predation and invertebrate activity density in three tillage regimes. *Weed Science* 63(4): 828-838.
- Liebman M, Schulte LA (2015) Enhancing agroecosystem performance and resilience through increased diversification of landscapes and cropping systems. *Elementa* 3: 41.
- Liebman M (2015) Diversified cropping can balance productivity, profitability, and environmental health. *Resource Magazine* 22(3): 20-21.
- Daigh ALM, Zhou X, Helmers MJ, Pederson CH, Horton R, Jarchow M, Liebman M (2015) Subsurface drainage nitrate and total reactive phosphorus losses in bioenergy-based prairies and corn systems. *Journal of Environmental Quality* 44(5): 1638-1646.



## ARNIM WIEK

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 School of Sustainability  
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### PROFESSIONAL PREPARATION

Free University Berlin	Philosophy	M.A. 1978
University of Jena	Environmental Sciences	M.S. 2002
Swiss Federal Institute of Technology	Environmental Sciences	Ph.D. 2005

### APPOINTMENTS

2013-present Associate Professor, Arizona State University  
 2008-2013 Assistant Professor, Arizona State University  
 2001-2007 Lecturer, ETH Zurich

### RECENT PUBLICATIONS

- Foley, R. W., A. D. Wiek, B. Kay and R. Rushforth. 2016. Ideal and reality of multi-stakeholder collaboration on sustainability problems: a case study on a large-scale industrial contamination in Phoenix, Arizona. *Sustainability Science* 1-14.
- Kuzdas, C., B. P. Warner, A. D. Wiek, R. Vignola, M. Yglesias and D. L. Childers. 2016. Sustainability assessment of water governance alternatives-The case of Guanacaste, Costa Rica. *Sustainability Science* 11(2):231-247. DOI: 10.1007/s11625-015-0324-6.
- Wiek, A. D., R. W. Foley, D. H. Guston and M. J. Bernstein. 2016. Broken promises and breaking ground for responsible innovation -- intervention research to transform business-as-usual in nanotechnology innovation. *Technology Analysis & Strategic Management* 28(6):639-650. DOI: 10.1080/09537325.2015.1129399.
- Withycombe Keeler, L., A. D. Wiek, D. J. Lang, M. Yokohari, J. van Breda, L. Olsson, B. Ness, J. Morato, J. Segalas, P. Martens, L. A. Bojorquez-Tapia and J. Evans. 2016. Utilizing international networks for accelerating research and learning in transformational sustainability science. *Sustainability Science* 11(5):749-762. DOI: 10.1007/s11625-016-0364-6.
- Cohen, M., A. D. Wiek, B. Kay and J. Harlow. 2015. Aligning public participation to stakeholders' sustainability literacy -- a case study on sustainable urban development in Phoenix, Arizona. *Sustainability* 7(7):8709-8728. DOI: 10.3390/su7078709.
- John, B., L. Withycombe Keeler, A. D. Wiek and D. J. Lang. 2015. How much sustainability substance is in urban visions? An analysis of visioning projects in urban planning. *Cities* 48(Nov):86-98. DOI: 10.1016/j.cities.2015.06.001.
- Kuzdas, C., A. D. Wiek, B. P. Warner, R. Vignola and R. Morataya. 2015. Integrated and participatory analysis of water governance regimes: The case of the Costa Rican dry tropics. *World Development* (66):254-268.
- Kuzdas, C. and A. D. Wiek. 2014. Governance scenarios for addressing water conflicts and climate change impacts. *Environmental Science & Policy* (42):181-196.

**JON JENSEN**

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 Department of Philosophy  
 Luther College, Decorah, IA 52101  
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**PROFESSIONAL PREPARATION**

Luther College	Philosophy and Political Science	B.A. 1989
University of Colorado – Boulder	Philosophy	M.A. 1999
University of Colorado – Boulder	Philosophy	Ph.D. 2000

**APPOINTMENTS**

2017-present Full Professor, Luther College  
 2002-2017 Associate Professor, Luther College

**RECENT PUBLICATIONS**

"Educating for Ignorance," The Upside of Ignorance: Prospecting for a New World View, Bill Vitek and Wes Jackson, eds., forthcoming University of Kentucky Press.

"Cutting Nature at the Seams: Beyond Species Boundaries in a World of Diversity," Boundary Explorations in Ecological Theory and Practice, Charles Brown, ed., SUNY Press, 2006.

"Naming What We Eat," The Cresset, Spring 2005.

Questions That Matter: An Invitation to Philosophy, 5th edition, with Ed. L. Miller, McGraw-Hill (2004).

## GRETA GAARD

Professor and Coordinator for the Sustainability Faculty Fellows  
 Department of English  
 University of Wisconsin-River Falls, River Falls, WI 54022  
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### PROFESSIONAL PREPARATION

Pepperdine University  
 Claremont Graduate School  
 University of Minnesota-Twin Cities

B.A.  
 M.A.  
 Ph.D.

### APPOINTMENTS

2002-present Professor, University of Wisconsin-River Falls  
 1997-2002 Associate Professor, Western Washington University  
 1989-1997 Associate Professor, University of Minnesota-Duluth

### RECENT PUBLICATIONS

- "Ecofeminism and Climate Change." *Women's Studies International Forum* 19, 20-33.
- "Indigenous Women, Feminism, and the Environmental Humanities." *Resilience: A Journal of the Environmental Humanities*, 1:3 (Fall).
- "What's the Story? Competing Narratives of Climate Change and Climate Justice." *Forum for World Literature Studies* 6:2, 272-291 (Tsinghua University, China).
- "Animals in Space: An Ecofeminist Perspective on Chimponauts, Laika, and Biosphere II." *Feminismo/s* 22:*Ecofeminismo/s: mujeres y naturaleza*, 113-145.
- "Toward a Postcolonial Feminist Milk Studies." *American Quarterly: Special Issue on Race, Gender, Species* 65:3, 595-618.
- "Literary Milk: Breastfeeding Across Race, Class, and Species in Contemporary U.S. Fiction," *Journal of Ecocriticism* 5(1), 1-18.
- "Beyond Gary Snyder: Buddhism's Influence on U.S. Environmental Literature." *Revista Canaria de Estudios Ingleses / Journal of the Canary Islands* 64,:61-78.
- "Feminist Animal Studies in the U.S.: Bodies Matter." *DEP - Deportate, Esuli e Profughe*. 20, 14-21.
- "'Ecofeminism' Revisited: Rejecting Essentialism and Re-Placing Species in a Material Feminist Environmentalism." *Feminist Formations* 23:2, 26-53.
- "New Directions for Ecofeminism: Toward a More Feminist Ecocriticism." *ISLE:Interdisciplinary Studies in Literature and the Environment* 17:4, 1-23.
- Reprinted in Chinese for *The Journal of Jiangsu University (Jiangsu daxue xuebao)*, Vol. 3,2011, pp.33-40.
- "Reproductive Technology, or Reproductive Justice? An Ecofeminist, Environmental Justice Perspective on the Rhetoric of Choice." *Ethics & the Environment* 15:2, 103-129

## JASON KNOUFT

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 Department of Biology  
 Saint Louis University, St. Louis, MO 50011  
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### PROFESSIONAL PREPARATION

Drexel University	Biology	M.S. 1996
Univeristy of Illinois at Urbana-Champaign	Biology	Ph.D. 2001

### APPOINTMENTS

2012-present Associate Professor, Saint Louis University  
 2011-present Associate Director of Center for Environmental Sciences, Saint Louis University  
 2004-2006 Assistant Professor, University of Colorado-Boulder

### RECENT PUBLICATIONS

- Michel, M. J., Chevin, L-M., and Knouft, J. H. 2014. Evolution of phenotype-environment associations by genetic responses to selection and phenotypic plasticity in a temporally autocorrelated environment. *Evolution* 68:1374-1384.
- Michel, M. J. and Knouft, J. H. 2014. Spatial structure and the temporal transferability of trait-environment relationships. *Landscape Ecology* 29:467-477.
- Chien, H., Yeh, P. J., and Knouft J. H. 2013. Modeling the potential impacts of climate change on streamflow in agricultural watersheds of the Midwestern United States. *Journal of Hydrology* 491:73-88.
- Chu, M. L., Knouft, J. H., Ghulam, A., Pan, Z., and Guzman, J. 2013. Impacts of urbanization on river flow frequency: A controlled experimental modeling-based evaluation approach. *Journal of Hydrology* 495:1-12.
- Niu, S. Q., Franczyk, M., and Knouft, J. H. 2012. Regional species richness, hydrological characteristics and the local species richness of assemblages of North American stream fishes. *Freshwater Biology* 57:2367-2377.
- Michel, M. J. and Knouft J. H. 2012. Niche variability and its consequences for species distribution modeling. *PLoS ONE* 7:e44932.
- Knouft, J. H. and Page, L. M. 2011. Climate, elevation, stream channel diversity, and geographic clines in species richness of North American freshwater fishes. *Journal of Biogeography* 38:2259-2269.
- Knouft, J. H., Caruso, N. M., Dupre, P. J., Anderson, K. A., Trumbo, D. R., and Puccinelli, J. 2011. Using fine-scale GIS data to assess the relationship between intra-annual environmental niche variability and population density in a local stream fish assemblage. *Methods in Ecology and Evolution* 2:303-311.
- Mitchell, A. L. and Knouft, J. H. 2009. Non-native fishes and native species diversity in freshwater fish assemblages across the United States. *Biological Invasions* 11:1441-1450.

**Appendix D: Letters of Support from the NSF Research Traineeship Grant Proposal**

See below.

January 18, 2017

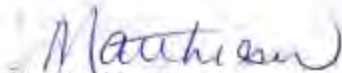
Dear NRT Selection Panel,

I am writing on behalf of Raven Industries to support the proposal "Graduate Training to Promote Sustainable Food, Energy, and Water Systems" being submitted by the Sustainability Program at the University of South Dakota (USD). Sustainability is a rapidly growing field, and we are pleased to support the training of students in this graduate sustainability program.

Raven Industries is an international company that was founded, and still has, its corporate headquarters in Sioux Falls, SD. We are focused on finding solutions to the grand challenges of feeding a growing population, protecting our natural resources, and protecting and connecting the world. In order to address these challenges, we conduct research and develop products related to precision agriculture, high-performance engineered films, and situational surveillance and communication. Through all of our work, we value and practice sustainability. We believe that sustainability represents great potential and a mandate that goes well beyond environmental stewardship. It is about our approach to long-term growth.

As part of our commitment to sustainability, we are eager to help train future leaders in sustainable food production, energy efficiency, and protection of natural resources. We have a long history of providing professional mentorship to students, including students from USD's Sustainability Program, through internships, and we are willing to continue these efforts. If the Sustainability Program's National Science Foundation Research Traineeship (NRT) grant proposal is funded, we are willing to provide training to students in the program as their expertise or research interests align with our work. We see potential opportunities for internships or research through our research and development departments, or in any of our operational divisions.

Sincerely,



Jan Matthiesen

Vice President of Human Resources



205 E 6th Street, Sioux Falls, SD 57104  
[www.ravenind.com](http://www.ravenind.com)



Administration  
224 West North Street  
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Sioux Falls, SD 57117-7402  
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Engineering/Real Estate  
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Environmental  
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Fleet Management  
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GIS  
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Landfill  
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Light  
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Sioux Falls, SD 57117-7402  
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Street  
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P.O. Box 7402  
Sioux Falls, SD 57117-7402  
T: 605-367-8255 F: 367-8200

Utility Billing  
1201 North Western Avenue  
P.O. Box 7401  
Sioux Falls, SD 57117-7401  
T: 605-367-8131 F: 367-7341

Water Maintenance  
668 West Algonquin Street  
P.O. Box 7402  
Sioux Falls, SD 57117-7402  
T: 605-367-8810 F: 367-7883

Water Purification  
2100 North Minnesota Avenue  
P.O. Box 7402  
Sioux Falls, SD 57117-7402  
T: 605-373-6940 F: 373-6941

Water Reclamation  
4500 North Sycamore Avenue  
Sioux Falls, SD 57104-9612  
T: 605-367-8188 F: 367-8484

January 27, 2017

Dear NSF Research Traineeship Committee:

Subject: NSF Research Traineeship (NRT)

I am writing to express my support for the NSF Research Traineeship (NRT) proposal titled "Graduate Training to Promote Sustainable Food, Energy, and Water Systems" that is being submitted by the University of South Dakota's Sustainability Program. Having graduate students trained in sustainability will be an asset to the City of Sioux Falls.

The City of Sioux Falls is committed to working towards a more sustainable community; we are one of two cities in South Dakota to have an Office of Sustainability. Our Office of Sustainability works on a range of sustainability issues with direct connections to food, energy, and water systems. For example, the Big Sioux River runs through Sioux Falls, and our office is actively working on public education campaigns to reduce pollution into the river. Our office is also actively involved in student training. We have offered an undergraduate internship in sustainability for the past two summers.

The opportunities for additional collaboration provided by the NRT would be an asset to the City of Sioux Falls, USD's Sustainability Program, and the NRT students. We are able to provide students with the valuable experience of working in local governance. We are willing to provide training, either through internship or collaborative research projects, to students in the NRT program if the student interest and expertise aligns with our project needs.

Thank you for considering this important proposal.

Sincerely,

Jessica Lantgen  
Sustainability Coordinator





The Nature Conservancy in South Dakota  
1830 Eberlein Dr.  
Brookings, South Dakota 57006

tel. [605] 692-8626  
[natureconservancy.org/southdakota](http://natureconservancy.org/southdakota)

January 18, 2017

Dear NSF Selection Panel,

The Nature Conservancy (TNC) is the world's largest conservation organization working in over 69 countries around the world and in all 50 states in the U.S. The mission of The Nature Conservancy is to conserve the lands and waters on which all life depends, and the focus of our work is to help solve the largest issues facing nature and people around the world. Therefore, sustainability is a common theme across many of our conservation programs.

TNC is excited about the graduate program in Sustainability that is developing at the University of South Dakota (USD). We look forward to working with graduate students in the program both academically and through professional development internships. For example, TNC would love to host internships for USD sustainability graduate students working across all aspects of sustainability, including but not limited to ecology, water quality and social sciences. All of these fields are extremely relevant to our local work in South Dakota, North Dakota and Minnesota, and we would welcome the chance to involve students. We anticipate the USD Sustainability Program will be mutually beneficial to the students and the progress of our work. If the program is successful, we would be interested in exploring ways to make the internship program itself sustainable long-term.

To summarize, TNC is fully supportive of the Sustainability Program and willing to engage students in professional development internships. If you have any questions, please feel free to contact me at 605-692-8626 or [mahlering@tnc.org](mailto:mahlering@tnc.org).

Sincerely,

Marissa Ahlering, Ph.D.  
Lead Prairie Ecologist, The Nature Conservancy





United States Department of the Interior  
U.S. Geological Survey

Columbia Environmental Research Center  
Field Research Station  
31247 436th Avenue  
Yankton, SD 57078-6364  
Commercial No: 605-665-9217 FAX No: 605-665-9335

January 23, 2017

Dear NRT Committee:

I am writing this letter to express my support of NRT-INFIEWS grant proposal for the continued development of the Ph.D. program in Sustainability at the University of South Dakota (USD), Vermillion, SD. As Station Leader of the USGS Yankton Field Research Station (FRS), I welcome the opportunity to interact with graduate students working toward a degree in Sustainability. The Yankton FRS has had several collaborative projects with faculty members in the Biology Department at USD and routinely hires graduate and undergraduate students to assist in the research projects. Since 2013, a total of eight students have been hired to assist in several diverse research projects investigating dispersal behaviors of early life stages of pallid sturgeon and shovelnose sturgeon, water quality conditions in the lower Niobrara River, NE, and the toxicity of newly formulated fire control chemicals on rainbow trout. The students actively participate in conducting these studies and gain research experience in several disciplines (including fisheries, aquatic biology, and water chemistry) outside of academia.

The Yankton FRS looks forward to assisting in the development of graduate students seeking a degree in Sustainability by providing diverse learning opportunities in our research laboratory as an intern or research assistant. The students will also be afforded opportunities to make contacts with other USGS research facilities. Additional collaboration may involve students conducting their thesis research at our laboratory as part of a USGS research project.

The opportunities for further collaboration and resource sharing between the USGS and USD provided by the NRT- INFIEWS grant will benefit both USD graduate students and our research scientists and technical staff. This grant will recruit and support Ph.D. students and provide opportunities to leverage the expertise and resources at the USGS Yankton FRS, to broaden their educational experience in team-based settings and scientific training in interdisciplinary research.

I feel that this grant will benefit both the students and the Yankton FRS. If you have any questions, please do not hesitate to contact me.

Sincerely,

Kevin J. Buhl  
Research Fish Biologist/Station Leader  
kevin\_buhl@usgs.gov

Page 1 of 1



1516 Cumling Street  
Omaha, NE 68102  
402-681-9458  
craig@verdisgroup.com  
verdisgroup.com

January 13, 2017

Dear NSF Panel,

I am writing to support the University of South Dakota (USD) Sustainability Program's proposal titled "Graduate training to promote sustainable food, energy, and water systems" for the National Science Foundation Research Traineeship (NRT) program. As a USD alumnus and founder of a sustainability consulting firm, I am excited to see such rapid growth in USD's Sustainability Program. Sustainability is a critical field of study, and there is a need for more sustainability-trained professionals to help implement sustainability in our communities across the United States.

I serve on the Sustainability Program's Sustainability Advisory Committee, which is composed of professionals from a range of sustainability fields. One recurring theme in our meetings is the importance of providing students with professional skills training. As a potential employer of students with graduate degrees in sustainability, I expect my employees to come to the position prepared to work in a professional environment including having strong written and verbal communication skills and the tenacity and work ethic to get projects done. I am glad to see that this NRT proposal includes multiple components that will train sustainability graduate students to be strong sustainability professionals, such as the certification in interpersonal skills and coursework focused on innovation and systems- and futures-thinking.

In addition to these components that will be offered through USD, I am pleased to see that students participating in this NRT program will be required to have a partnership with an entity outside of academia. Verdis Group is prepared to support this project by mentoring students through internships or other collaborative research projects where there is alignment with the students' interests and expertise and our needs. Verdis Group is currently working with USD and mentored Dr. Jarchow's students in the Sustainability Capstone (SUST 489) course. We are willing to continue this partnership.

Thank you for considering the Sustainability Program's proposal.

Sincerely,

Craig Moody, Managing Principal



P. O Box 2341, Sioux Falls, SD 57101

605-370-8575

[friendsofthebigsiouxriver@gmail.com](mailto:friendsofthebigsiouxriver@gmail.com)  
<http://www.friendsofthebigsiouxriver.org>

February 2, 2017

Re: University of South Dakota (USD) Sustainability Graduate Program

Dear National Science Foundation Grant Board:

I am writing on behalf of the Friends of the Big Sioux River (FBSR) to support the University of South Dakota Sustainability Program's proposal "Graduate training to promote sustainable food, energy, and water systems" for the National Science Foundation Research Traineeship (NRT) program.

The FBSR was established in 2015 with the goal of making the Big Sioux River swimmable by 2025. Most of the Big Sioux River, a tributary of the Missouri River, is classified as impaired by the US Environmental Protection Agency due to high nutrient concentrations, low dissolved oxygen, high total suspended solids, and high bacterial concentrations. The primary sources of impairment of the river are agricultural production (row crops and animal agriculture), industrial wastes, and urbanization. The FBSR partners with governmental agencies (e.g. City of Sioux Falls, USDA Natural Resources Conservation Service, South Dakota Department of Agriculture), agricultural commodity groups, and local businesses to implement changes to reduce pollution into the Big Sioux River. The work of the FBSR is primarily in public education and outreach, but we also partner with organizations, such as the City of Sioux Falls, to monitor water quality in the Big Sioux River.

Should this proposal be funded, the FBSR would be willing to partner with the Sustainability Program to provide students with the opportunity to work with our non-profit conservation organization to conduct research or do public education and outreach related to improving the quality of the Big Sioux River if there is alignment between the student's interests and our current needs.

Regards,

Dana Loseke  
 Chairperson  
 Friends of the Big Sioux River





February 2, 2017

Dear NRT Committee:

I am the Operations Manager for the Lewis & Clark Regional Water System. I am writing this letter in support of the NRT-INFEWS grant proposal submitted by the University of South Dakota for development of their Ph.D. program in Sustainability.

As a major supplier of drinking water for multiple communities in three states – South Dakota, Iowa, Minnesota – we are committed to the sustainable stewardship of fresh water and support the goals of the NRT-INFEWS grant. In particular, because our source of water ultimately is the Missouri River, we have a clear stake in maintaining water quality in the Missouri River basin through sustainable management of the Missouri River Basin food, water, and energy systems.

Our wellfield is located next to the Missouri River and our Treatment Plant is located two miles north of the University of South Dakota, where we began operations in 2012. We are excited to establish this working relationship with USD and the Sustainability Program, and look forward to collaborating with graduate students interested in water quality monitoring, project management, sustainable water supply, or other topics of mutual interest to Lewis & Clark and USD.

Sincerely,

Jim Auen  
Operations Manager  
Office: 605-624-8700  
Email: [jauen@lcrws.org](mailto:jauen@lcrws.org)



## United States Department of the Interior

National Park Service  
Missouri National Recreational River  
508 East 2<sup>nd</sup> Street  
Yankton, SD 57078



January 9, 2017

Dear Committee,

I write on behalf of Missouri National Recreational River (MNRR) to express our support for the proposed project "Graduate training to promote sustainable food, energy, and water systems" proposed by the University of South Dakota (USD) for the National Science Foundation (NSF) Research Traineeship program.

The focus of this NSF Research Traineeship will be on training sustainability Ph.D. students in interdisciplinary research focused on the interactions of food, energy, and water systems within the Missouri River Basin. MNRR preserves and protects 98 miles of Missouri River in close geographic proximity to USD. MNRR holds a dual designation as a unit of the National Park Service and the Wild and Scenic Rivers System and offers endless research and training opportunities (water quality, ecology, chemistry, earth science) for graduate students in the field of sustainability.

Should this proposal be funded, Missouri National Recreational River personnel are willing to support this project with our active participation, including potential internships, mentorships, and collaborative research projects within the authorized boundary of the MNRR. Dr. Wesner, Dr. Swanson, and Dr. Jarchow are well qualified and have the necessary experience and ability to successfully complete this work. All have partnered with Missouri National Recreational River in past and have developed productive working relationships with park personnel.

Thank you for considering this important proposal.

Sincerely,

Richard A. Clark  
Superintendent

## **Review Report**

### **Graduate Programs in Sustainability at the University of South Dakota**

**November 2017**

Arnim Wiek, PhD  
Associate Professor, School of Sustainability  
Arizona State University  
Tempe, AZ

Jon Jensen, PhD  
Director, Center for Sustainable Communities  
Professor of Environmental Studies and Philosophy  
Luther College  
Decorah, IA

## **I. Introduction**

The review team visited the campus of the University of South Dakota in October 2017 and reviewed written materials before and after the visit. Overall, we were impressed with the proposed graduate programs and the faculty we met with. We also recognized strong institutional support from different levels of leadership. We recommend approval of the graduate programs subject to addressing some concerns and following suggestions for how to enhance the programs and ensure sufficient resources for high quality, interdisciplinary programs. Mainly, we are concerned that the University of South Dakota ensures sufficient faculty resources in sustainability to provide a core of dedicated faculty with sustainability expertise and also takes steps to ensure true interdisciplinarity in research projects and core courses. This report includes responses to the specific questions in our charge, but focuses on a set of recommendations designed to help the University of South Dakota realize the potential that the graduate programs in sustainability hold to serve the people of South Dakota and beyond. Assuming faculty and administrators at the University of South Dakota are able to adequately respond to these suggestions, we recommend approval of the new graduate programs in sustainability without reservation.

## **II. Curriculum**

Charge Questions:

1. Does the proposed program meet or exceed current national standards and expectations for the discipline?
2. Does the proposed program meet accreditation requirements where applicable?
3. Will the proposed program provide students with sound preparation for their careers and serve them well as they seek employment?

#### 4. What changes, if any, do you recommend?

We were generally impressed with the proposed curriculum for these new graduate degrees. It is difficult to fully evaluate all the details of the proposed curriculum since it includes courses that have not yet been developed. This is normal and expected but it does highlight the need for a clear process for reviewing new course materials as they are developed and ensuring that all new course materials are consistent with the program learning outcomes, i.e., five key competencies in sustainability. Since there are only few similar graduate programs across the country, no national standards or expectations exist (yet). The curriculum is, however, in line with best practices in this emerging field and informed by relevant scholarly work. Similarly, no accreditation standards currently exist for the field of sustainability science (the *National Council for Science and the Environment* currently facilitates a collaborative effort across numerous universities with sustainability programs to draft such standards). The proposed curriculum is very well designed to provide graduates with the skills and experiences necessary to find employment and be successful in this field. As outlined below, we recommend that program staff work to regularly connect with sustainability professionals to build connections that will both help graduates be prepared for a rapidly changing field and also keep the curriculum responsive to the needs of graduates.

Specific recommendations are provided in the summary section below.

### III. Faculty

#### Charge Questions:

1. Will the current and planned faculty be sufficient to offer a strong program?
2. Does the program require additional expertise to implement the program at a high level of quality?
3. Will the teaching, research, service expectations, and related resources be competitive when recruiting new faculty to staff the proposed program?

We were impressed by the passion and commitment exhibited by all members of the faculty with whom we met. In particular, Dr. Meghann Jarchow, the director of the undergraduate program in sustainability is a rising star in this field of sustainability science who has shown great leadership with the program to date. We did, however, note both the relative lack of faculty with expertise in sustainability and the relatively small number of disciplines represented by the faculty we met with. For the graduate programs to be successful, the University of South Dakota will need to diversify the group of faculty involved and also to ensure a core of individual faculty with specific training and expertise in the field of sustainability science. As outlined below, one of our most important recommendations is that the University of South Dakota needs to be strategic with the two new NSF-funded faculty positions connected to this proposal. These individuals will be part of a small and extremely important core group of faculty for these programs. They must have significant expertise in the field of sustainability science in order to ensure the success of the programs. Beyond this core group of sustainability experts, the

University of South Dakota should work to broaden the range of faculty affiliated with the programs. We suggest building connections beyond arts and sciences and specifically recommend outreach to the school of business, the law school, and the medical school.

Specific recommendations are provided in the summary section below.

#### **IV. Services**

Charge Question:

1. Are library resources and other services sufficient to support a high-quality program?

We did not directly evaluate the University of South Dakota's library and its collection of materials relevant to sustainability. Given the electronic nature of most resources we did not see this as a limiting factor to the success of the graduate programs in sustainability.

Additional resource needs are addressed in our recommendations below.

#### **V. Other Issues**

Charge Question:

1. Are there other issues (e.g., student recruiting, program management, support staff, etc.) that should be given attention?

Ensuring the success of the programs will be dependent upon the ability to recruit and retain high-quality graduate students on an ongoing basis. This recruiting will be extremely difficult without sufficient assistantships to provide some financial support, especially for PhD students. The University of South Dakota will also need to actively market the programs in its early years. The University of South Dakota is not immediately associated with sustainability and thus brand development will be essential.

We address these issues in our recommendations below.

#### **VI. Summary Recommendation**

Charge Questions:

1. What do you see as the strengths and weaknesses of the proposed program?
2. What broader recommendations do you have for the university and the Board of Regents?

Strengths and weaknesses of the proposed graduate programs in sustainability have been addressed above. We focus here on recommendations for enhancing the new graduate programs in sustainability and ensuring that they meet and exceed expectations within the field of sustainability science. The recommendations are structured into four domains: curriculum, advising, governance, resources and infrastructure.



## Curriculum

1. While not proposing any significant changes to the graduate curriculum, we recommend that faculty highlight and address the following aspects in the respective core courses:
  - SUST 710 “Sustainability & Complexity”: Not only address complexity of socio-ecological-technical systems and problems, but also build students capacity in analyzing complex *sustainability solutions and transition strategies*. The conventional problem-centric approach needs to be revised in favor of a problem-driven and solution-oriented approach. Studying solutions with respect to complexity and effectiveness will allow students to obtain critical skills in developing, assessing, and refining sustainability-oriented solutions and transition strategies.
  - SUST 720 “Research for Sustainability”: Explicitly address methodologies and methods of *solution-oriented transdisciplinary sustainability research*, including methods for creating and crafting sustainability visions as well as building evidence-supported sustainability action plans. Important reference paradigms can be found in recent sustainability science literature as well as intervention and evaluation research. These paradigms allow for creating actionable knowledge that, if implemented, will lead to positive changes towards sustainability. Training students in conducting solution-oriented transdisciplinary sustainability research will allow graduates not only to observe and understand sustainability issues, but actively work towards positive sustainability changes in the world.
  - SUST 720 “Innovating for Change”: Explicitly address transformative innovation in business and economy. Incremental approaches to pursuing sustainability in the private sector, such as corporate social responsibility, supply-chain management, and life-cycle assessment, have proven to be insufficient to deliver change at the pace and scale necessary to avoid significant negative environmental and social impacts. Therefore, we recommend approaching the issue of innovation for sustainability through the lens of social enterprises, benefit corporations, co-operatives, citizen foundations, impact investments, local living economies, local currencies, sharing economies, and other transformative forms of sustainable enterprises and economies.
2. Continue to utilize and evaluate key competencies as new courses are developed and ensure that an ongoing process of curriculum review is in place that utilizes campus conversation based on these competencies.
3. Ensure that new courses and the overall curriculum are rigorous and align with best practices in sustainability science. Consult with outside experts as syllabi and materials are developed for the new graduate courses and utilize sustainability professionals and scholars in the seminar (SUST 790).
4. Ensure that all courses within the programs are informed by key competencies and vetted by External Advisory Board. Ensure that new courses, e.g., the innovation course, are broadly conceptualized to ensure the interdisciplinarity of the curriculum
5. Explore opportunities to utilize the University of South Dakota’s campus as a living laboratory for sustainability students. For example, students might do analyses of opportunities for the University

of South Dakota's facilities to improve energy efficiency and/or develop renewable energy technologies as a way to simultaneously control costs and reduce fossil fuel usage.

6. Utilize alumni and community connections to enhance faculty and student exposure to sustainability related careers. Develop a speaker series and enhanced community connections to deepen knowledge of opportunities for the University of South Dakota's graduates in sustainability.

### **Advising**

7. Intentionally develop research projects in sustainability that are interdisciplinary and distinct from discipline-based research by affiliated faculty. Successful graduate programs will utilize the strengths and expertise of existing faculty in a wide variety of disciplines while also developing a distinct niche with interdisciplinary, solution-oriented research specifically in sustainability.
8. Compose thesis supervisory committees with faculty from different departments as one way to ensure interdisciplinarity. Explicitly allow for and invite external experts and professionals to join advisory committees to ensure transdisciplinarity (science-application link) and provide students with opportunities to develop professional skills in sustainability.

### **Governance**

9. Fully utilize the EPSCOR grant funded hires to ensure that you have the necessary sustainability expertise to support the programs and that you have a critical mass of sustainability-focused faculty to ensure high-quality programs. These are *long-term* investments by the University of South Dakota and they are essential to the academic integrity of the sustainability programs. Both positions should be filled by candidates with degrees in sustainability (science). It is important to not let the short-term EPSCOR grant needs, i.e., modeling, overrule the long-term needs of the graduate programs, i.e., strong expertise in sustainability science.
10. Revise promotion and tenure criteria and processes to reward interdisciplinary teaching and research, community-based learning, solution-oriented research and problem-solving. Doing this effectively will likely require both revisions to the expectations documents and communication with individual department chairs to ensure that the guidelines are clear and are also being fairly applied across campus.
11. Structure and incentivize opportunities for interdisciplinary teaching and research between departments and individual faculty members. For example, the "Innovation for Change" course should be taught by faculty from the department of sustainability, the business school, the law school, and the medical school.
12. Develop a clear focus on a subset of sustainability issues/topics. It does not work for any institution to try to cover all of sustainability, but this is especially important for smaller institutions. Water and rural development were examples discussed during the campus visit.

13. Utilize and leverage entities on campus who can support the work of the new sustainability programs, specifically the Center for Community Engagement and the Center for Teaching and Learning.
14. Actively pursue partnerships not only within Arts and Sciences but with other colleges especially the business school, law school, and the medical school to ensure truly interdisciplinary programs and builds upon the University of South Dakota's assets. This will ensure that the programs offer genuine interdisciplinary sustainability research opportunities on "hot topics" such as sustainable business and entrepreneurship, public health promotion, sustainability law and public policy.
15. Ensure that the existing Curriculum Committee remains the governing body of the graduate programs. The committee would also continue and expand convening conversations on identity and profile of the new graduate programs (learning outcomes, research programs, etc.) across campus.
16. Actively promote the new graduate programs nationally and regionally. The University of South Dakota is not immediately associated with sustainability and thus brand development will be essential. To this end, active involvement in the *Association for the Advancement of Sustainability in Higher Education (AASHE)*, *National Council for Science and the Environment (NCSE)*, and other national sustainability organizations is recommended.

#### **Resources and Infrastructure**

17. Be intentional with assigning and developing the necessary facilities of the new sustainability department to ensure cohesion and cohort development between both faculty and students. Faculty offices should be in very close proximity and efforts should be made to provide office space for graduate students and gathering/study space for undergraduates in close proximity to faculty offices to allow for continuous productive exchange.
18. Ensure sufficient financial support for incoming graduate students. Utilize existing assistantships in affiliated departments as well as redirect funds to support sustainability specific assistantships after the current grant funding expires.
19. Ensure sufficient resources to support faculty development for departmental and affiliated faculty. Specifically ensure that faculty being folded into the new department have leave or other support to retool their research and teaching to fit the focus on sustainability in the new graduate programs.

#### **VII. Conclusion**

We recommend approval of this proposal subject to adequate responses to the recommendations outline above.



UNIVERSITY OF  
SOUTH DAKOTA

25 January 2018

Dear Drs. Turman and Perry,

We were pleased to have Drs. Arnim Wiek and Jon Jensen come to USD to do a review of our proposed M.S. and Ph.D. degrees in sustainability. Their final report identified multiple items that we will address before implementing the M.S. and Ph.D. degrees and multiple other items that we will use to guide our ongoing development of the degrees. In this letter, we describe how we will address the recommendations and concerns raised by Drs. Wiek and Jensen.

**Building Faculty Expertise and Commitment to the Sustainability Program**

One of the strongest recommendations was that we should be strategic with the two new, tenure-track faculty hires that are initially funded through the NSF EPSCoR RII Track 2 grant. Specifically, they recommended that we “fully utilize the EPSCoR grant funded hires to ensure that [we] have the necessary sustainability expertise to support the programs and that [we] have a critical mass of sustainability-focused faculty to ensure high-quality programs” (pg. 5). The search for the first faculty position in ecological modeling is ongoing, with three candidates coming to the USD campus in Vermillion in February, and our selection process heavily weighted the ability of the candidates to contribute to the graduate program in sustainability and the candidates’ expressed interest in contributing to the program. We are confident that the new faculty member hired through this position will play a foundational role in the graduate program in sustainability. For the second faculty position, we intend to follow the recommendations put forward in the report to frame the position in terms of hiring someone with explicit training/degrees in sustainability.

The report recommended that we “diversify the group of faculty involved and also to ensure a core of individual faculty with specific training and expertise in the field of sustainability science” (pg. 2). This recommendation had a strong focus on the two faculty positions described above, but it also described existing faculty including increasing participation beyond the College of Arts and Sciences. We plan to increase faculty training and expertise in sustainability in two primary ways. First, we will work with the Center for Teaching and Learning, the Inclusive Science Initiative (funded through a Howard Hughes Medical Institute Inclusive Excellence grant), and the College of Arts and Sciences to develop a “Sustainability Across the Curriculum” workshop. The workshop will focus on (1) increasing faculty familiarity with the concept of sustainability and how it fits into their academic disciplines, (2) increasing faculty expertise with how sustainability can be used as a framework for engaged and inclusive education, and (3) creating a network among faculty members across the University to support transdisciplinary dialogue about sustainability in teaching and research.

Our second method for increasing faculty training and expertise in sustainability is to encourage faculty to participate in more targeted trainings relevant to their specific areas of expertise. For example, I will inform faculty of relevant seminars (webinars and face-to-face), workshops, short-courses, and conferences. Faculty members will be encouraged to use departmental travel resources and apply for institutional travel grants to participate in such programs. Some faculty members expect to use sabbaticals to become more focused on sustainability (consistent with the recommendation “...ensure

that faculty being folded into the new department have leave or other support to retool their research and teaching to fit the focus on sustainability in the new graduate programs” (pg. 6)).

The report recommended that we “revise promotion and tenure criteria and processes to reward interdisciplinary teaching and research, community-based learning, solution-oriented research and problem solving.” For the faculty members housed in the Department of Sustainability and Environment, we will develop promotion and tenure criteria as they recommend. For faculty members housed outside of the Department of Sustainability and Environment, we will not be able to change their promotion and tenure criteria in the near term, but we will pursue a system for establishing joint appointments with the Department of Sustainability and Environment.

### **Developing an Innovative and Engaged Curriculum**

The report highlighted that they are “not proposing any significant changes to the graduate curriculum” (pg. 4), but identified opportunities to improve the graduate curriculum. For example, the report encouraged us to “continue to utilize and evaluate key competencies as new courses are developed and ensure that an ongoing process of curriculum review is in place...” (pg. 4). We intend to follow this recommendation. We have formed a Graduate Curriculum Committee composed of an interdisciplinary group of faculty. We will also continue to be engaged in organizations who are looking to formalize competencies for sustainability education, such as the Sustainability Curriculum Consortium. I have contacted Dr. Wiek to ask if he would be willing to host me at Arizona State University so that I could observe the educational methods and strategies in their School of Sustainability, and he has enthusiastically agreed to provide mentorship to us, including hosting me, as we develop the graduate program in sustainability.

The report recommended that we take advantage of best practices in sustainability education including using the campus and community as a learning laboratory, using our existing External Advisory Committee to inform competencies for the degrees, requesting materials such as syllabi from existing sustainability graduate programs, using alumni and community connections to expose students to a range of career options, having interdisciplinary committees for graduate students, requiring solutions-oriented products as part of student theses and dissertations, and ensuring that our curriculum is genuinely interdisciplinary and solutions-focused. We are grateful for these recommendations and intend to follow them. Our hiring of new faculty and providing training for existing faculty will improve our ability to follow these recommendations.

### **Supporting Graduate Students**

The report highlighted the importance of developing sources of financial support for assistantships for graduate students. We agree that this is extremely important and are actively working to expand the number of available assistantships. The Department of Sustainability and Environment will have three long-term teaching assistant positions available starting in Fall 2018. We are working with the Office of Admissions to develop a fourth graduate administrative assistant position focused on coordinating the campus recycling program. We also intend to incorporate graduate research assistantships into our grant proposals to the greatest extent possible. The Graduate School will provide assistance for marketing, recruitment, and enrollment of the graduate program in sustainability and will disseminate information regarding the new degrees during career fair visits.

### **Expanding Collaborations Beyond the College of Arts and Sciences**

In multiple locations, the report highlighted the recommendation that the graduate program in sustainability should expand beyond the College of Arts and Science, which is where most of the faculty members affiliated with the Sustainability Program are housed.

Actively pursue partnerships not only within Arts and Sciences but with other colleges especially the business school, law school, and the medical school to ensure truly interdisciplinary programs and builds upon the University of South Dakota's assets. This will ensure that the programs offer genuine interdisciplinary sustainability research opportunities on "hot topics" such as sustainable business and entrepreneurship, public health promotion, sustainability law and public policy (pg. 6).

We agree with this recommendation and are working to expand collaborations. We are evaluating options for offering joint degrees with the School of Law, and we will consider other degree programs where we can offer joint degrees such as the MBA program in the Beacom School of Business. We are also working to expand our collaborations beyond USD. For example, we are submitting two sustainability-focused, programmatic grant proposals that involve collaborations with the Department of Civil and Environmental Engineering at SD Mines (both proposals) and multiple departments within the College of Agriculture and Biological Sciences at SDSU (one of the proposals). We are optimistic that having the graduate program in sustainability will further facilitate collaborations outside of the College of Arts and Sciences as the graduate students seek committee members from outside of their discipline thereby increasing faculty interactions among colleges.

Two additional items that were included in the report but not described above are related to space and developing specializations within the degrees. The report recommended that "faculty offices should be in very close proximity and efforts should be made to provide office space for graduate students...in close proximity to faculty offices to allow for continuous productive exchange" (pg. 6). Faculty members who have 100% appointments in the Department of Sustainability and Environment will be housed in the Akeley-Lawrence Science Center, and we anticipate that graduate students mentored by those faculty members will also be housed there. Other affiliated faculty members and graduate students working with those faculty members will be located in their home departments.

The report also recommended that we "develop a clear focus on a subset of sustainability issues/topics" in the graduate program (pg. 5). We anticipate that we will develop specializations within the M.S. and Ph.D. degrees in sustainability in the future, but it is our intention to have the degrees remain less specialized in the initial years as we strengthen existing areas of research and develop new expertise within the field of sustainability. We believe that this approach will best serve our students.

We are appreciative of the insightful recommendations provided by Drs. Wiek and Jensen and are pleased that they were supportive of our proposed graduate program in sustainability.

Sincerely,



Meghann Jarchow, PhD  
Chair and Assistant Professor  
Department of Sustainability and Environment  
University of South Dakota

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**

**AGENDA ITEM: 6 – I (1)**

**DATE: March 27-29, 2018**

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**SUBJECT**

**Intent to Plan: DSU, BS in Cyber Leadership and Intelligence**

**CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 2:23](#) – Program and Curriculum Approval

**BACKGROUND / DISCUSSION**

Dakota State University (DSU) requests permission to plan a Bachelor of Science (BS) degree in Cyber Leadership and Intelligence. The interdisciplinary program will provide students with knowledge of cyber systems and world cultures, international politics, human behavior, and leadership. Graduates will assist government leaders, corporation executives, states, and localities in developing anticipatory strategies to defend organizations from cyber disruption by various kinds of criminals, non-state actors, or nations. DSU notes the US Department of Labor estimates employment opportunities for Information Security Analysts will grow 10% in South Dakota by 2026, while Computer and Information Systems Managers will grow by 5.4%.

The program complies with the statutory mission and Board policy missions of DSU. In addition, the proposal meets with the Board's Strategic Plan goals by growing the number of degrees awarded and increasing research and economic development opportunities.

DSU intends to offer the program both on campus and online.

**IMPACT AND RECOMMENDATION**

No related programs currently exist in the Regental system. DSU has existing related degree programs in Cyber Operations and Network and Security Administration. DSU expects to enroll 10-15 per year after full implementation.

DSU does not anticipate asking for new state resources to offer the program.

(Continued)

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**DRAFT MOTION 20180327\_6-I(1):**

I move to authorize DSU to develop a proposal for a Bachelor of Science (BS) in Cyber Leadership and Intelligence as presented.

Board office staff recommends approval of the intent to plan with the following conditions:

1. The university will research existing curricula, consult with experts concerning the curriculum, and provide assurance in the proposal that the program is consistent with current national standards and with the needs of employers.
2. The proposal will define the specific knowledge, skills, and competencies to be acquired through the program, will outline how each will be obtained in the curriculum and will identify the specific measures to be used to determine whether individual students have attained the expected knowledge, skills, and competencies.
3. The university will not request new state resources without Board permission, and the program proposal will identify the sources and amounts of all funds needed to operate the program and the impact of reallocations on existing programs.

## **ATTACHMENTS**

Attachment I – Intent to Plan Request: DSU – BS in Cyber Leadership and Intelligence





## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

### Intent to Plan for a New Program

Use this form to request authorization to plan a new baccalaureate major, associate degree program, or graduate program; formal approval or waiver of an Intent to Plan is required before a university may submit a related request for a new program. The Board of Regents, Executive Director, and/or their designees may request additional information. After the university President approves the Intent to Plan, submit a signed copy to the Executive Director through the system Chief Academic Officer. Only post the Intent to Plan to the university website for review by other universities after approval by the Executive Director and Chief Academic Officer.

<b>UNIVERSITY:</b>	<b>DSU</b>
<b>DEGREE(S) AND TITLE OF PROGRAM:</b>	<b>BS in Cyber Leadership and Intelligence</b>
<b>INTENDED DATE OF IMPLEMENTATION:</b>	<b>Fall                      2018</b>

#### University Approval

*To the Board of Regents and the Executive Director: I certify that I have read this intent to plan, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.*

\_\_\_\_\_  
President of the University

1/27/2018

\_\_\_\_\_  
Date

#### 1. What is the general nature/purpose of the proposed program?

Dakota State University (DSU) requests authorization to plan a Bachelor of Science in Cyber Leadership and Intelligence. Cyber Leadership and Intelligence is an interdisciplinary program that provides students with knowledge of cyber systems while also educating them about world cultures, international politics, human behavior, and leadership. The graduates will lead efforts to defend organizations from cyber disruption by various kinds of criminals, non-state actors, or nations. All three degrees will be offered on the Madison campus and online.

DSU has degree programs in Cyber Operations and Network and Security Administration. Cyber Operations is designated by the National Security Agency as a Center of Academic Excellence. The Cyber Operations degrees are highly technical and specialized and serves positions needed by very specific aspects of the federal government. However as the profession develops and becomes in greater demand across the economy, we see a need to lead and manage such specialties, and lead work within a wider variety of organizations that seeks to understand network security in a more comprehensive manner. In our discussions with local, regional, and national leaders in the network security field, they agree that knowledge of world affairs, human behavior, and foreign languages would be a great asset for their company

or organization. In fact, for the long term need, they see this degree as being better suited than the very focused Cyber Operations curriculum, where only state and federal entities use those skills to the fullest. Furthermore, this degree program will provide professionals able to begin careers in a wider federal, state, and local governments; commercial entities; and non-profit organizations. Based on these discussion, we wish to establish this degree program.<sup>1</sup>

The Cyber Leadership and Intelligence program is responding to a national need for professionals educated in computer security, attribution of computer network and cyber attacks (attribution meaning the who and why of the cyber attack), and the active defense of cyber networks for public and private organizations. The National Center for Education Statistics would place this degree program within the broader Homeland Security rubric with a CIP Code of 43.0116 or “Cyber Computer Forensics and Counterterrorism.” To understand terrorism, course work will be done to educate students on different cultures and political systems giving the student a richer understanding of the politics, war, diplomacy, terrorism and criminal networks.

**2. What is the need for the proposed program (e.g., Regental system need, institutional need, workforce need, etc.)? What is the expected demand for graduates nationally and in South Dakota (provide data and examples; data sources may include but are not limited to the South Dakota Department of Labor, the US Bureau of Labor Statistics, Regental system dashboards, etc.)?**

We’ve seen a greater need to provide students an ability to attribute cyber attacks. Doing so requires an understanding of foreign cultures, global trade, governmental security organizations and US foreign policy making and the nature of international organizations.

The US government, the 50 state governments, large and medium size corporations, the military, including the National Guard and Reserve, all demand people educated with this type of degree. The national job outlook for Information Security Analysts is very strong. The Bureau of Labor Statistics forecasts an increased need of 28,400 more professionals will be needed in the United States by 2026. The primary purpose for introducing this program is workforce development as the United States anticipates dramatic workforce demand in cyber security professionals. Information Security Analysts who analyze threat data and write report/communicate results have a median pay of \$92,600 per year.<sup>2</sup> In South Dakota, the current number of positions is 210 and growing with an average wage of \$79,000 - \$88,000.<sup>3</sup>

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<sup>1</sup> Our discussions have included the Chief Information Officer for East River Electric, the Chief Information Security Manager for Applied Materials, current and former officials of the Defense Intelligence Agency to include the former Deputy Director, the former Chief Information Officer (or G-6) of the United States Army, former counter-terrorism staff members of President George W. Bush’s National Security Council who is now actively involved in establishing the commercial framework for the “Hyper Loop” transportation network, and current senior leadership of FBI cyber security investigations office. Many of these people have agreed to support this program by serving on an advisory board, in the event the Board approves of the final degree program.

<sup>2</sup> Bureau of Labor Statistics, US Department of Labor, *Occupational Outlook Handbook*, Information Security Analysts, on the Internet at <https://www.bls.gov/ooh/computer-and-information-technology/information-security-analysts.htm> (visited November 28, 2017).

<sup>3</sup> Projections Central – State Occupational Projections, Short Term Occupational Projections, South Dakota, Information Security Analysts, on the Internet at <http://www.projectionscentral.com/Projections/ShortTerm> (visited January 23, 2018).

DSU data in the last three years for students in cyber operations shows that of the 35 graduates, 58% remained in SD while for the AS in network and security administration there were 11 grads, 93% of those remained in SD, and for the BS in network and security administration, 20 or 75% of grads remained in SD. Overall placement rates for the three degree programs was 97.7%.

Large online universities could reach into South Dakota and offer similar programs along these lines, however, our program is somewhat unique. Examples include Embry-Riddle University in Arizona and Florida. Embry-Riddle has 96 BS on-campus degree seeking students enrolled according to their website consumer information.

### 3. How would the proposed program benefit students?

Adding BS a program in Cyber Leadership and Intelligence will provide an opportunity for either aspiring business or technology professionals to augment their skills for computer forensics; anticipate the national, state, and local demand for infrastructure protection, and to understand who and why cyber attacks are happening in order to more effectively counter them. It deals with a real threat in our modern, knowledge-based economy and serves as another program which integrates technology across multiple disciplines. Furthermore, it will begin to develop leadership skills and talents for this emerging and critical profession that may be put to good use in a wide variety of professions and industries. The need for leadership and management related degrees in South Dakota is strong. Since FY 2011, management degrees currently in the SD BOR system tend to do well in a wide variety of industry placement and salaries. Looking at the undergraduate placement rates in the degree programs Business, Business Administration, Business Management, Industrial Management, and Management Information Systems show an in-state placement rate of 59% - 69% and a salary range of \$31,772 - \$45,651 per year.<sup>4</sup> We would anticipate this program's demand to be higher than traditional management degrees due to the knowledge students will have regarding technical security matters. In short, this program will provide students strong career options in many professions, as they will be conversant in the information system security tools necessary for a wide variety of jobs and industries that nevertheless have a growing requirement for technical knowledge and understanding.

South Dakota currently does not produce cyber security graduates of this nature. This kind of degree is far less strictly defensive or offensive in nature, as it will assist government leaders, corporation executives, states and localities by developing anticipatory strategies and focus on likely sources of attacks. Graduates are necessary to fill jobs at the federal, state, local and corporate levels:

**Federal** – On the federal level, the government's law enforcement, military, and intelligence departments are the source of the guidelines which oversee our country's various cyber security operations at both state and local levels.

Employees work throughout the country and around the world for the Department of Defense at military bases and the agencies under its authority, including:

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<sup>4</sup> South Dakota Board of Regents, Graduate Placement Dashboard.  
<https://www.sdbor.edu/dashboards/Pages/GraduatePlacement.aspx> (visited December 22, 2017.)

- US Cyber Command, and the subordinate armed services Cyber commands
- U.S. Customs and Border Protection
- U.S. Citizenship and Immigration Services
- U.S. Immigration and Customs Enforcement
- Transportation Security Administration

Working for these agencies often requires a security clearance, which can typically only be obtained by U.S. citizens who meet specific guidelines.

**Employment outlook State** – At the state level, information technology, homeland security and law enforcement agents, financial services, and related fields where such graduates could find work are expected to increase. The U. S. Department of Labor estimates an increased need of Computer System Analysts of 2.4% and of Information Security Analysts of 10.3% in South Dakota by 2026.<sup>5</sup> Furthermore, as these graduates’ careers develop, we see them becoming Computer and Information Systems Managers, a career field that in South Dakota is predicted to have an increasing demand of 5.4% and a wage of \$126,840.<sup>6</sup>

**Employment outlook National** – The U.S. Department of Labor estimates a national need increasing to 96,500 Management Analysts, Information Security Analysts by 28,400; and 43,800 more Computer & Information Systems managers by 2026 are predicted. The overall category of “computer and mathematical occupations” is projected to grow nationally by 13.5%.<sup>7</sup>

#### **4. How does the proposed program relate to the university’s mission as provided in South Dakota Statute and Board of Regents Policy, and to the current Board of Regents Strategic Plan 2014-2020?<sup>8</sup>**

SDCL 13-59-2.2 identifies the primary mission of DSU as providing “instruction in computer management, computer information systems, electronic data processing, and other related undergraduate and graduate programs.” In addition, Board of Regents Policy 1:10:5 authorizes DSU to offer “undergraduate and graduate programs that are technology-infused and promote excellence in teaching and learning. These programs support research, scholarly and creative activities and provide service to the State of South Dakota and the region.”

Cyber Security defense often involves technology (either directly or indirectly). Dakota State University’s mission is to integrate technology into each academic discipline, and this unique program is another step in fulfilling DSU’s mission.

The SDBOR Strategic Plan 2014-2020 includes the following vision statements:

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<sup>5</sup> Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, Information Security Analysts, on the Internet at: [https://www.bls.gov/oes/current/oes\\_sd.htm#15-0000](https://www.bls.gov/oes/current/oes_sd.htm#15-0000) (visited November 28, 2017).

<sup>6</sup> Bureau of Labor Statistics, U. S. Department of Labor, Occupational Outlook Handbook, Occupational Employment and Wages, May 2016. Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, Information Security Analysts, on the Internet (visited November 28, 2017)

<sup>7</sup> Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, Information Security Analysts, on the Internet at <https://www.bls.gov/oes/current/oes151122.htm> (visited November 28, 2017).

<sup>8</sup> South Dakota statutes regarding university mission are located in SDCL 13-57 through 13-60; Board of Regents policies regarding university mission are located in Board Policies 1:10:1 through 1:10:6. The Strategic Plan 2014-2020 is available from [https://www.sdbor.edu/the-board/agendaitems/Documents/2014/October/16\\_BOR1014.pdf](https://www.sdbor.edu/the-board/agendaitems/Documents/2014/October/16_BOR1014.pdf).

- South Dakotans will have increased access to continuing education opportunities needed to upgrade their credentials while remaining in the workforce;
- South Dakota will have a working-age population with advanced levels of education needed to support our democracy and the modern, knowledge-based economy; and
- South Dakota will be a recognized national leader in the use of information technology to enhance its educational, economic, social, scientific, and political development.

The Strategic Plan also mentions the need to attract out-of-state students as high school enrollments in South Dakota are not projected to grow. For several years, we have seen this occurring and this Fall, DSU had students from all 50 states with nearly half of the new freshman class being from out of state. Cyber Leadership and Intelligence is a unique, innovative program that fits nicely with other DSU nationally recognized programs. Dakota State is already a NSA and DHS National Center of Academic Excellence in Education, Research and Cyber Operations and this academic program fits nicely with an existing partner: DHS. With the construction of the Cyclops, PATRIOT, and other commercial partner labs within the Madison Cyber Labs, we expect a growing demand in Madison and the state for exactly these kinds of graduates.

Other areas mentioned in the Strategic Plan include:

*Goal 1: Student Success* – Reflecting rates of growth in total graduates over the last five years, grow degree production to 7,450 per year by 2020.

Intended Outcomes:

- Grow the number of undergraduate and graduate degrees awarded.

*Goal 3 - Research and Economic Development* - Increase annual system research and contract expenditures to \$150M by 2020 to advance knowledge, enhance technology transfer, commercialization, and catalyze economic development.

*Action Steps:*

Economic Development – Contribute to the state’s workforce and economic development.

- Encourage development of academic programs and certificates that align with existing and future state workforce needs.

The BS program intends to graduate students to contribute to longer range goals of increasing undergraduate degrees awarded. BS degree recipients would graduate as early as 2022-23. Our goal would be to have 40 students complete their BS degree by 2025.

- 5. Do any related programs exist at other public universities in South Dakota? If a related program already exists, explain the key differences between the existing programs and the proposed program, as well as the perceived need for adding the proposed new program. Would approval of the proposed new program create opportunities to collaborate with**

**other South Dakota public universities?**<sup>9</sup> *If there are no related programs within the Regental system, enter “None.”*

None.

- 6. Do related programs exist at public colleges and universities in Minnesota, North Dakota, Montana, and/or Wyoming?** *If a related program exists, enter the name of the institution and the title of the program; if no related program exists, enter “None” for that state. Add additional lines if there are more than two such programs in a state listed.*<sup>10</sup>

	<b>Institution</b>	<b>Program Title</b>
<b>Minnesota</b>	None	
<b>Montana</b>	None	
<b>North Dakota</b>	None	
<b>Iowa</b>	None	

- 7. Are students enrolling in this program expected to be new to the university or redirected from other existing programs at the university?**

We anticipate the majority of students will be new to the university but that some students would change their major internally, which is consistent with other degree programs. Our goal would be to have 10-15 total students enroll yearly until the programs can become established and effectively marketed.

- 8. What are the university’s expectations/estimates for enrollment in the program through the first five years? What are the university’s expectations/estimates for the annual number of graduates from the program after the first five years? Provide an explanation of the methodology the university used in developing these estimates.**

As noted above, our goal would be to have an average of approximately 10-15 students enroll yearly while the program becomes established and appropriate marketing has been done. As is consistent with both the cyber operations and network and security administration programs, students will be both new to the university as well as students changing their major. The 15 students per year enrollment is consistent with the fall 2017 enrollment for the network and security administration program which had 15 incoming students enroll in the AS and BS degree programs and another 20 students transfer in. The fall enrollment for cyber operations, which is the largest program at DSU was 91 incoming students and 73 transfer students, (55 of those 73 are off-campus). Due to DSU’s brand recognition, we will be able draw enough enrollment to meet the program productivity requirement of five graduates per year or 20 graduates over five years by year 7 of the programs.

<sup>9</sup> Lists of existing system programs are available through university websites and the RIS Reporting: Academic Reports database available from <http://apps.sdbor.edu/ris-reporting/AcademicProgramReports.htm>.

<sup>10</sup> This question addresses opportunities available through Minnesota Reciprocity and WICHE programs such as the Western Undergraduate Exchange and Western Regional Graduate Program in adjacent states. List only programs at the same degree level as the proposed program. For example, if the proposed program is a baccalaureate major, then list only related baccalaureate majors in the other states and do not include associate or graduate programs.

9. Complete the following charts to indicate if the university intends to seek authorization to deliver the entire program at any off-campus location (e.g., UC Sioux Falls, Capital University Center, Black Hills State University-Rapid City, etc.) or intends to seek authorization to deliver the entire program through distance technology (e.g., as an on-line program)?<sup>11</sup>

	Yes/No	If Yes, list location(s)	Intended Start Date
Off-campus	No		Choose an item. Choose an item.

	Yes/No	If Yes, identify delivery methods	Intended Start Date
Distance Delivery	Yes	online	Fall 2019

10. What are the university's plans for obtaining the resources needed to implement the program? Indicate "yes" or "no" in the columns below.

	Development/ Start-up	Long-term Operation
Reallocate existing resources	Yes	Yes
Apply for external resources	No	No
Ask Board to seek new State resources <sup>12</sup>	No	No
Ask Board to approve a new or increased student fee	No	No

Depending on curriculum design, we anticipate this program may require a full-time political science faculty member with a specialty in International Relations. Because these new students can take general education courses and other introductory courses in their freshmen year, we would anticipate bringing this faculty member aboard beginning either fall 2019 or spring 2020. Currently, we see no need to hire more than one new faculty member in the first 2-5 years, even if enrollment growth is stronger than estimated here. In that the course load can be accommodated with existing faculty with the exception of the one new faculty with international relations "intelligence" experience.

11. Curriculum Example: Provide (as Appendix A) the curriculum of a similar program at another college or university. The Appendix should include required and elective courses in the program. Catalog pages or web materials are acceptable for inclusion. Identify the college or university and explain why the selected program is a model for the program under development.

12. Additional Information: Additional information is optional. Use this space to provide information not specifically requested above. Delete this item if it is not used.

<sup>11</sup> The accreditation requirements of the Higher Learning Commission (HLC) require Board approval for a university to offer programs off-campus and through distance delivery.

<sup>12</sup> Note that requesting the Board to seek new State resources may require additional planning and is dependent upon the Board taking action to make the funding request part of their budget priorities. Universities intending to ask the Board for new State resources for a program should contact the Board office prior to submitting the intent to plan.

## Appendix A

Similar Program: Embry Riddle University, Prescott, AZ<sup>13</sup>. The Embry-Riddle Program below is classified with CIP 45.0901 International Relations and Affairs. Because the Cyber Leadership and Intelligence degree is interdisciplinary and we will offer students a foundation of computer forensics, along with world affairs curriculum, the degree program below is closest to our thinking. However we would still use the Homeland Security based CIP 43.0116. Since our curriculum would vary significantly from this closest example we have in addition added a draft of our new curriculum as well.

### Suggested Program of Study

<b>Freshman Year</b>		
		<b>Credits</b>
BA 201	Principles of Management	3
COM 122	English Composition	3
LCH 103	Chinese I and II	6
LCH 203	Chinese III and IV	6
SIS 100	Introduction to Global Security	3
SIS 210	Security Fundamentals	3
SS 120	U.S. History	3
UNIV 101	College Success	(1)
<b>Credits Subtotal</b>		<b>27.0</b>
<b>Sophomore Year</b>		
BIO 104	Foundations of Biology I	4
LCH 206	Contemporary Chinese Literature	3
LCH 209	Computer Communication and Applications in Chinese	3
LCH 303	Intermediate Chinese I and II	6
PSY 101	Introduction to Psychology	3

<sup>13</sup> Full program details can be found here: <http://erau.edu/degrees/bachelor/global-security-intelligence-studies/>



SIS 200 OR SS 290	Introduction to the U.S. Legal System OR History of Modern Europe	3
SIS 220	Investigative Methodology and Forensic Science	4
SS 320	Government of the U.S.	3
<b>Credits Subtotal</b>		<b>29.0</b>
<b>Junior Year</b>		
COM 223	Intelligence Writing	3
EC 210 OR EC 211	Microeconomics OR Macroeconomics	3
LCH 205	Modern Chinese Films	3
LCH 306	Asian Literature	3
MA 120 OR MA 140	Quantitative Methods I OR College Algebra	3
PSY 306 PSY 313	Deceptions OR Personality and Profiling	3
SIS 315	Studies in Global Intelligence I	3
SS 327	International Relations	3
SS 340	Modern U.S. Foreign Policy	3
<b>Credits Subtotal</b>		<b>27.0</b>
<b>Senior Year</b>		
LCH 400	Eastern and Western Civilization	3
LCH 420	Senior Review	3
MA 222	Business Statistics	3
SIS 415 OR SIS 470 OR SIS 475	GSIS Senior Capstone Course OR Senior Cooperative Internship OR Senior Thesis	3
	Area of Concentration Courses	15
	Open Elective	3
<b>Credits Subtotal</b>		<b>30.0</b>
<b>Summer Session</b>		

## Summer Study Abroad between Sophomore and Junior years

LCH 207	Introduction to Geography	3
LCH 208	Speech in Chinese	3
LCH 402	Applied Cross-Cultural Communications	3
<b>Credits Subtotal</b>		<b>9.0</b>
<b>Credits Total:</b>		<b>122.0</b>

GSIS Chinese track students in Air Force or Army ROTC may substitute SS 120 with SS 311 or SS 321, and BA 201 with an Upper-Level AF or MSL course.

Our current draft of our program would look something like what follows below:

<b>Pref. CLI</b>	<b>Num.</b>	<b>Title Cyber Leadership and Intelligence</b>	<b>Cr. Hrs.</b>
System General Education			30
Foundations (all students)			33
CLI	101	Introduction to Cyber Security Leadership (New course to SDBoR)	
CSC	105	Introduction to Computers	
CSC	123/150	Problem Solving and Programming / Computer Science I	
CSC	145/245	Cyber Security Fundamentals	
CIS	321	Information Security Management	
CSC	363	Hardware, Virtualization, and Data Communications	
ENGL	212	World Literature II	
XXX	XXX	Any 200 – 400 Social Science	
POLS	350	International Relations (New course to DSU)	
XXX	XXX	Any 200 - 400 Social Science	
XXX	XXX	Any 300 – 400 Humanities	
Track A (Students chose either this track OR Track B below)			18
CSC	250	Computer Science II	
CSC	328	Operating Environments	
CSC	383	Networking I	
CSC	385	Networking II	
CSC	388	Computer Forensics Fundamentals	
CSC	418	Advanced Computer Forensics	
Track B (Students chose either this track or the Track A above)			18
SPCM	XXX	Any 200 – 400 SPCM course	
ENGL	XXX	Any non-American Literature course	
SOC/ANTH	XXX	Any 300 – 400 Social Science	
HIST	XXX	Any 300 - 400 Social Science	
POLS	440	Comparative Government (New course to DSU)	
POLS	456	International Political Economy (New course to DSU)	
Cyber Leadership (All students)			12
CLI/PHIL	XXX	Cyber-Ethics (new course to SDBoR)	
BADM	360	Organization and Management	
CLI	410	Cyber Leadership (New course to SDBoR)	
HIST	488	Introduction to Grand Strategy	
Internship			3
Electives			24
<b>Total</b>			<b>120</b>

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**

**AGENDA ITEM: 6 – I (2)**

**DATE: March 27-29, 2018**

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**SUBJECT**

**Intent to Plan: NSU BFA in Digital Media**

**CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 2:23](#) – Program and Curriculum Approval

**BACKGROUND / DISCUSSION**

Northern State University (NSU) is requesting authority to develop a program proposal for a Bachelor of Fine Arts (BFA) in Digital Media. NSU received approval for intents to plan for BFAs in Studio Art and Art Education at the [October 2016](#) Board meeting. The program would represent a conversion of the existing specialization in Graphic Design within the BA in Art to a standalone major.

The BFA in Digital Media degree program would prepare graduates in highly technical areas of art and design such as commercial photography, video production and editing, web design and programming, 2D animation, illustration, graphic design, and product/packaging design. NSU notes that South Dakota job growth is projected to exceed national job growth through 2024 in occupations such as art designers, graphic designers, multimedia artists/animators, and art directors.

The program is within NSU's statutory mission and complies with the Board's Strategic Plan priorities in student success by growing degree production and priorities in academic quality by pursuing accreditation for the program.

**IMPACT AND RECOMMENDATION**

The BFA is the professional degree accredited by the National Association of Schools of Art and Design (NASAD). NSU is currently transitioning existing art programs to the BFA. USD, SDSU and BHSU all offer the BFA degree in Art and/or Graphic Design (both SDSU and BHSU transitioned to the BFA in the last two years). NSU estimates that 18 students will graduate annually with the BFA in Digital Design after full implementation.

(Continued)

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**DRAFT MOTION 20180327\_6-I(2):**

I move to authorize NSU to develop a proposal for a Bachelor of Fine Arts (BFA) in Digital Media as presented.

Board office staff recommend approval of the intent to plan with the following conditions:

1. The university will research existing curricula, consult with experts concerning the curriculum, and provide assurance in the proposal that the program is consistent with current national standards and with the needs of employers.
2. The proposal will define the specific knowledge, skills, and competencies to be acquired through the program, will outline how each will be obtained in the curriculum and will identify the specific measures to be used to determine whether individual students have attained the expected knowledge, skills, and competencies.
3. The university will not request new state resources without Board permission, and the program proposal will identify the sources and amounts of all funds needed to operate the program and the impact of reallocations on existing programs.

## **ATTACHMENTS**

Attachment I – Intent to Plan Request Form: NSU – BFA in Digital Media



## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

### Intent to Plan for a New Program

Use this form to request authorization to plan a new baccalaureate major, associate degree program, or graduate program; formal approval or waiver of an Intent to Plan is required before a university may submit a related request for a new program. The Board of Regents, Executive Director, and/or their designees may request additional information. After the university President approves the Intent to Plan, submit a signed copy to the Executive Director through the system Chief Academic Officer. Only post the Intent to Plan to the university website for review by other universities after approval by the Executive Director and Chief Academic Officer.

<b>UNIVERSITY:</b>	NSU
<b>DEGREE(S) AND TITLE OF PROGRAM:</b>	<b>BFA, Digital Media</b>
<b>INTENDED DATE OF IMPLEMENTATION:</b>	<b>Fall 2018</b>

#### University Approval

*To the Board of Regents and the Executive Director: I certify that I have read this intent to plan, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.*

/s/ Timothy M. Downs

President of the University

1/11/2018

Date

#### 1. What is the general nature/purpose of the proposed program?

##### ***BFA degree overview***

NSU is a NASAD accredited institution, and currently offers the following NASAD BA and BSED level degree programs:

1. BA in Art, Specialization in Graphic Design
2. BA in Art, Specialization in Fine Art
3. BSED in Art Education

We propose to offer BFA degree programs in the following areas:

1. **BFA in Digital Media (This document)**
2. BFA in Studio Art (Intent to Plan submitted and approved in October 2016)
3. BFA in Art Education (Intent to Plan submitted and approved in October 2016)

The BFA in Digital Media degree program is commonly viewed as the professional degree, intended towards market place career tracks and specifically prepares students in highly technical areas of art and design such as commercial photography, video production and editing, web design and programming, 2D animation, illustration, graphic design, and product/packaging design. BFA degree outcomes also enhance student opportunities for graduate degree education (MFA/PhD in Art Education).

The existing NASAD-accredited BA in Art (Graphic Design Specialization) will be terminated after NASAD accreditation of the BFA in Digital Media has been secured.

**2. What is the need for the proposed program? What is the expected demand for graduates nationally and in South Dakota (provide data and examples; data sources may include but are not limited to the South Dakota Department of Labor, the US Bureau of Labor Statistics, Regental system dashboards, etc.)?**

***Expected demand***

Increasingly, the BFA is becoming viewed as a “standard” within the fields of art, art education and design. NSU’s accrediting body – NASAD – considers the BFA degree as a professional program of study. *The NASAD Handbook* describes the BFA as follows:

***5. Professional Degrees***

*a. Curricular Structure and Title. Degrees in this category include Bachelor of Fine Arts and Bachelor of Science in Design, and normally require that at least 65% of the course credit be in the creation and study of art and design (page 84).*

Please see the tables below for occupational growth projections – 2014- 2024. Over the next ten years, demand for art and design professionals ranges from flat to quite vigorous, depending upon specific occupational specializations (at both national and state levels). The Digital Media BFA is especially important as the curriculum will serve highly technical areas such as web, interactive, digital video, and graphic design.

<b><i>Art &amp; Design Occupational Growth Projections 2014-2024</i></b>	<b><i>Source: U.S. Department of Labor, Bureau of Statistics</i></b>	<b><i>Source: South Dakota Department of Labor &amp; Regulations</i></b>
Art/Design Workers (overall)	2.2%	3.07%
Graphic Designers	1.4%	1.72%
Multimedia Artists/Animators	6.0%	6.85%
Set/Exhibit Designers	6.8%	<i>Confidential*</i>
Artists/Illustrators	3.5%	<i>Confidential*</i>
Crafts persons	0.6%	<i>Confidential*</i>
Art Directors	2.4%	6.2%

*\*Occupations within SD that exhibit limited or insignificant data.*

In South Dakota, the need for highly trained and educated visual professionals will continue. Visual professionals are in essence *visual communicators*, who play important roles in the economic, political, social and cultural fabric of our state.

As a leading South Dakota liberal arts institution, NSU must position itself to best serve our students and citizens – and to strongly compete in the academic marketplace. Currently, USD offers BFA degree programs. SDSU received approval to offer BFA programs in 2015, and BHSU received approval in 2016. This state-wide trend reflects consensus among our state’s art and design professionals that the BFA degree now sets the bar in terms of professional education, training and preparedness.

***NSU perspective***

NSU is exceptionally well positioned to offer BFA degree programs; our 2013 NASAD national accreditation is solid evidence of the high quality and rigor of our art, design and art education curriculums. Recent facility upgrades now meet expected NASAD health and safety standards in visual art and our graphics facilities rank among the best in the state.

**3. How would the proposed program benefit students?**

We believe that offering the BFA in Digital Media will help NSU to attract and retain who decide that a BFA degree will enhance their future options. As noted, the BFA degree has become an essential credential for students to successfully compete in the fields of art and design.

**4. How does the proposed program relate to the university's mission as provided in South Dakota Statute and Board of Regents Policy, and to the current Board of Regents Strategic Plan 2014-2020?<sup>1</sup>**

**a. NSU's Mission & Strategic Plan**

- i. [Board Policy 1:10:6](#) establishes the mission for NSU: *The legislature established Northern State University to meet the needs of the State, the region, and nation by providing undergraduate and graduate programs in education and other courses or programs as the Board of Regents may determine. (SDCL 13-59-1) The Board implemented SDCL 13-59-1 by authorizing graduate and undergraduate programs in education to promote excellence in teaching and learning, to support research, scholarly and creative activities, and to provide service to the State of South Dakota, the region, and the nation. The Board approved a special emphasis on E-learning in the university curriculum and service. Curriculum Degrees are authorized at the associate, baccalaureate, and master's levels.* The proposed BFA Digital Media degree program meets and supports the NSU mission, primarily by enhancing the outstanding educational opportunities in Graphic Design, Interactive Design, and other New Media. Our proposed degree program will ensure that NSU art and design studies remain relevant, rigorous and competitive.
- ii. **Mission:** The mission of NSU is broad and inclusive but most relevant to the BFA in Digital Media is the section that states, "NSU is a university dedicated to the pursuit of excellence in the liberal arts and in graduate and professional education." ([p. 4 of the 2015-2020 NSU Mission & Strategic Plan](#)) A BFA in Digital Media is more than a general BA in Art or Design because it allows for more coursework at the upper levels of a student's academic tenure providing an academic environment conducive to professional development both academically and in their career goals.
- iii. **Strategic Plan:** All 5 of NSU's Strategic Priorities are augmented by the BFA in Digital Media in the following ways:
  1. **Strategic Priority 1** (recruiting, retaining, and educating students in a complex global economy) Upon the completion of a BFA in Digital Media, students acquire the skills needed to be current in the global economy because of their engagement with their art/design practice, technological advancements, understanding of historical context, and in their final year of coursework, apply themselves to the industry through discussion of career trajectory in the senior capstone course, their upper-level media courses, and optional internship opportunities in the region. By giving students a focus on their art and design courses in the first semester, a BFA supports in the retaining of students as the coursework sets the standards for rigor as well as flexibility to pursue their individual interests in the visual arts discourse. A professional degree such as the BFA also aids in NSU's ability to recruit students to the northeast part of the state as there is no other BFA program in the vicinity.
  2. **Strategic Priority 2** (Prepare students for careers of today while equipping them for a changing future marketplace) A BFA in Digital Media offers several career paths upon completion including graphic designer,

<sup>1</sup> South Dakota statutes regarding university mission are located in SDCL 13-57 through 13-60; Board of Regents policies regarding university mission are located in Board Policies 1:10:1 through 1:10:6. The Strategic Plan 2014-2020 is available from [https://www.sdbor.edu/the-board/agendaitems/Documents/2014/October/16\\_BOR1014.pdf](https://www.sdbor.edu/the-board/agendaitems/Documents/2014/October/16_BOR1014.pdf).



videographer, photographer, and more. The marketplace, in its perpetual state of change, will be easy for the graduates from the program to adapt to because of the range of skills and technology presented in an art studio classroom. There are never answers in the back of a book for an artist/designer, there are only solutions created by the designer based on the visual problem. Because of the critical studies required in art and design courses, students become creative problem solvers that add another voice to the economy and marketplace – evolving into natural leaders unleashing their career potential.

3. **Strategic Priority 3** (Meet or exceed the highest level of excellence in academic programs) Currently, the NSU Art Department has NASAD ([National Association for Schools of Art & Design](#)) accreditation for its existing BA in Art degree with Specializations in Fine Art and Graphic Design. As the curriculum shifts to a BFA, the NSU Art Department will simultaneously work with NASAD to maintain the requirements for continued accreditation with new BFA programs such as Digital Media, Art Studio, and Art Education. NASAD is one ingredient in the academic excellence recipe as the rigor, comprehensiveness, and standards put forth by the accrediting body are clear and nationally respected. Additionally, the outstanding faculty at NSU demand excellence in all levels of the art curriculum while simultaneously fostering individual interest and engagement.
4. **Strategic Priority 4** (Communicate the identity of NSU as the higher education institution of choice for students seeking a career for today and stepping stones for tomorrow's world) The small class sizes, specialized faculty, and flexibility in upper-level courses give NSU's BFA in Digital Media another avenue for potential students, donors, and alumni to see our clear identity of excellence, inclusion, and community.
5. **Strategic Priority 5** (Ensure NSU's sustainability through stewardship of financial, human, and cultural capital) The BFA in Digital Media fosters the human and cultural capital of NSU through the use of faculty and their expertise from introductory to advanced levels of coursework. It is a fiscally responsible addition to the NSU academic menu as it does not require additional faculty or space, it simply augments an already solid program with focus and professionalism entrenched in the professional degree level of BFA.

#### b. BOR Strategic Plan

- i. **Priority 1: Student Success – Grow degree production to 7,450 per year by 2020**
  1. The BFA in Digital Media allows NSU to recruit and retain students with a profound interest in their art careers as it distinguishes their degree as professional and focused on their artistic and career goals.
- ii. **Priority 2: Academic Quality and Performance – Document that academic programs are of the highest quality**
  1. Already having NASAD accreditation for the BA programs in the NSU Art Department, the department will add the BFA programs to the next round of reaccreditation so that the BFA in Digital Media is recognized for its rigor, quality, and facilities. Having current and continuing NASAD accreditation, the BFA in Digital Media at NSU will be assuredly at the same level or higher than other universities with similar programs, size, and locale.
- iii. **Priority 3: Research and Economic Development**

1. Artistic practice as a research methodology has grown in recent years and the bridge between art and traditional venues for research is strengthening. Students in the BFA in Digital Media program are artist-researchers as well as artist-entrepreneurs. In the past, NSU's art students have participated in numerous entrepreneurial endeavors through the Center for Excellence in Entrepreneurship as well as the ingrained, self-reliant nature of artists as self-promoters, small business owners, and collaborators. In addition, the *2020 Vision: The South Dakota Science and Innovation Strategy* report indicates design-centered manufacturing and product development is dependent upon creativity and artistic capacity within the state.<sup>2</sup>

**5. Do any related programs exist at other public universities in South Dakota? If a related program already exists, *explain the key differences between the existing programs and the proposed program, as well as the perceived need for adding the proposed new program. Would approval of the proposed new program create opportunities to collaborate with other South Dakota public universities?***<sup>3</sup>

- a. USD, SDSU and BHSU all offer the BFA degree in Art and/or Graphic Design (both SDSU and BHSU transitioned to the BFA in the last two years). NSU's transition to the BFA would modernize degree program offerings to remain current and relevant in the marketplace, as well as complete the alignment of art programs within the South Dakota Regental system.

*i. Key Differences:*

1. NSU is the only state institution in the NE part of the state.
2. NSU's size promotes community and small student-teacher ratios in the classroom.
3. NSU's BFA in Digital Media has 3 areas of emphasis that give students the opportunity to focus on 1.) interactive media such as animation, video, and web, 2.) graphic design and static media such as corporate identity, digital imaging, digital illustration, and photography, or 3.) New Media that provides freedom between the traditional studio arts and their interaction with digital media in order to innovate and create new art forms and modes of communication amongst media and disciplines.
4. NSU is the only public institution of its size in South Dakota that holds NASAD accreditation; illustrating the institution's strength as a small, public, regional institution that adheres to the national standards agreed upon by art programs across the continent.
5. The NSU art department enjoys a strong reputation for providing high quality graduates to public and private employers. The art unit also has considerable success in preparing students for graduate level studies in art and design. The NSU Art department offers a strong track record of graduates that have gone on to successful careers as painters, designers, sculptors, K-12 art teachers and University level professors. However, with a changing marketplace, NSU art and design students may face employment disadvantages in both the private and public marketplace - and in their access to advanced graduate study. We believe that offering BFA degree programs will allow NSU art students to compete at state, regional and national levels well into the future.

<sup>2</sup> <http://sdepscor.org/sdepscorHome/wp-content/uploads/2015/07/2020-Vision.pdf> (p.35-36).

<sup>3</sup> Lists of existing system programs are available through university websites and the RIS Reporting: Academic Reports database available from <http://apps.sdbor.edu/ris-reporting/AcademicProgramReports.htm>.

**6. Do related programs exist at public colleges and universities in Minnesota, North Dakota, Montana, and/or Wyoming?**

Competing regional institutions offer the BFA degree, including:

	INSTITUTION	PROGRAM TITLE
<b>Minnesota</b>	Univ. of Minnesota – Twin Cities	BFA – Graphic Design (BFA in Studio Art & Art Education also offered)
	Univ. of MN – Duluth	BFA – Graphic Design (BFA in Studio Art & Art Education also offered)
	MN State Univ. – Moorhead	BFA – Graphic Design (BFA in Studio Art & Art Education also offered)
	MN State Univ. – Mankato	BFA – Graphic Design (BFA in Studio Art also offered)
<b>North Dakota</b>	Univ. of ND – Grand Forks	BFA – Graphic Design and New Media (BFA Visual Arts also offered)
	ND State University – Fargo	BFA – Visual Arts – no Graphic Design BFA
	Minot State University	BFA – Art
<b>Montana</b>	Montana State University	BFA – Graphic Design (BFA in Studio Art also offered)
	University of Montanan	BFA – Digital Arts (BFA in Studio Art & Art Education also offered)
<b>Wyoming</b>	University of Wyoming	BFA – Visual Arts

**7. Are students enrolling in this program expected to be new to the university or redirected from other existing programs at the university?**

Both new and re-directed students are expected. While we propose to replace our current BA/BSED degree programs with the BFA, the University will honor existing BA and BSED degree program requirements for currently enrolled students. However, because the BFA will be a 120 hour program, we expect many currently enrolled students will elect to earn the BFA.

Based upon enrollment data covering the past five years, the art unit can reasonably expect to enroll 12-17 new students per year and we expect (initially) that this enrollment pattern will continue for the new BFA program(s).

Based upon graduation data covering the past five years, the art unit has graduated 11-18 students per year. The first class of BFA degree program graduates can reasonably be expected at 10-12.

**8. What are the university's expectations/estimates for enrollment in the program through the first five years? What are the university's expectations/estimates for the annual number of graduates from the program after the first five years? Provide an explanation of the methodology the university used in developing these estimates.**

	Fiscal Years*				
	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	5 <sup>th</sup>
<i>Estimates</i>	FY 19	FY 20	FY 21	FY 22	FY 23
Students new to the university	7	8	9	10	11
Continuing students	8	15	24	33	33
=Total students in the program (fall)	15	23	33	43	44
Graduates	0	5	10	15	18

**Methodology:** The table above reflects a modest growth that includes current enrollment, trends from the past 10 years, and specific recruiting outcomes for the next 5 years.

**9. Complete the following charts to indicate if the university intends to seek authorization to deliver the entire program on campus, at any off campus location (e.g., UC Sioux Falls,**

Capital University Center, Black Hills State University-Rapid City, etc.) or deliver the entire program through distance technology (e.g., as an on-line program)?<sup>4</sup>

	Yes/No	Intended Start Date
On campus	Yes	Fall 2018

	Yes/No	If Yes, list location(s)	Intended Start Date
Off campus	No		Choose an item. Choose an item.

	Yes/No	If Yes, identify delivery methods <sup>5</sup>	Intended Start Date
Distance Delivery (online/other distance delivery methods)	No		Choose an item. Choose an item.

10. What are the university's plans for obtaining the resources needed to implement the program?

	Development/ Start-up	Long-term Operation
Reallocate existing resources	Yes	Yes
Apply for external resources <sup>6</sup>	No	No
Ask Board to seek new State resources <sup>7</sup>	No	No
Ask Board to approve a new or increased student fee	No	No

11. Curriculum Example: Provide (as Appendix A) the curriculum of a similar program at another college or university. *Identify the college or university and explain why the selected program is a model for the program under development.*

The University of Montana's BFA in Digital Arts is a similar program to the BFA Digital Media that NSU would like to offer. It is similar in its foundational courses and progression through technological curricula. However, UMT's program does differ a bit in the upper level courses as NSU's BFA in Digital Media does not including gaming, 3D animation, or virtual reality. Instead, NSU's upper level courses focus on digital imaging, video, motion graphics, and web design. It is a regional program with NASAD accreditation, and the flexibility of upper level courses in addition to its distinction as a Digital program (rather than a BFA in Art with a specialization or concentration in digital arts and media) makes it a strong model for NSU.

University of Montana, School of Media Arts, BFA Digital Arts

**The Bachelor of Fine Arts | Digital Arts & Technologies** curriculum focuses on the artistic and creative application of digital technologies. Lower division core classes cover the fundamentals of software

<sup>4</sup> The Higher Learning Commission (HLC) and Board of Regents policy requires approval for a university to offer programs off-campus and through distance delivery.

<sup>5</sup> Delivery methods are defined in [AAC Guideline 5.5](#).

<sup>6</sup> If checking this box, please provide examples of the external funding sites identified

<sup>7</sup> Note that requesting the Board to seek new State resources may require additional planning and is dependent upon the Board taking action to make the funding request part of their budget priorities. Universities intending to ask the Board for new State resources for a program should contact the Board office prior to submitting the intent to plan.

applications such as the Adobe Creative Cloud Suite and include still image, motion, animation and sound design components. They also include the fundamentals of creative coding. Upper division core classes cover the principles and applications of web technologies (including HTML, CSS, and Javascript) and interactivity (including gaming, virtual reality, and installations). Senior level core classes center on advanced projects and developing a portfolio-centered internet presence.

#### **YEAR ONE**

MART 101L Intro to Media Arts – 3 cr.  
 MART 102 Digital Technology in the Arts – 3 cr.  
 MART 111A Intro to Photoshop – 3 cr.  
 MART 112A Intro to Film Editing – 3 cr.  
 MART 191 Creative Coding I – 3 cr.

#### **YEAR TWO**

MART 210 Creation of Media Story – 3 cr.  
 MART 251 Digital Video Production Techniques – 3 cr.  
 MART 255 Photoshop: Art & Design – 3 cr.  
 MART 330 Principals of Sound Design – 3 cr.  
 MART 256 Illustrator: Vector Layout – 3 cr.  
 MART 291 Creative Coding II – 3 cr.  
 MART 325 Intro to Animation – 3 cr.

#### **YEAR THREE**

MART 302 Intro to Motion Design – 3 cr.  
 MART 305 3D Animation I – 3 cr.  
 MART 340 Principles of Interactive Media – 3 cr.  
 MART 341 Principles of Web Design – 3 cr.  
 MART 440 Techniques of Interactive Media – 3 cr.  
 MART 441 Web Technologies – 3 cr.  
 MART 445 Sound for Digital Media – 3 cr.

#### **YEAR FOUR**

MART 416 Production Studio I – 3 cr.  
 MART 450 Topics in Film/Media – 3 cr.  
 MART 457 Production Studio II – 3 cr.  
 MART 499 Professional Portfolio – 3 cr.

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#### **Credit Breakdown**

Prerequisites: 15 credits  
 BFA Core: 54 credits  
 Electives: 3 credits  
 Total: 72

# **SOUTH DAKOTA BOARD OF REGENTS**

## **Academic and Student Affairs**

**AGENDA ITEM: 6 – I (3)**

**DATE: March 27-29, 2018**

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### **SUBJECT**

**Intent to Plan: USD and SDSMT, BS in Biomedical Engineering**

### **CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 2:23](#) – Program and Curriculum Approval

### **BACKGROUND / DISCUSSION**

The University of South Dakota (USD) and South Dakota School of Mines & Technology (SDSMT) request permission to plan a joint Bachelor of Science (BS) degree in Biomedical Engineering. The program will bridge the medical and engineering disciplines to produce graduates to advance human health and well-being. Biomedical Engineering is an interdisciplinary degree that will provide graduates with job opportunities nationally and in South Dakota; the Governor’s Office of Economic Development identifies bioscience as one of the state’s “key industries.” USD and SDSMT have offered graduate programs in Biomedical Engineering since 2006. USD received approval to offer an AS in Integrated Science at the University Center in Sioux Falls in 2017; the AS was designed to be stackable into the planned BS in Biomedical Engineering. The program will also collaborate with the GEAR Center in Sioux Falls, home to USD’s Department of Biomedical Engineering, and in close proximity to the city’s growing biomedical sector.

The program complies with the statutory mission and Board policy missions of USD. In addition, the proposal meets with the Board’s Strategic Plan goals by growing the number of degrees awarded, growing STEM programs, promoting research and development, and increasing the number of accredited programs.

### **IMPACT AND RECOMMENDATION**

South Dakota State University offers a minor in Biomedical Engineering and a BS in Agriculture and Biosystems Engineering focusing on the agricultural area as opposed to the human health emphasis of the joint USD/SDSMT proposed program. Collectively, USD and SDSMT expect to graduate a combined 30 students per year with the degree. Neither institution anticipates asking for new state resources to offer the program.

(Continued)

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### **DRAFT MOTION 20180327\_6-I(3):**

I move to authorize USD and SDSMT to develop a proposal for a Bachelor of Science (BS) in Biomedical Engineering as presented.

Board office staff recommends approval of the intent to plan with the following conditions:

1. The university will research existing curricula, consult with experts concerning the curriculum, and provide assurance in the proposal that the program is consistent with current national standards and with the needs of employers.
2. The proposal will define the specific knowledge, skills, and competencies to be acquired through the program, will outline how each will be obtained in the curriculum and will identify the specific measures to be used to determine whether individual students have attained the expected knowledge, skills, and competencies.
3. The university will not request new state resources without Board permission, and the program proposal will identify the sources and amounts of all funds needed to operate the program and the impact of reallocations on existing programs.
4. The Board of Regents strongly encourages institutions to collaborate on potential degree programs that allow institutions to leverage existing faculty expertise, and take full advantage of infrastructure investments made by the state of South Dakota. Biomedical engineering involves interdisciplinary approaches; it is neither purely the study of engineering sciences nor medical/health sciences. Approval of this program is not a Board endorsement for USD to add additional programming related to engineering or for SDSM&T to additional medical programming beyond that which is already in their respective approved mission statements and curriculum.

## **ATTACHMENTS**

Attachment I – Intent to Plan Request: USD & SDSMT – BS in Biomedical Engineering



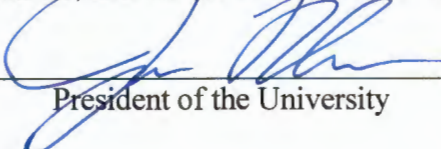


## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS Intent to Plan for a New Program

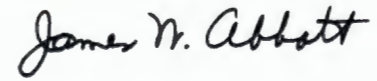
<b>UNIVERSITY:</b>	<b>USD and SDSM&amp;T</b>
<b>DEGREE(S) AND TITLE OF PROGRAM:</b>	<b>B.S. in Biomedical Engineering</b>
<b>INTENDED DATE OF IMPLEMENTATION:</b>	<b>Fall 2018</b>

### University Approval

*To the Board of Regents and the Executive Director: I certify that I have read this intent to plan, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.*

  
 \_\_\_\_\_  
 President of the University

3-2-18  
 \_\_\_\_\_  
 Date

  
 \_\_\_\_\_  
 President of the University

3/2/2018  
 \_\_\_\_\_  
 Date

### 1. What is the general nature/purpose of the proposed program?

The University of South Dakota and South Dakota School of Mines & Technology request permission to plan a Joint Bachelor of Science degree in Biomedical Engineering (BME). The intent is that both USD and SDSM&T will offer the joint degree program. The Joint Degree capitalizes on an inter-institutional model by bridging the medical and engineering disciplines to produce well prepared BME graduates to advance human health and wellbeing. The purpose of the proposed program are listed in the objectives below:

Graduates will:

- a. Learn with hands-on laboratory experience, experimental design and data analysis tools, and effective team-work strategies.
- b. Acquire the problem-solving skills required to start a business in the growing regional biomedical market.
- c. Acquire the expertise needed to drive the success of regional biotechnology, biomaterial development, or biomedical research companies.
- d. Demonstrate critical-thinking, creativity, effective communication, and leadership skills.
- e. Acquire the foundational skills in engineering and medicine needed to advance research and innovation development domestically and globally.

### 2. What is the need for the proposed program (e.g., Regental system need, institutional need, workforce need, etc.)? What is the expected demand for graduates nationally and in South Dakota (provide data and examples; data sources may include but are not limited to the South Dakota Department of Labor, the US Bureau of Labor Statistics, Regental system dashboards, etc.)?

The Bureau of Labor Statistics reports that growth in the national job outlook for biomedical engineers for 2016-2026 will be as fast as average and that the median annual salary in 2016



was \$85,620.<sup>1</sup> In 2016 the Coalition of State Bioscience Institutes (CSBI) reported on workforce trends.<sup>2</sup> Their report separates the United States into seven geographic regions, with South Dakota assigned to Region 4. In 2015, Region 4 had 18,803 job postings.

Locally, SAB Biotherapeutics, Sanford Health, and Alumend (all based in Sioux Falls) have pharmaceutical products and medical devices that are in FDA-approved trials and ImMutrix (based in Rapid City) is quickly approaching that stage in development. Also, the Governor's Office of Economic Development is actively recruiting companies in the medical product space, including naming "bioscience" as one of the "key industries" for the state.<sup>3</sup> These observations, coupled with the active research in biomaterials and biomedical devices occurring at SDSMT and USD, led Dr. Christoph Bausch in his report on a South Dakota Unified Bioscience Strategy, to conclude that the biomaterial and medical device spaces should be a cornerstone of the SD bioscience economic development strategy.<sup>4</sup>

There is a strong national and regional need for biomedical engineers. The medical device and pharmaceutical product industry in South Dakota is young and rapidly growing. The BME Graduate Program has produced graduate and student led companies that are partaking in the biotech growth as shown in their participation and Governor's Giant Vision Business Plan awards from the SD Chamber of Commerce and Industry. To support that growth, the industry will need a skilled biomedical engineering workforce that can be uniquely provided by the Board of Regents through USD and SDSMT.

### **3. How would the proposed program benefit students?**

The B.S. in Biomedical Engineering is an interdisciplinary degree that offers a span of job opportunities both in South Dakota and nationally. The diverse education in BME, which combines life science and engineering courses, will prepare the students to work in many professional fields (medical device, health care, animal health, agriculture, biotechnology, pharmaceutical industries, etc.). BME students have access to the vast resources of the University of South Dakota, GEAR Center, and SDSMT, which provides extensive and diverse opportunities for collaboration with faculty, clinicians, and students.

Students will be prepared to go directly into well-paying industries where biomedical products are designed and manufactured. Biomedical Engineering graduates bring a unique knowledge of life sciences, engineering design, and analysis skills to an employer. The undergraduate Biomedical Engineering degree can also help advance students to further their education into professional studies.

The programs will go up for Accreditation Board for Engineering and Technology, Inc. (ABET) accreditation. The students will also be a stakeholder in the biomedical engineering program and will be included in ongoing review of program educational objectives for continued success and continued improvement in the BME program.

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<sup>1</sup> Bureau of Labor Statistics Occupational Outlook Handbook for Biomedical Engineers, <https://www.bls.gov/ooh/architecture-and-engineering/biomedical-engineers.htm>

<sup>2</sup> The Coalition of State Bioscience Institutes (CSBI): 2016 Life Science Workforce Trends Report [http://docs.wixstatic.com/ugd/dd6885\\_941eb22598f7465a84b4db3386dc29c6.pdf](http://docs.wixstatic.com/ugd/dd6885_941eb22598f7465a84b4db3386dc29c6.pdf)

<sup>3</sup> South Dakota Governor's Office of Economic Development, Key Industries, "Bioscience in South Dakota," available from <http://www.sdeasytowork.com/Key-Industries/Bioscience.aspx>.

<sup>4</sup> South Dakota Unified Bioscience Strategy, Confidential. Report is on File at USD BME.

**4. How does the proposed program relate to the university's mission as provided in South Dakota Statute and Board of Regents Policy, and to the current Board of Regents Strategic Plan 2014-2020?<sup>5</sup>**

The statutory mission of the University of South Dakota is provided in SDCL 13-57-1<sup>6</sup>:

*Designated as South Dakota's liberal arts university, the University of South Dakota, established and located at Vermillion, in Clay County, shall be under the control of the Board of Regents and shall provide undergraduate and graduate programs of instruction in the liberal arts and sciences and professional education in business, education, fine arts, law and medicine, and other courses or programs as the Board of Regents may determine.*

The statutory mission of the South Dakota School of Mines & Technology is provided in SDCL 13-60-1:

*The South Dakota School of Mines and Technology, formerly the State School of Mines, located at Rapid City, in Pennington County, shall be under the control of the Board of Regent and shall provide undergraduate and graduate programs of instruction in engineering and the natural science and other courses or programs as the Board of Regents may determine.*

Biomedical Engineering exists at the intersection of biomedical science, engineering science, and human health care. Accordingly, a program that is jointly offered by The University of South Dakota and the South Dakota School of Mines & Technology will support the missions of each university.

The SD Board of Regents strategic plan puts forth four major goals to attain by 2020; the proposed B.S. in Biomedical Engineering will help address each of these four goals:

*1. Student Success – Grow degree production to 7,450 per year by 2020:*

As highlighted earlier in this Intent to Plan, there is tremendous and growing demand for biomedical engineers in the workforce both nationally and regionally. This growth makes biomedical engineering an attractive option for students.

*2. Academic Quality and Performance – Document that academic programs are of the highest quality:*

Both USD and SDSMT will seek accreditation of their programs from the Accreditation Board for Engineering and Technology, Inc. (ABET) which periodically reviews all accredited programs to be certain they are compliant with rigorous and industry-relevant standards.

*3. Research and Economic Development – Increase annual system research and contract expenditures to \$150M by 2020 to advance knowledge, enhance technology transfer, commercialization, and catalyze economic development:*

In the Unified Bioscience Strategy, Dr. Christoph Bausch identified biomaterials and biomedical Devices as target areas for economic growth in South Dakota. Both of these areas fall within the domain of biomedical engineering. Further, the existing graduate-level biomedical engineering program (which is also jointly offered between USD and SDSMT) has been actively participating in technology transfer, commercialization, and economic development. Antimicrobial

<sup>5</sup> South Dakota statutes regarding university mission are located in SDCL 13-57 through 13-60; Board of Regents policies regarding university mission are located in Board Policies 1:10:1 through 1:10:6. The Strategic Plan 2014-2020 is available from [https://www.sdbor.edu/the-board/agendaitems/Documents/2014/October/16\\_BOR1014.pdf](https://www.sdbor.edu/the-board/agendaitems/Documents/2014/October/16_BOR1014.pdf).

<sup>6</sup> [http://legis.sd.gov/Statutes/Codified\\_Laws/DisplayStatute.aspx?Type=Statute&Statute=13-57-1](http://legis.sd.gov/Statutes/Codified_Laws/DisplayStatute.aspx?Type=Statute&Statute=13-57-1)

Materials, Inc. and Tailored Medical Devices, Inc.; companies founded by BME graduate students, are currently licensing university technologies (AMI directly, and TMDI through a sub-license from Sanford Health). Furthermore, the SD Chamber of Commerce and Industry has awarded four Governor's Giant Vision Business Plan awards to companies that are led by BME graduates or students (BME graduates or students are underlined):

2016 BlueDop Medical (Patrick Kelly and Tyler Remund)

2014 AgriVax (Sue Lancaster)

2014 Antimicrobial Materials Inc. (Greg Bertsch)

2013 Tranzderm Solutions (Sue Lancaster)

4. *Affordability and Accountability – Reduce SD tuition and fees ranking to the regional average by 2020:*

While a single program can do little to influence the tuition and fees charged by the university, the program can provide a good value to its students. The high market need for biomedical engineering graduates will help to support that value. Accountability is a key element of the ABET accreditation process and programs are required by ABET to have stakeholder advisory boards and the boards include students, program graduates, and industry representation.

5. **Do any related programs exist at other public universities in South Dakota? If a related program already exists, explain the key differences between the existing programs and the proposed program, as well as the perceived need for adding the proposed new program. Would approval of the proposed new program create opportunities to collaborate with other South Dakota public universities?**<sup>7</sup>

Since 2006, USD and SDSMT have offered graduate programs in Biomedical Engineering. As highlighted in question #4, graduates from these programs are contributing to the growing medical product industry in South Dakota. The proposed B.S. in Biomedical Engineering will complement these successful graduate programs.

SDSMT offers a B.S. in Chemical and Biological Engineering. This program focuses on bioproduction (including pharmaceuticals). This does not overlap with the medical device and drug delivery focus of the planned B.S. in Biomedical Engineering. It is likely that elective courses will be shared between the programs, similar to the co-listed Immuno-Engineering course at the graduate level.

SDSU offers a minor in Biomedical Engineering. SDSU also offers a B.S. in Agriculture and Biosystems Engineering. This major is focused in the agricultural area and has little overlap with the human health emphasis of the planned B.S. in Biomedical Engineering.

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<sup>7</sup> Lists of existing system programs are available through university websites and the RIS Reporting: Academic Reports database available from <http://apps.sdbor.edu/ris-reporting/AcademicProgramReports.htm>.

**6. Do related programs exist at public colleges and universities in Minnesota, North Dakota, Montana, and/or Wyoming?**

	<b>Institution</b>	<b>Program Title</b>
<b>Minnesota</b>	University of Minnesota (Twin-Cities, Duluth)	Department of Biomedical Engineering, Bachelor of Biomedical Engineering, B.Bm.E.
<b>North Dakota</b>	None	(Joint Graduate Program: UND, NDSU)
<b>Montana</b>	Montana State University	Biological Engineering
<b>Wyoming</b>	None	(Minor in Biomedical Engineering @ University of Wyoming)

**7. Are students enrolling in this program expected to be new to the university or redirected from other existing programs at the university?**

USD's Department of Biomedical Engineering is housed in USD's Graduate Education and Applied Research (GEAR) Center, which is on the University Center site in Sioux Falls. Also, many of the prospective employers are based in Sioux Falls. Therefore, we believe this will position the B.S. in Biomedical Engineering to attract students that are new to the university.

The B.S. in Biomedical Engineering will also be offered on-campus at USD and SDSMT. We expect students at these locations to be a combination of new students and students that redirect from other programs.

**8. What are the university's expectations/estimates for enrollment in the program through the first five years? What are the university's expectations/estimates for the annual number of graduates from the program after the first five years? Provide an explanation of the methodology the university used in developing these estimates.**

In Fall 2017, USD began offering its A.S. in Integrated Science at the University Center in Sioux Falls. The A.S. was designed to be stackable into the planned B.S. in Biomedical Engineering. There are currently six students enrolled in the A.S. and at least five of them hope to pursue the B.S. in Biomedical Engineering.

Biomedical Engineering graduate students recently started a student chapter of the Biomedical Engineering Society (BMES) at SDSMT; there meetings are routinely attended by 15-20 undergraduate students. SDSMT has 1,530 prospective students in their recruitment database for Fall 2018 who have indicated an interest in a BS in Biomedical Engineering.

Based on these anecdotal data, we believe that USD/SDSMT combined enrollment in the first year will be 20 students (including current A.S. students). Given the anticipated growth in workforce demand, we expect to graduate 30 students per year (combined).

9. Complete the following charts to indicate if the university intends to seek authorization to deliver the entire program on campus, at any off campus location or deliver the entire program through distance technology (e.g., as an on-line program)?<sup>8</sup>

	Yes/No	Intended Start Date
On campus	Yes	Fall 2018

	Yes/No	If Yes, list location(s)	Intended Start Date
Off campus	Yes	University Center – Sioux Falls	Fall 2018

	Yes/No	If Yes, identify delivery methods <sup>9</sup>	Intended Start Date
Distance Delivery (online/other distance delivery methods)	Yes	DDN; D2L Collaborate	Fall 2018

10. What are the university's plans for obtaining the resources needed to implement the program?

	Development/ Start-up	Long-term Operation
Reallocate existing resources	Yes	Yes
Apply for external resources <sup>10</sup>	No	No
Ask Board to seek new State resources <sup>11</sup>	No	No
Ask Board to approve a new or increased student fee	No	No

11. Curriculum Example: Provide (as Appendix A) the curriculum of a similar program at another college or university. Identify the college or university and explain why the selected program is a model for the program under development.

The Curriculum Example is from the Joint Department of Biomedical Engineering from UNC Chapel Hill and NC State University. UNC Chapel Hill undergraduates receive a liberal arts education. NC State University is a land grant college that also provides a liberal education with historical strengths in engineering, statistics, agriculture, life sciences, textiles, and design. Both programs are ABET accredited. From the Joint Department of Biomedical Engineering at UNC Chapel Hill and NC State University: "The mission of the UNC/NC State Joint Department of Biomedical Engineering is to unite engineering and medicine to improve lives. The work and culture of the Joint Department are built on three core values: innovate, collaborate, and translate. The Joint Department is a unique collaboration between North Carolina's two flagship universities: The University of North Carolina at Chapel Hill and North Carolina State University. The nationally ranked UNC Hospitals and School of Medicine at UNC-Chapel Hill provide an excellent clinical environment for students to gain experience in medicine, while the College of Engineering at NC State, one of the finest engineering and computer science schools in the world, offers state-of-the-art facilities for students and faculty engaged in vital areas of research and technology transfer."

See the attached Example Curriculum in Appendix A.

<sup>8</sup> The Higher Learning Commission (HLC) and Board of Regents policy requires approval for a university to offer programs off-campus and through distance delivery.

<sup>9</sup> Delivery methods are defined in [AAC Guideline 5.5](#).

<sup>10</sup> If checking this box, please provide examples of the external funding sites identified

<sup>11</sup> Note that requesting the Board to seek new State resources may require additional planning and is dependent upon the Board taking action to make the funding request part of their budget priorities. Universities intending to ask the Board for new State resources for a program should contact the Board office prior to submitting the intent to plan.

## Appendix A

### Undergraduate Biomedical and Health Sciences Engineering Curriculum University of North Carolina at Chapel Hill 2016-2017

Students may declare the Biomedical and Health Sciences Engineering major as early as their first year. However, students who enter UNC fall 2016 or later and wish to complete the Biomedical and Health Sciences Engineering major must apply for admission to the program. Admission to the university does not guarantee admission to the program. Students will apply for admission to the program in the fall, spring or summer of their first year. Rising juniors may also apply, but admission to rising juniors will only be granted on a limited basis if space is available. Students who are not accepted to the program must select a different major.

In order to apply, students must complete or receive credit (transfer, AP or IB) for core courses (see notes 2 and 3 below). More information about this process is available on the department Web site.

#### First year

BMME	101	Frontiers of Biomedical Engineering <sup>1</sup>	1
MATH	231	Calculus of Functions of One Variable <sup>2</sup>	3
MATH	232	Calculus of Functions of One Variable II <sup>2</sup>	3
PHYS	116/118	Mechanics <sup>2</sup>	4
CHEM	101, 101L	General Chemistry I and Lab <sup>2</sup>	4
CHEM	102, 102L	General Descriptive Chem and Lab	4
ENGL	105 / 105I	English Composition and Rhetoric <sup>3</sup>	3
		Foreign Language 3	3

1. Strongly recommended, but not required. Course provides an introduction to biomedical engineering tools and topics and information about the curriculum.
2. Students must earn a C or better in this course in order to apply for the major.
3. Students must earn a C- or better in this course in order to apply for the major.

#### Sophomore year

##### Fall or Spring:

MATH	233	Calculus of Functions of Several Variables	3
MATH	383, 383L	Linear Algebra and Differential Equations	4
PHYS	117/119	Electromagnetism and Optics	4
BMME	210	BME Design and Manufacturing I	2
BIOL	101, 101L	Principles of Biology with Lab	4
BIOL	202	Molecular Biology and Genetics	4
COMP		Introductory Programming Elective (COMP 116 highly	3

recommended, but you can choose from COMP 116, 401, PHYS 331 or, in summer, BMME 201)

**Fall only:**

BMME	160	Statics	3
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**Spring only:**

BMME	150	Introduction to Materials Science	3
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**Junior year****Fall or Spring:**

BMME	310	BME Design and Manufacturing II	2
BIOL	252	Fund. Of Hum. Anatomy and Physiol.	4
MATH	528	Mathematical Methods for the Physical Sciences I (lab section is optional)	3
STOR		Statistics Elective (choose from STOR 435 or STOR 455)	3
		BME Specialty Elective 1	3

**Fall only:**

BMME	350	Fundamentals of Biomedical Electronics	4
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**Spring only:**

BMME	351	Human Physiology and Biological Measurements	4
BMME	465	Biomedical Instrumentation	4
BMME	410	Signals and Systems	3

**Senior year****Fall or Spring:**

BME Specialty Elective 2	3
BME Specialty Elective 3	3
BME Specialty Elective 4	3

Choose ONE of the following (additional courses taken count as a BME Specialty Elective)

BMME	341	Thermodynamics (fall)	3
BMME	455	BioFluid Mechanics (fall)	3
BMME	475	Transport Processes (spring)	3
BMME	405	Biomechanics of Movement (spring)	3
BMME	505	Skeletal Biomechanics (fall)	3

**Fall only:**

BMME	697	Senior Design Project	3
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**Spring only:**

BMME	698	Senior Design Project	3
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### Any semester<sup>5</sup>

Approaches class: Historical Analysis (HS) <sup>4</sup>	3
Approaches class: Social and Behavioral Science (SS,HS) <sup>4</sup>	3
Approaches class: Social and Behavioral Science (SS,HS) <sup>4</sup>	3
Approaches class: Philosophical and Moral Reasoning (PH)	3
Approaches class: Literary Arts (LA)	3
Approaches class: Visual and Performing Arts (VP)	3
Lifetime Fitness	1

### Approaches classes must also meet connections<sup>5</sup> no additional credit hours

US Diversity (US) North  
 Atlantic World (NA)  
 Beyond the North Atlantic World (BN)  
 World Before 1750 (WB)  
 Global Issues (GL)

4. Social and Behavioral Science or Historical Analysis classes must come from two different departments
5. Other approaches and connections requirements are met by required courses

#### **BME electives offered in fall (this list is subject to change):**

BMME 445: Systems Neuroscience  
 BMME 485: Biotechnology  
 BMME 510: Biomaterials  
 BMME 550: Medical Imaging  
 BMME 580: Microcontroller Applications I  
 PHYS 405: Biological Physics  
 BMME 490: Topics vary. Check listings.  
 BMME 495: Undergraduate Research in BME as a Technical Elective

#### **BME electives offered in spring (this list is subject to change):**

BMME 420: Introduction to Synthetic Biology  
 BMME 425: Biomedical Applications of Electromagnetics  
 BMME 470: Tissue Engineering  
 BMME 576: Mathematics for Imaging Computing  
 BMME 490: Topics vary. Check listings.  
 BMME 495: Undergraduate Research in BME as a Technical Elective



# **SOUTH DAKOTA BOARD OF REGENTS**

## **Academic and Student Affairs**

**AGENDA ITEM: 6 – J**  
**DATE: March 27-29, 2018**

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### **SUBJECT**

**Proactive Admissions Update**

### **CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 2.3](#) – System Undergraduate Admissions

### **BACKGROUND / DISCUSSION**

During their [August 2017](#) meeting, the Board approved the second reading of the updated admissions policy to provide the policy framework that would allow for the admission of high school students based on their performance on the Smarter Balanced assessment test administered to all South Dakota students at the conclusion of the eleventh grade. Data agreements between SDBOR and SDDOE as well as those between SDDOE and school districts were updated to be able to utilize the necessary data fields.

Proactive Admissions grants guaranteed general admission to students at South Dakota public high schools earning a Level 3 or 4 on the English language arts and math portions of the Smarter Balanced test or an ACT composite score of 18 or higher to Regental institutions and South Dakota technical institutes.

### **IMPACT AND RECOMMENDATION**

Proactive Admissions letters were mailed to 4,439 students in September with an application deadline of December 1. The December 1 deadline was established as a benchmark to compare application rates to previous years. 2,457 students from South Dakota public high schools submitted online applications to Regental institutions prior to December 1, 2017, compared to 2,055 by the same date in 2016.

- Since Fall 2012, the percentage of high school seniors at public high schools applying to Regental institutions prior to December 1 has steadily increased, though enrollment from those same high schools has not seen the same increase.
- Used in conjunction with College Application Week, Proactive Admissions has the potential to become a powerful recruitment tool.
- The increase in applicants prior to December 1 was not limited to College Application Week schools. Districts like Aberdeen, Rapid City, Sioux Falls, Spearfish, and Yankton saw an increase from prior years. Early applications from

(Continued)

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### **INFORMATIONAL ITEM**

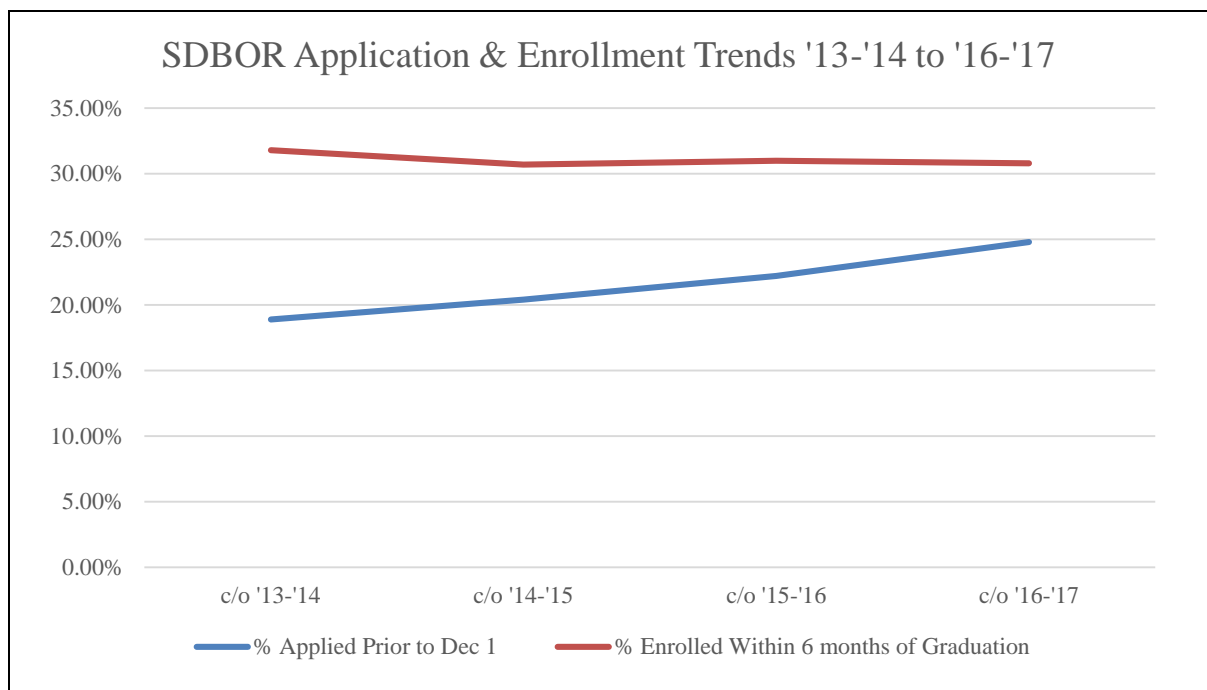
Sioux Falls Lincoln and Sioux Falls Washington are up nearly 10% in the last five years with Sioux Falls Roosevelt seeing a 5% increase.

- It is important to note that only students enrolled at public high schools with the appropriate data agreements with the South Dakota Department of Education were eligible for Proactive Admissions. Students at private or Tribal/BIE high schools did not receive letters.
- Data do not include paper applications or applications to technical institutes.

<i>Percentage of South Dakota Public High School Seniors Submitting Applications Prior to December 1*</i>					
2012	2013	2014**	2015	2016	2017
15.7%	18.9%	20.4%	22.2%	24.8%	29.3%

\*Percentage based on South Dakota Department of Education enrollment data

\*\*2014 – College Application Week Pilot



## ATTACHMENTS

None

# **SOUTH DAKOTA BOARD OF REGENTS**

## **Academic and Student Affairs**

**AGENDA ITEM: 6 – K**  
**DATE: March 27-29, 2018**

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### **SUBJECT**

**College Application Week Matriculation**

### **CONTROLLING STATUTE, RULE, OR POLICY**

None

### **BACKGROUND / DISCUSSION**

In November 2014, South Dakota joined the American College Application Campaign and piloted South Dakota College Application Week at nine high schools. Since then, the program has grown every year with 80 schools invited to participate in the 2017 campaign. Participating schools are identified through a variety of metrics including historic college going rates; free/reduced lunch population; American Indian population; and participation in college preparatory programs like GEAR UP, TRIO, and South Dakota Jump Start.

The Board received an initial matriculation report on the first two cohorts at the [March 2017](#) meeting.

### **IMPACT AND RECOMMENDATION**

- Since the Board of Regents began coordinating this program in 2014, the number of participating high schools has grown steadily every year from 9 high schools during the pilot year to 80 schools participating during the 2017 campaign.
- Participating high schools have consistently seen a number of their students matriculating to Regental institutions or other in-state institutions.
  - 2014 – 234 students submitted 405 applications to Regental institutions resulting in 73 students enrolling at a Regental institution in the first six months following graduation, and an addition 56 students enrolling at other postsecondary institutions.
  - 2015 – 385 students submitted 895 applications resulting in 141 students enrolling at a Regental institutions within six months of graduation, and with an additional 176 enrolling at other postsecondary institutions.
  - 2016 – 354 students submitted 800 applications to regental institutions. 230 students from participating high schools enrolled at a Regental institution

(Continued)

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### **INFORMATIONAL ITEM**

with an additional 154 enrolling at other postsecondary institutions within South Dakota.

- High schools participating since the pilot year of the program have seen significant gains in postsecondary matriculation, increasing from 40.9% prior to implementation to 45% after three years.
- While matriculation rates for students from Tribal or BIE schools continue to be significantly lower than other students, the percentage of students enrolling in postsecondary education has increased from 27.1% to 32.5%.
- That there is no longer recruitment for the Jump Start program likely had an impact on the rate of matriculation to Regental institutions for the most recent cohort.

## **ATTACHMENTS**

Attachment I – College Application Week Matriculation Report



\*\*\* Special Data Analysis \*\*\*

## College Application Week Matriculation

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South Dakota joined the American College Application Campaign in 2014, piloting South Dakota College Application Week at nine high schools. The program has since grown to include nearly 80 schools. This report provides an in-depth look at student matriculation for the first three cohorts.

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The American College Application Campaign (ACAC) is a national effort to increase the number of students from underrepresented and underserved populations pursuing a postsecondary education. The program helps students navigate the often confusing and complex college admissions process and encourages them to apply to at least one postsecondary institution. The first College Application Day was held at a GEAR UP high school in North Carolina in 2005 and has since grown to an estimated 5,000 high schools nationwide. South Dakota joined the ACAC in the fall of 2014, piloting South Dakota College Application Week at nine schools. The expanded pilot in 2015 included 20 schools, and in the third year has grown to include nearly 40 South Dakota high schools. The initial pilot was coordinated through the staff of the College Access Challenge Grant (CACG) program. After the CACG program was discontinued by the U.S. Department of Education, the Board of Regents central office took over coordination of the program.

During the designated week, graduating seniors at participating high schools are granted the opportunity to apply to up to three Regental institutions and other partner institutions at no cost. Over the course of the week, students participate in a variety of activities culminating in their applying to college. Schools are free to determine their own programming during the week with some schools putting together panels of teachers and staff to speak with students about their college experience and answer any questions students may have. Other activities include completion of a college decision map, scholarship essay practice, interest inventories on SDMyLife, and speaking with admissions representatives at college fairs prior to the application week.

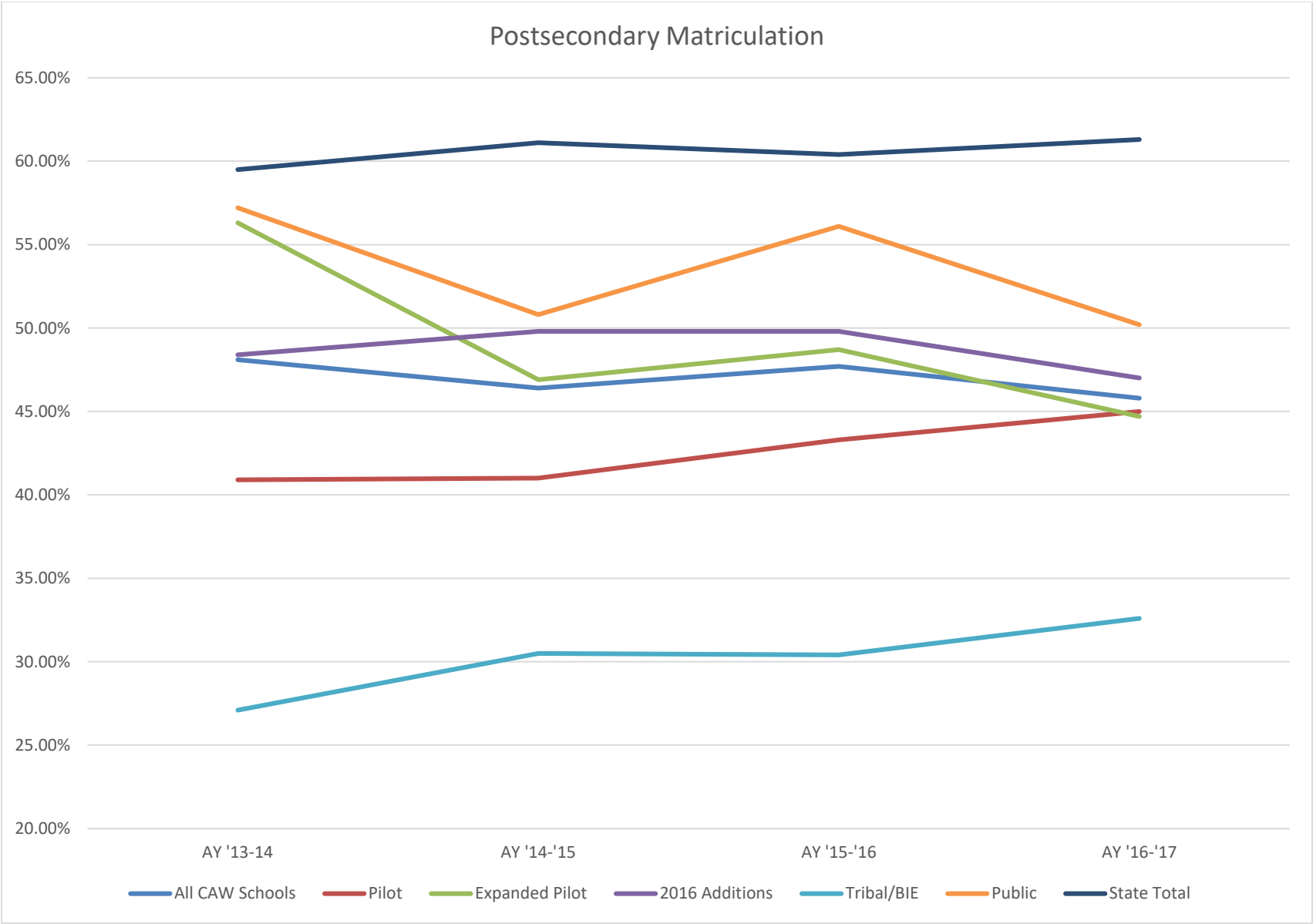
Participating schools are identified using historic matriculation trends. Those schools with historically low rates of college-going are of greatest emphasis as well as schools with high populations of students from underrepresented and underserved backgrounds including racial/ethnic minorities, first-generation, and low-income. Schools identified as Tribal/BIE schools, GEAR UP schools, TRIO schools, or Jump Start target schools have comprised the majority of participating high schools in the first years of the program with rural districts becoming another target group for the 2017 campaign. The respective staffs of GEAR UP, TRIO Upward Bound, and the Jump Start access advisors have served as valuable partners in working with school counselors and students in the development of College Application Week programming.

During the pilot College Application Week in 2014, 234 students submitted 405 applications to Regental institutions resulting in 73 students enrolling at a Regental institution in the first six months following graduation, and an addition 56 students enrolling at other postsecondary institutions. Over the course of the expanded pilot in 2015, 385 students submitted 895 applications resulting in 141 students enrolling at a Regental institutions within six months of graduation, and with an additional 176 enrolling at other postsecondary institutions resulting in just over 82% of participating students matriculating to postsecondary within 6 months of graduation. During the 2016 campaign, 354 students submitted 800 applications to regental institutions. 230 students from participating high schools enrolled at a Regental institution with an additional 154 enrolling at other postsecondary institutions within South Dakota.

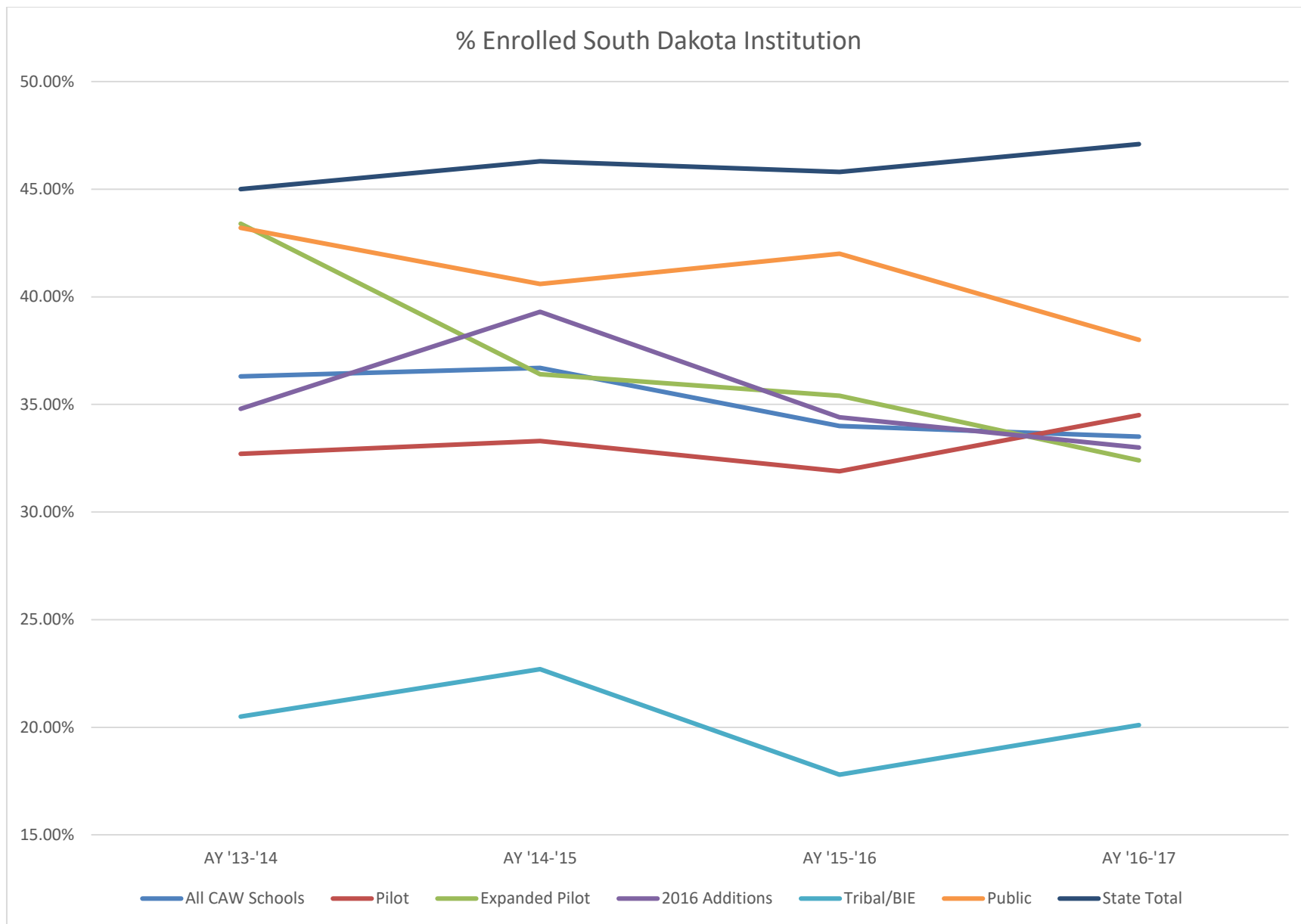
Three after the initial implementation high schools who have been participating since the pilot year have seen significant gains in postsecondary matriculation going from a 40.9% matriculation rate to 45%. Those same schools have seen the percentage of students staying in-state for postsecondary increase from 32.7% to 34.5%, and an increase from 16.5% to 19.2% for students enrolling at Regental institutions. Kadoka High School went from 18.2% of their students enrolling at Regental institutions to 39.1%.

For those Tribal/BIE schools participating in the program, the percentage of students enrolling at a postsecondary institution within six months of graduating from high school increased from 27.1% to 32.6%. Pine Ridge High School saw their matriculation rate increase from 31.8% to 37.9% since implementation. Crazy Horse High School saw their matriculation rate increase from 11.1% to 21.4% with all of those students remaining in the state of South Dakota for postsecondary. Red Cloud, a school which has a higher than average matriculation rate for a school serving a tribal community but tends to send their students out of state for postsecondary, saw a Regental matriculation rate increase from 17.9% to 26.2%

Those schools that have seen lower rates of success with the implementation of the program are schools that have experienced high turnover rates for school counselors with different school counselors serving as site coordinators every year since the program began. Many are also schools that formerly received significant support from the College Access Challenge Grant program and its staff. More established, long-serving school counselors have seen much greater success rates than those school counselors who are new to a school or are new to the field. That there was no new cohort of the Jump Start program to recruit for also likely had an impact in the number of students matriculating to Regental institutions.

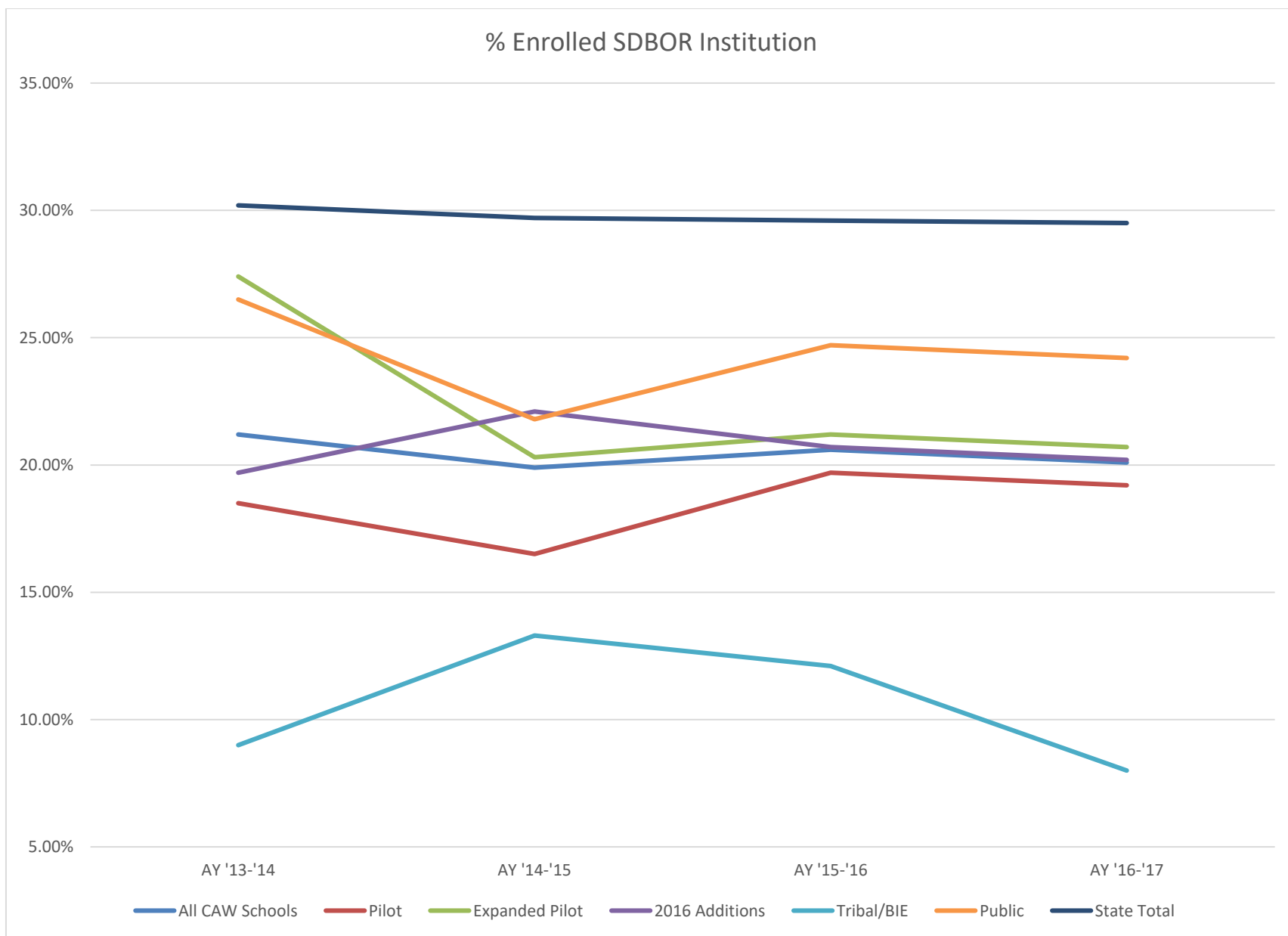


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**SOUTH DAKOTA BOARD OF REGENTS**

**Budget and Finance**

**AGENDA ITEM: 7 – A**  
**DATE: March 27-29, 2018**

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**SUBJECT**

**Building Committee Report**

**CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 6:5](#) – Building Committees

**BACKGROUND / DISCUSSION**

This is a review of the actions taken by the building committees since the last Board meeting.

On December 4, 2017, the building committee for the SDSU Lincoln Musical Hall Renovation, represented by Regent John Bastian, selected Koch Hazard to serve as the Architect Engineer for the project.

On December 18, 2017, the building committee for the New Facility for the South Dakota School for the Blind and Visually Impaired, represented by Regent Thares, selected TSP to serve as the Architect Engineer for the project.

On December 20, 2017, the building committee for the NSU Athletic and Recreational Turf Field Complex, represented by Regent Thares, approved the bid documents for the project.

On December 21, 2017, the building committee for the Pugsley Renovation, represented by Regent Sutton, selected JLG Architects to serve as the Architect Engineer for the project.

On January 12, 2018, the building committee for the SDSU Southeast University Neighborhood project, represented by Regent Roberts, selected Architecture Inc. to serve as the Architect Engineer for the project.

On February 9, 2018, the building committee for the USD Dakota Dome Renovation, represented by Regent Schieffer, selected JLG Architects to serve as the Architect Engineer for the project.

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**INFORMATIONAL ITEM**

On February 16, 2018, the building committee for the New SDSBVI Building, represented by Regent Thares, selected Journey Construction to serve as the Construction Manager at Risk for the project.

On February 16, 2018, the building committee for the DSU Madison Cyber Labs, represented by Regent Schaefer, approved the Guaranteed Maximum Price of \$14,471,170 with a total project cost \$18,000,596.

On February 22, 2018, the building committee for the SDSU Southeast University Neighborhood Development project, represented by Regent Roberts, selected Journey Construction to serve as the Construction Manager at Risk for the project.

On February 23, 2018, the building committee for the USD Dakota Dome Renovation, represented by Regent Schieffer, selected Fiegen Construction to serve as the Construction Manager at Risk for the project.

On March 7, 2018, the building committee for the NSU Athletic Recreation Fields Project, represented by Regent Thares, accepted the bid from JDH Construction of \$5,837,381.96 that includes alternates 1, 12, and 9B and Value Engineering item #1 for the NSU Athletic and Intramural Turf Fields with a Total Project Cost of \$6,532,916.53.

On March 14, 2018, the building committee for the USD North Commons Renovation, represented by Regent Adams, approved the project's final design and accepted the bid of \$2,174,900 including alternate one from Welfl Construction Corp, contingent upon Board approval.

#### **IMPACT AND RECOMMENDATIONS**

None

#### **ATTACHMENTS**

None

**SOUTH DAKOTA BOARD OF REGENTS**

**Budget and Finance**

**AGENDA ITEM: 7 – B**  
**DATE: March 27-29, 2018**

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**SUBJECT**

**Capital Projects List**

**CONTROLLING STATUTE, RULE, OR POLICY**

[SDCL 5-14-1](#) Classification of capital improvements

[SDCL 5-14-2](#) Supervision by Bureau of Administration of capital improvement projects – Payment of appropriated funds

[SDCL 5-14-3](#) Preparation of plans and specifications for capital improvements – State building committees – Approval by board or commission in charge of institution

[BOR Policy 6:4](#) Capital Improvements

**BACKGROUND / DISCUSSION**

The attached project list identifies the current capital improvement projects along with the regental building committee representative, estimated dollar amount, the source of funds for the project, and the current status of the project.

The review and approval of capital improvement projects involves several phases, and Board approval is required before a project may advance from one stage to another. Institutions may request exemption from this approval process for any maintenance and repair project after the preliminary facility statement. The review and approval steps involved include:

1. Submission of Preliminary Facility Statement for Board approval (proposal and justification).
2. Submission of work request for the Office of the State Engineer (OSE) and appointment of the Building Committee if an A/E firm is needed for development of the Facility Program Plan. OSE begins architect evaluation process and Building Committee interviews and selects architect.
3. Submission of Facility Program Plan (programmatic justification and detail, identification of financing fund source).
4. Legislative approval is required for all facilities outside of the auxiliary system and can be sought when funding is available or will be part of the Board's Ten year Plan.

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**INFORMATIONAL ITEM**

5. Final Design Plan presented to Building Committee for initial approval prior to Board approval.
6. Final Design Plan submitted for Board approval.
7. Building Committee approves bid if within project approved limits and carries the project oversight from this point forward.
8. Board approves bid if there are substantive changes from Program Plan.

Once the bids are approved by the Building Committee or the Board and the financing plan is in place, the project proceeds to construction.

The list indicates if the projects were included in the 2005 or the 2012 Ten-Year Plans.

#### **IMPACT AND RECOMMENDATIONS**

No impact.

#### **ATTACHMENTS**

Attachment I – March 2018 Capital Projects List

# South Dakota Board of Regents Capital Improvement Projects - March 2018

	Facility Name	Ten-Year Plan	Legislative Action / YR	Fund Type	Legislative / Approved Amount	Most Recent Board Action	Current Project Status	Projected Completion Date	Building Committee Rep.
<b><u>ACADEMIC FACILITIES</u></b>									
916	<b><u>Black Hills State University</u></b>								
	E. Y. Berry Library Renovation	FY12 10 Yr Plan	HB1051-2012	HEFF Bonds Private	\$3,000,000 \$1,500,000 \$4,500,000	May-12 Facility Stmt	Planning	2022	Bastian
	Infrastructure Repair and Upgrade	FY12 10 Yr Plan	HB1051-2012	HEFF (Bonded) HEFF M&R	\$4,000,000 \$500,000 \$4,500,000	May-12 Exempt	Awaiting Project Closeout Form	2017	Bastian
	Lyle Hare Stadium Renovation					Jun-16 Facility Stmt	Planning	2024	Bastian
	School of Business			Private		Dec-14 Facility Stmt	Planning		Sutton
	<b><u>Dakota State University</u></b>								
	Event Center					Dec-16 Facility Stmt	Planning		Schaefer
	Madison Cyberlabs (MadLabs)		HB1057-2018	Private	\$18,000,596	May-17 Design Plan	Design GMP Approved		Schaefer
	<b><u>Northern State University</u></b>								
	Athletic and Recreation Turf Field		HB1061	Private HEFF M&R	\$6,000,000 \$303,314 \$6,303,314	Dec-17 Design	Bid	2018	Thares
	New Regional Science Education Center		HB1010-2017	Private	\$25,175,000	Dec-17 Design	Bid	2019	Morgan
	Regional Sports Complex		HB1061-2018	Private		Oct-17 Facility Stmt	A/E Selection		Thares
<b><u>South Dakota School for the Blind and Visually Impaired</u></b>									
	New School		HB1071-2018	Private	\$13,558,993	Oct-17 Program Plan	Design	2020	Thares
<b><u>South Dakota School of Mines and Technology</u></b>									
	Chemistry/Chemical Engineering Building Repair & Renovation	FY12 10 Yr Plan	HB1021-2015	HEFF M&R HEFF	\$519,000 \$6,040,000 \$6,559,000	Apr-15 Design Plan	Final Inspection		Sutton
	Mineral Industries Bulding			Private		Jun-14 Facility Stmt	A/E Selection		Wink
	Music Center (Old Gym) Renovation			Private		Oct-14 Facility Stmt	Planning		Wink
	South Dakota Advanced Materials & Manufacturing Institute					Oct-16 Facility Stmt	Planning		Bastian
	Student Innovation Center			Private		Jun-14 Facility Stmt	A/E Selection		Sutton
<b><u>South Dakota State University</u></b>									
	American Indian Student Center		SB 50-2018	Private School & Public Lands	\$4,000,000 \$500,000 \$4,500,000	Dec-17 Program Plan	Design	2019	Sutton

# South Dakota Board of Regents Capital Improvement Projects - March 2018

	Facility Name	Ten-Year Plan	Legislative Action / YR	Fund Type	Legislative / Approved Amount	Most Recent Board Action	Current Project Status	Projected Completion Date	Building Committee Rep.
917	Animal Disease Research & Diagnostic Lab (ADRDL) - Addition & Renovations		HB1080-2016	Livestock Disease Emergency	\$1,575,000	Oct-16	Construction	2020	Morgan
			SB172-2017	Bonded	\$50,039,637	Design Plan			
				LDE/Animal Ready Fund	\$2,600,000				
				Local	\$6,000,000				
				ADRDL Fees	<u>\$1,105,000</u>				
					\$61,319,637				
	Harding Hall - Renovation & Addition		SB10 - 2016	HEFF M&R	\$3,300,000	May-17	Cosntruction	2018	Morgan
				Tuition	<u>\$5,000,000</u>	Design Plan			
					\$8,300,000				
	Lincoln Hall - Renovation			Private	\$13,000,000	Aug-17	Design		Bastian
						Facility Stmt			
	New Headhouse	FY12 10 Yr Plan	HB1051-2012	HEFF (Bonded)	\$1,000,000	Oct-14	Final Inspection	2015	Morgan
	New Greenhouse			Private/Local	<u>\$3,414,000</u>	Oct-14	Final Inspection	2016	
					<u>\$4,414,000</u>	Design Plan			
	Outdoor Sports Support Facility		SB 51-2018	Business and Athletic Income	\$600,000	Dec-17	A/E Selection	2019	Not Assigned
						Program Plan			
	Performing Arts Center-Theater & Music Education Addition	FY12 10 Yr Plan	HB1051-2012 HB1016-2016	HEFF Bonds (Committed)	\$13,000,000	Dec-16	Construction	2018	Morgan
				Private	\$29,349,807	(Revised Funding)			
				Local	<u>\$6,042,000</u>				
	Plant Science Research Support Facility		SB27-2015	Local	\$2,400,000	Mar-16	Final Inspection	2017	Morgan
				Grant	\$1,600,000	Design Plan			
				Private	<u>\$500,000</u>				
					\$4,500,000				
	Precision Agricultural Classroom & Laboratory Building	FY12 10 Yr Plan (Redirected Visual Arts \$)		Local	\$7,500,000	Dec-17	Planning	2021	Morgan
				Private	\$16,000,000	Program Plan			
				Bonds	<u>\$31,500,000</u>				
					\$55,000,000				
	Pugsley Center - Renovation			Private	\$15,000,000	Aug-17	Design		Sutton
						Facility Stmt			
	South Dakota Art Museum Addition and Renovation			Private		Dec-15	Planning		Morgan
						Facility Stmt			
	Stanley Marshall Center - Additions & Renovations		SB18-2017	Private	\$15,000,000	May-17	Construction	2018	Roberts
						Design Plan			
	Utility Tunnel (North), Steam/Condensate Infrastructure Repair & Modernization	FY12 10 Yr Plan	HB1051-2012	HEFF Bonds	\$7,000,000	May-17	Design	2019	Schaefer
				HEFF M&R	\$10,202,000	Design Plan			
				General Fund M&R	<u>\$232,000</u>	(revised)			
					\$17,434,000				
	Utility Repairs & Upgrades - Water, Sanitary Sewer, Storm Sewer	FY12 10 Yr Plan	HB1051-2012	HEFF 2021 Bonds	\$5,000,000	Mar-16	Phased Project	2026	Schaefer
				HEFF M&R	<u>\$5,043,000</u>	Program Plan	Design & Construction		
					\$10,043,000				
<b>University of South Dakota</b>									
	Graduate Education & Applied Research (GEAR) Bldg Expansion			General Funds	\$1,000,000	Aug-14	Planning		Schaefer
						Facility Stmt			
	North Commons Renovation			HEFF M&R	\$2,973,155	June-17	Bid	2019	Adams
						Program Plan			

# South Dakota Board of Regents Capital Improvement Projects - March 2018

Facility Name	Ten-Year Plan	Legislative Action / YR	Fund Type	Legislative / Approved Amount	Most Recent Board Action	Current Project Status	Projected Completion Date	Building Committee Rep.
Science, Health and Research Lab Building	FY12 10 Yr Plan	HB1051-2012	HEFF (Bonded)	\$8,695,000	Dec-13	Construction	2017	Sutton
			HEFF M&R	\$1,500,000	Design Plan			
			Private	\$2,983,795				
			Local	<u>\$2,100,000</u>				
				\$15,278,795				
Dakota Dome Renovation		HB1060-2018	Private	\$14,500,000	Dec-17	Design	2020	Schieffer
			Local	\$6,419,602	Program Plan			
			HEFF M&R	\$5,400,398				
				\$26,320,000				
National Music Museum		HB1065-2018	Private	\$7,718,200	Dec-17	Planning	2020	Schieffer
			HEFF M&R	<u>\$1,500,000</u>	Program Plan			
				\$9,218,200				

## REVENUE FACILITIES

BHSU	University Wellness Center Addition		Private		Dec-16 Facility Stmt	Planning		Bastian
DSU	Trojan Center Student Union Renovation		GAF (Bonded)	\$5,000,000	Oct-16	Awaiting	Fall 2017	Schaefer
			Local	\$835,229	Design Plan	Project Closeout		
			Private	<u>\$2,500,000</u>		Form		
				\$8,335,229				
DSU	Hospital Renovation (Residence Hall - Student Services)		Rents (Bonded)	\$7,000,000	Oct-16	Awaiting	2017	Schaefer
918			Grant/Local	\$464,366		Project Closeout		
			HEFF M&R	<u>\$420,357</u>	Design Plan	Form		
				\$7,884,723				
NSU	New Residence Hall		Rent Bonds	\$7,000,000	Mar-16	Final Inspection	2017	Thares
			Local	<u>\$350,000</u>	Design Plan			
				\$7,350,000				
NSU	New Residence Halls (Jerde Replacement)		Private	\$22,725,000	Feb-17	Construction	2018	Thares
			Aramark	\$150,000	Design Plan			
			Local	<u>\$11,000</u>				
				\$22,886,000				
SDSMT	Surbeck Center Addition		Private		Apr-14 Facility Stmt	A/E Selection		Wink
SDSU	Southeast Neighborhood Apartments		Revenue Bonds	\$20,000,000	Dec-17	Design	2019	Roberts
					Program Plan			
SDSU	Student Wellness Center Addition		Bonded	\$12,400,000	Dec-16	Construction	2018	Morgan
			GAF	<u>\$2,000,000</u>	Design Plan			
				\$14,400,000				

### Board Action:

- 1) Preliminary Facility Statement
- 2) Facility Program Plan
- 3) Design
- 4) Bid - Board approves substantive changes from program Plan

### Project Status:

- 1) Planning
- 2) A/E Selection
- 3) Design
- 4) Bid
- 5) Construction



# **SOUTH DAKOTA BOARD OF REGENTS**

## **Budget and Finance**

**AGENDA ITEM: 7 – C**  
**DATE: March 27-29, 2018**

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### **SUBJECT**

**FY18 General Bill Amendments**

### **CONTROLLING STATUTE, RULE, OR POLICY**

[SDCL 4-7-13](#) – Legislative adoption of financial plan for each year.

[BOR Policy 5:19](#) – System Funding

### **BACKGROUND / DISCUSSION**

Amendments to the FY18 general bill are contained in HB1044 which has been approved by the legislature and signed by the Governor. The portion of the bill relating to the Board of Regents is provided in the below tables. Any changes in the bill are considered one-time adjustments and are not base-budget adjustments.

### **IMPACT AND RECOMMENDATIONS**

HB1044 increases utility funding by a total of \$264,764 in general funds as a result of increased utility cost projections. Also included is a general fund cut to the board office for a reduction in the billing for REED technology costs totaling (\$370,656). Because the billings from the Bureau of Information and Technology will also be reduced by this same amount, this is a net zero change.

<b>Campus</b>	<b>General Fund Utility Adj</b>	<b>General Fund Budget Cut</b>
BHSU	\$73,137	\$0
DSU	\$5,258	\$0
NSU	\$21,832	\$0
SDSM&T	\$33,409	\$0
SDSU	\$71,020	\$0
USD	\$39,840	\$0
SDSD	\$18,227	\$0
SDSBVI	\$2,041	\$0
BOR Central Office	\$0	(\$370,656)
Total	\$264,764	(\$370,656)

The Legislature also appropriated \$5.7M to shore-up the health insurance pool. Those funds will be allocated to agencies and then the billing will be increased resulting in an increase of \$5.7M in cash to the pool. This is done so they can capture the federal and other

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### **INFORMATIONAL ITEM**

funds from the agencies through the higher billing rates. \$1.0M of the amount appropriated will cover the tuition portion of the billing. This was done given that our tuition is already set for the year. Fees and other local funds will be hit by an estimated increase in billing of \$1.1M in the next three months. Federal funds will also cover the higher health insurance rate.

It was projected that the health insurance risk pool would be \$12.6M short by the end of FY19. The \$5.7M will not fill the entire gap so employees should anticipate plan changes in FY19 to make up for the shortfall.

## **ATTACHMENTS**

None

# **SOUTH DAKOTA BOARD OF REGENTS**

## **Budget and Finance**

**AGENDA ITEM: 7 – D**  
**DATE: March 27-29, 2018**

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### **SUBJECT**

**FY19 Budget Summary**

### **CONTROLLING STATUTE, RULE, OR POLICY**

[SDCL 4-7-13](#) – Legislative adoption of financial plan for each year.

[BOR Policy 5:19](#) – System Funding

### **BACKGROUND / DISCUSSION**

The 2018 legislative session concluded with the passage of the FY19 General Bill HB1320. The Board of Regents received an overall increase to the general fund base of \$2,894,336, representing a 1.4% increase. That does not include the 1.2% employee compensation package that was passed by the Legislature appropriated in a statewide pool that has yet to be allocated.

### **IMPACT AND RECOMMENDATIONS**

A summary of the general fund base changes are as follows:

- An increase to general fund M&R base funding of \$796,691, bringing the general fund amount for M&R to \$8,596,636.
- An increase of \$614,038 for growth in the South Dakota Opportunity Scholarship and additional funding for home school students of \$9,076.
- A \$12,775 increase to the Post-Secondary Scholarship fund, resulting from proceeds of the endowment.
- A fund shift from other funds (endo-ecto parasiticide tax) to general funds for the veterinary student tuition program. Other fund authority was reduced by \$652,000, and \$642,768 was appropriated in general funds. The amount will be adjusted annually according to the difference in resident and nonresident tuition in Iowa.
- A reduction in general funds of (\$370,656), resulting from reduced REED Network costs billed by the Bureau of Information and Technology.
- A \$300,000 general fund appropriation to the newly created budget center for the USD Law School. The USD proper budget was also cut by \$300,000 and placed in the new budget center, bringing the total increase to the Law School to \$600,000.
- A reduction in general funds of (\$250,000) from SDSU – Extension for the Precision Ag bond payment.

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### **INFORMATIONAL ITEM**

- A fund shift from other funds (endo-ecto parasiticide tax) to general funds of \$250,000 for ADRDL used to support operations.
- An increase in general funded utilities of \$893,832; this increase is based on utility rates and usage projections for FY19.
- A decrease of (\$4,188) for lease payment adjustments.

The FY19 budget included two fund shifts from other funds to general funds. These fund shifts are not new dollars to the system, just a change in how the funds are given to the Board of Regents. The first of these is the veterinary student grants that pay for the difference between the in-state and out-of-state tuition at Iowa State University for the South Dakota veterinary student slots. This was traditionally funded from proceeds from an endo/ecto parasiticide tax. Due to an audit finding noting the amount of the tax could not be tracked, SB 55 was passed changing the flow of the funds to the general fund. We will now need to request an adjustment in the appropriation each year to account for increases or decreases to the tuition. The second piece of this fund shift moves \$250,000 from the endo-ecto tax to general funds for ADRDL support.

As mentioned above, a new budget center was created for the USD Law School. \$300,000 was cut from USD proper and moved to the Law School and new ongoing general funds of \$300,000 were appropriated, increasing the Law School budget by \$600,000. In the creation of the new Law School budget center, FTE were transferred from USD proper to the Law School, plus an additional 5.0 FTE were appropriated. The Law School budget was set at a total of \$4,913,577 and 33.3 FTE, which is detailed below:

General Funds	\$ 1,775,946
Federal Fund Authority	\$ 72,527
Other Fund Authority	\$ 3,065,104
Total	\$ 4,913,577
FTE	33.3

The FY19 budget has a total federal fund expenditure authority decrease of (\$130,000) and a total other fund expenditure authority increase of \$8,021,114. The other fund expenditure authority increase is a result of increases in tuition and student fee revenue, increases to research grants and contracts and the increase in spending authority of \$1,375,000 for the Precision Ag bond payment. These changes result in a 0.2% decrease in federal fund spending authority and an increase of 1.7% in other fund spending authority.

FTE for the system also increased by 14.0, which is a 0.3% increase. DSU requested 3.0 FTE for expansion in Research Grants and Contracts, USD proper requested 6.0 FTE for increases in instructional support and student fee funded areas. The Law School also requested 5.0 additional FTE that will be used for a Director of Sioux Falls Experiential Learning, student outreach, director of admissions, admissions counselor, career services and student support.

Also addressed during this legislative session was the funding for the new Precision Ag classroom building at SDSU. The total cost of the project is estimated to be \$46.1 million. The legislation also provided authorization to renovate Berg Hall at \$8.9M using other funds. The funding plan passed by the Legislature to fund the new building follows:

- One-time General Fund Appropriation - \$2.0 million
- Private Funding - \$16.6 million
- SDSU Funding - \$7.5 million
  - \$7.5 million – SDSU Research Infrastructure Investment Funds – While the initial plan was to fund this over 25 years through bonding, SDSU will now be required to transfer \$7.5M to the fund during the construction phase.
- Bond - \$20.0 million, estimated payment of \$1,375,000 per year
  - \$650,000 per year – Expiring Ethanol Fund
  - \$475,000 per year – Fertilizer Inspection Fee Increase of \$0.25 per ton
  - \$250,000 – Ongoing General Fund cut from Coop Extension

## **ATTACHMENTS**

Attachment I shows the changes from the FY18 to the FY19 General Fund Base by campus. Attachment II show the Board's original request and the final legislative action.

**SD Board of Regents  
FY19 General Fund Base Changes**

	FY18 General Fund Base	M&R Funding	Lease Payments	SDOS	SDOS for Home School Students	Post-Secondary Scholarship	Fund Shift for Veterinary Slots	REED Network Technology Cost Reduction	ADRDL Fund Shift	Cut for Precision Ag Bond Payment	Law School Appropriation	USD Funding Match for Law School	Fund Shift for Law School	Utilities	FY18 General Fund Base
BOR	\$25,502,965	\$796,691	(\$4,188)	\$614,038	\$9,076	\$12,775	\$642,768	(\$370,656)							\$27,203,469
BHSU	\$9,552,983													\$122,679	\$9,675,662
DSU	\$9,746,276													(\$3,023)	\$9,743,253
NSU	\$14,639,470													\$46,416	\$14,685,886
SDSM&T	\$16,703,197													\$82,135	\$16,785,332
SDSU	\$46,382,488								\$250,000					\$456,596	\$47,089,084
Extension	\$8,643,431									(\$250,000)				\$0	\$8,393,431
AES	\$12,298,631													\$0	\$12,298,631
USD	\$36,439,049											(\$300,000)	(\$1,175,946)	\$151,796	\$35,114,899
School of Law	\$0										\$300,000	\$300,000	\$1,175,946		\$1,775,946
School of Medicine	\$22,794,382														\$22,794,382
SDSD	\$2,842,186													\$30,306	\$2,872,492
SDSBVI	\$3,039,750													\$6,927	\$3,046,677
Totals	\$208,584,808	\$796,691	(\$4,188)	\$614,038	\$9,076	\$12,775	\$642,768	(\$370,656)	\$250,000	(\$250,000)	\$300,000	\$0	\$0	\$893,832	\$211,479,144

NOTE: FY19 Salary Policy not included.

**South Dakota Board of Regents  
FY19 Board of Regents Request and Appropriated**

General Funds Base				
	General	FTE	General	FTE
<b>FY18 Base Budget</b>	\$208,584,808	5,155.2	\$208,584,808	5,155.2
<b>Priorities</b>	<b>Requested</b>		<b>Appropriated</b>	
<b>The Dakota Promise - Student Aid Model (year 1)</b>	\$3,504,243	0.0	\$0	0.0
<b>General Fund M&amp;R Recovery</b>	\$1,826,040	0.0	\$796,691	0.0
<b>Student Success Initiatives</b>				
<b>Mathematics in Engineering &amp; Cyber Initiatives</b>				
SDSM&T - SD Mathematics for Engineering Institute	\$250,000	3.5	\$0	0.0
SDSU - Math Success Initiative	\$254,574	0.0	\$0	0.0
DSU - Computer & Cyber Sciences Math Initiative	\$165,000	0.0	\$0	0.0
<b>Mathematics Initiatives</b>				
BHSU - Student Success in Math Initiative	\$165,000	2.0	\$0	0.0
NSU - Student Success in Mathematics	\$165,000	0.5	\$0	0.0
USD - Mathematics at USD	\$165,000	2.0	\$0	0.0
<b>USD Law School Appropriation</b>	\$0	0.0	\$300,000	5.0
<b>Base Budget Maintenance</b>				
South Dakota Opportunity Scholarship	\$614,038	0.0	\$614,038	0.0
SDOS Home School Scholarship		0.0	\$9,076	0.0
Post-Secondary Scholarship		0.0	\$12,775	0.0
Fund Shift for Veterinary Students	\$0	0.0	\$642,768	0.0
REED Network Technology Cost Reduction	\$0	0.0	(\$370,656)	0.0
ADRDLD Fund Shift	\$0	0.0	\$250,000	0.0
SDSU - Extension Cut (Moved to Precision Ag Bond)	\$0	0.0	(\$250,000)	0.0
Utilities	\$878,431	0.0	\$893,832	0.0
Lease Adjustment	(\$4,188)	0.0	(\$4,188)	0.0
<b>FY19 Request and Appropriated</b>	\$216,402,946	5,161.2	\$211,479,144	5,160.2
<b>Increase without Salary Policy</b>	3.6%	0.1%	1.4%	0.1%
<b>Salary Policy Package (To Be Distributed)</b>	\$0	0.0	\$0	0.0
<b>FY19 Final Base</b>	\$0	0.0	\$0	0.0
<b>Increase with Salary Policy</b>	0.0%	0.0%	0.0%	0.0%

FY19 One-Time General Fund Requests				
<b>REED 100 Gig Network</b>	\$3,000,000	0.0	\$0	0.0
FY19 Federal Fund Authority Requests				
<b>Authority Changes</b>	-\$130,000	0.0	-\$130,000	0.0
FY19 Other Fund Authority Requests				
<b>Authority Changes</b>	\$7,548,114	9.0	\$8,021,114	9.0

# **SOUTH DAKOTA BOARD OF REGENTS**

## **Budget and Finance**

**AGENDA ITEM: 7 – E**  
**DATE: March 27-29, 2018**

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### **SUBJECT:**

**2017-2018 Regional Tuition and Fees Survey**

### **CONTROLLING STATUTE, RULE, OR POLICY**

None

### **BACKGROUND/DISCUSSION**

Annually the Board office conducts a comprehensive tuition survey of the four-year public institutions in the surrounding states. States participating are Idaho, Iowa, Minnesota, Montana, Nebraska, North Dakota, and Wyoming. The survey compares mandatory tuition and fee costs and total costs using the following parameters:

1. Tuition and Fees – This represents tuition and any mandatory fees for 30 credit hours per year for undergraduate and 24 credit hours for graduate. These data are collected for undergraduates and graduates for residents and nonresidents.
2. Total Cost – This number is a combination of the tuition and fee costs plus the cost of housing and meals. Housing is based on a double occupancy room and the meal plan is based on a plan that provides 15 meals per week or one that is reasonably close to that.

The figures reflected in the study only include costs that are identified for all students. Special discipline fees are not included since they cannot be identified for all students. Therefore, a student could pay costs higher than those reflected in this report if he or she were enrolled in a discipline with special support fees.

It is important to also note that the nonresident rates do not reflect any reciprocity agreements or other tuition reduction programs between states. Therefore, a nonresident student could possibly attend a given institution at a lower cost than indicated in this report.

The report is presented in four sections. Section I provides summary tables comparing individual South Dakota university costs to average costs for comparable Carnegie classified institutions for tuition and fees and total costs. Section I also provides a comparable South Dakota average cost to the survey average by student classification. Section II provides the tuition and fee cost information for all 43 institutions and compares them by institution classification. Section III combines tuition and fees with room and

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### **INFORMATIONAL ITEM**



board costs to exhibit a total cost comparison. The classifications of baccalaureate, masters and doctoral are used to compare like institutions. Section IV provides a historic comparison of tuition and fees and total costs for the institutions from 2008-2009 to 2017-2018.

## IMPACT AND RECOMMENDATIONS

When looking at how South Dakota tuition and fee rates rank in the region (ranking from lowest to highest), South Dakota continues to rank second highest out of eight states for undergraduate resident tuition and fees, and the fifth highest out of eight states for graduate resident tuition and fees. South Dakota remains the lowest for nonresident undergraduate and graduate tuition and fees.

Tuition & Fees								
	Undergraduate				Graduate			
	Resident		Nonresident		Resident		Nonresident	
	Rank*	Avg.	Rank*	Avg.	Rank*	Avg.	Rank*	Avg.
Idaho	3	\$7,079	7	\$21,792	5	\$8,849	7	\$24,321
Iowa	6	\$8,765	8	\$24,107	7	\$10,347	8	\$24,654
Minnesota	8	\$10,191	4	\$15,286	8	\$12,078	3	\$17,187
Montana	2	\$6,408	6	\$20,760	1	\$7,510	6	\$23,402
Nebraska	5	\$7,629	3	\$14,479	2	\$7,609	2	\$16,157
North Dakota	4	\$7,370	2	\$13,743	6	\$8,936	4	\$17,515
<b>South Dakota</b>	<b>7</b>	<b>\$8,811</b>	<b>1</b>	<b>\$12,083</b>	<b>4</b>	<b>\$8,623</b>	<b>1</b>	<b>\$15,537</b>
Wyoming	1	\$5,873	5	\$17,483	3	\$8,027	5	\$20,003
<b>Eight State Average</b>		\$7,766		\$17,467		\$8,997		\$19,847

\*Ranked lowest to highest

South Dakota's undergraduate and graduate resident total costs rank in the lower half of the eight states while nonresident undergraduate and nonresident graduate total costs are the lowest. Graduate resident rates are within \$218 of the lowest school. The low nonresident rates reflect the goal of recruiting nonresident students to build the SD workforce.

Total Cost								
	Undergraduate				Graduate			
	Resident		Nonresident		Resident		Nonresident	
	Rank*	Avg.	Rank*	Avg.	Rank*	Avg.	Rank*	Avg.
Idaho	3	\$14,428	7	\$29,141	4	\$16,465	7	\$31,937
Iowa	7	\$18,138	8	\$33,480	7	\$19,719	8	\$34,027
Minnesota	8	\$18,660	4	\$23,554	8	\$20,664	4	\$25,291
Montana	1	\$14,329	6	\$28,682	1	\$15,481	6	\$31,373
Nebraska	6	\$16,466	3	\$23,316	5	\$16,688	3	\$25,236
North Dakota	2	\$14,366	2	\$20,739	3	\$16,447	2	\$25,026
<b>South Dakota</b>	<b>4</b>	<b>\$15,888</b>	<b>1</b>	<b>\$19,160</b>	<b>2</b>	<b>\$15,699</b>	<b>1</b>	<b>\$22,613</b>
Wyoming	5	\$16,193	5	\$27,803	6	\$18,347	5	\$30,323
<b>Eight State Average</b>		\$16,059		\$25,734		\$17,439		\$28,228

\*Ranked lowest to highest

South Dakota has focused on the affordability for resident students with the cost increases for FY15 and FY17 being covered with general fund appropriations. Still, South Dakota increased costs more than four of the surrounding states for resident rates. South Dakota's nonresident undergraduate tuition and fees costs have increased 66.1% over that same time period, more than all other states except Idaho. However, South Dakota still has the lowest tuition and fee cost for nonresidents.

Percentage Increase Over Ten-Year Period			
Tuition and Fees			
Undergraduate Resident		Undergraduate Nonresident	
Montana	23.0%	North Dakota	13.0%
North Dakota	34.5%	Nebraska	25.9%
Minnesota	37.4%	Montana	38.2%
Iowa	41.0%	Minnesota	41.5%
<b>South Dakota</b>	<b>48.1%</b>	Iowa	41.6%
Nebraska	48.8%	Wyoming	58.4%
Wyoming	56.9%	<b>South Dakota</b>	<b>66.1%</b>
Idaho	63.4%	Idaho	69.1%

South Dakota also increased its total cost for undergraduate residents more than five other states at 52.7%, followed by Nebraska at 53.8% and Wyoming at 55.2%. The total cost increase for nonresidents was the highest of all eight states. However, South Dakota still has the lowest total cost for nonresidents.

Percentage Increase Over Ten-Year Period			
Total Cost			
Undergraduate Resident		Undergraduate Nonresident	
Montana	32.2%	North Dakota	24.8%
Minnesota	37.7%	Nebraska	36.3%
North Dakota	43.7%	Montana	39.0%
Iowa	44.2%	Minnesota	39.6%
Idaho	48.2%	Iowa	43.3%
<b>South Dakota</b>	<b>52.7%</b>	Wyoming	56.8%
Nebraska	53.8%	Idaho	59.4%
Wyoming	55.2%	<b>South Dakota</b>	<b>63.4%</b>

## ATTACHMENTS

Attachment I – The Regional Survey of Student Costs at Public Institutions for 2017-2018

***SOUTH DAKOTA BOARD OF REGENTS  
STUDENT COSTS AT PUBLIC INSTITUTIONS  
ACADEMIC YEAR 2017-2018***

***A Regional Survey***



*Spring 2018*

**South Dakota Board of Regents**  
**STUDENT COSTS AT PUBLIC INSTITUTIONS**  
**REGIONAL SURVEY**  
**Academic Year 2017-2018**

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# **South Dakota Board of Regents**

## **Student Costs at Public Institutions Regional Survey**

### **Academic Year 2017-2018**

The following report is a comprehensive review of student costs at all four-year public institutions in the contiguous states to South Dakota. Idaho is also included in the survey because of its economic and rural similarities with South Dakota.

The tuition and fee figures and housing and dining costs were collected for the surrounding states. The focus of this survey is to report the cost of tuition and mandatory fees as well as total costs paid by full-time students. To assure comparability, a full-time undergraduate student is defined as a student taking 30 credit hours per year on a semester-based system or 48 credit hours using a quarter-based system. A full-time graduate student is defined as a student taking 24 credit hours a year on the semester-based system or 36 credit hours on a quarter-based system. The housing and dining costs are based on double occupancy room rates and a meal plan that would provide fifteen meals per week. If the institution does not have a plan that provides fifteen meals per week, the plan closest to fifteen is used. All figures given are based on costs for the 2017-2018 academic year.

Prior to 2012-2013, the minimum graduation requirement for universities in South Dakota was 128 credits. Based on that policy, the costs in the survey were based on 32 credit hours per year. Costs for the surrounding states were calculated at 32 credits per year even if their minimum graduation requirements were lower. Beginning with academic year 2012-2013, South Dakota moved most baccalaureate level degree programs to 120 credit hours. Moving forward, costs in the survey are now based on 30 and 24 credit hours per year for an undergraduate student and graduate student, respectively. The change in credit hours used has no effect on those institutions that offer a banded rate structure.

It is important to note that the nonresident rates do not reflect any reciprocity agreements or other tuition reduction programs between states. Therefore, a nonresident student could possibly attend a given institution at a lower cost than that indicated in this report.

The figures reflected in this study only include costs that are identified for all students. Special discipline fees are not included, since they cannot be identified for all students. Therefore, a student could pay costs higher than the costs reflected in this report if he or she were enrolled in a discipline with special support fees.

In this report, many averages are used to condense and simplify the information. It is important not to over-simplify the application or use of averages. In order to gain a better understanding of the tuition situation, a ranking with similarly classified institutions is also provided.

The survey is divided into four sections. Section I provides a few summary tables comparing South Dakota university costs and South Dakota system average costs for tuition and fees, and total costs, to comparable institution averages. Section II provides detail on the tuition and fee costs. Section III combines tuition and fee with room and board costs to exhibit a total

cost comparison. Within each section, the Carnegie classifications of baccalaureate, masters, and doctoral are used to compare like institutions. Finally, Section IV provides a historic comparison of tuition and fees and total costs for the institutions from 2008-2009 to 2017-2018.

The Carnegie Foundation for the Advancement of Teaching has transferred responsibility for the Carnegie Classification of Institutions of Higher Education to Indiana University Bloomington's Center for Postsecondary Research. Indiana University for Postsecondary Research, <http://carnegieclassifications.iu.edu/>, is the source for the definitions of institutional classifications. Institutions are placed into the appropriate classification by information self-reported to the U.S. Department of Education's Integrated Postsecondary Education Data system (IPEDS). The 2015 Carnegie Classification includes only those colleges and universities that are Title IV, degree-granting, and accredited by an agency recognized by the United States Secretary of Education. The classifications do not consider the size of the institutions or the relative ranking within each category. Instead, the classifications are based upon the annual number of degrees granted by student level (doctorate, masters, or baccalaureate) in a predetermined number of disciplines as referenced in the definition of classifications on page 3 of this report.

A complete classification listing of surveyed institutions can be found on page 4. In accordance with classification definitions, the South Dakota universities are classified as follows:

BHSU	Masters	SDSM&T	Special Focus – Schools of Engineering
DSU	Masters	SDSU	Research Universities
NSU	Masters	USD	Research Universities

The South Dakota School of Mines and Technology is included in the averages and in the tables that compare similarly classified institutions as a Doctoral institution due to the limited number of specialized/engineering institutions in the survey.

A one-page summary of the tuition and fee costs for law and medical programs can be found on page 25 at the end of Section II.

## **Definition of Classifications**

The 2015 Carnegie Classification includes all colleges and universities in the United States that are Title IV eligible, degree-granting institutions represented in the National Center for Education Statistics IPEDS system that conferred degrees in 2013-2014. After reviewing the classification's strengths and weaknesses, as well as its current uses, the Foundation undertook a thorough reassessment of its classification system. The 2015 Classification update retains the same structure of six parallel classifications initially adopted in 2005. They are as follows: Basic (the traditional Carnegie Classification framework), Undergraduate and Graduate Instructional Program, Enrollment Profile and Undergraduate Profile, and Size & Setting. These classifications provide different lenses through which to view U.S. colleges and universities, offering researchers greater analytic flexibility. The 2015 classification employs the most recent available data from the source federal agencies (National Center for Education Statistics and National Center for Science and Engineering Statistics) and nonprofit agency (The College Board). <sup>1</sup>

### **Doctorate Granting Universities**

Includes institutions that awarded at least 20 research/scholarship doctoral degrees during the update year. Doctoral-level degrees that qualify recipients for entry into professional practice, such as the JD, MD, PharmD, DPT, etc., are excluded. Special Focus Institutions and Tribal Colleges are also excluded.

- R1: Doctoral Universities – Highest research activity
- R2: Doctoral Universities – Higher research activity
- R3: Doctoral Universities – Moderate research activity

### **Master's Colleges and Universities**

Generally includes institutions that award at least 50 master's degrees and fewer than 20 doctoral degrees during the update year. Special Focus Institutions and Tribal Colleges are excluded.

- M1: Master's Colleges and Universities – Larger programs
- M2: Master's Colleges and Universities – Medium programs
- M3: Master's Colleges and Universities – Smaller programs

### **Baccalaureate Colleges**

Includes institutions where baccalaureate degrees represent at least 50 percent of all undergraduate degrees where fewer than 50 master's degrees or fewer than 20 doctoral degrees during the update year. Special Focus Institutions and Tribal Colleges are excluded.

- Baccalaureate Colleges: Arts & Sciences Focus
- Baccalaureate Colleges: Diverse Field

## Classification of Institutions

Idaho	2015 Classification
Boise State University	Doctoral Universities: Moderate Research Activity
Idaho State University	Doctoral Universities: Moderate Research Activity
Lewis - Clark State College	Baccalaureate Colleges: Diverse Fields
University of Idaho	Doctoral Universities: Higher Research Activity
Iowa	
Iowa State University	Doctoral Universities: Highest Research Activity
University of Iowa	Doctoral Universities: Highest Research Activity
University of Northern Iowa	Master's Colleges and Universities: Larger Programs
Minnesota	
Bemidji State University	Master's Colleges and Universities: Small Programs
Metropolitan State University	Master's Colleges and Universities: Larger Programs
Minnesota State University - Mankato	Master's Colleges and Universities: Larger Programs
Minnesota State University - Moorhead	Master's Colleges and Universities: Medium Programs
Saint Cloud State University	Master's Colleges and Universities: Larger Programs
Southwest Minnesota State University	Master's Colleges and Universities: Medium Programs
University of Minnesota - Crookston	Baccalaureate Colleges: Diverse Fields
University of Minnesota - Duluth	Master's Colleges and Universities: Larger Programs
University of Minnesota - Morris	Baccalaureate Colleges: Arts & Sciences
University of Minnesota - Twin Cities	Doctoral Universities: Highest Research Activity
Winona State University	Master's Colleges and Universities: Medium Programs
Montana	
Montana State University - Billings	Master's Colleges and Universities: Medium Programs
Montana State University - Bozeman	Doctoral Universities: Higher Research Activity
Montana State University - Northern	Baccalaureate Colleges: Diverse Fields
Montana Tech of the Univ of Montana	Baccalaureate Colleges: Diverse Fields
The University of Montana	Doctoral Universities: Higher Research Activity
The University of Montana - Western	Baccalaureate Colleges: Diverse Fields
Nebraska	
Chadron State College	Master's Colleges and Universities: Medium Programs
Peru State College	Master's Colleges and Universities: Small Programs
University of Nebraska - Kearney	Master's Colleges and Universities: Larger Programs
University of Nebraska - Lincoln	Doctoral Universities: Highest Research Activity
University of Nebraska at Omaha	Doctoral Universities: Moderate Research Activity
Wayne State College	Master's Colleges and Universities: Medium Programs
North Dakota	
Dickinson State University	Baccalaureate Colleges: Diverse Fields
Mayville State University	Baccalaureate Colleges: Diverse Fields
Minot State University	Master's Colleges and Universities: Medium Programs
North Dakota State University	Doctoral Universities: Higher Research Activity
University of North Dakota	Doctoral Universities: Higher Research Activity
Valley City State University	Baccalaureate Colleges: Diverse Fields
South Dakota	
Black Hills State University	Master's Colleges and Universities: Small Programs
Dakota State University	Master's Colleges and Universities: Small Programs
Northern State University	Master's Colleges and Universities: Small Programs
South Dakota School of Mines & Technology	Special Focus Institutions: Schools of Engineering
South Dakota State University	Doctoral Universities: Higher Research Activity
University of South Dakota	Doctoral Universities: Higher Research Activity
Wyoming	
University of Wyoming	Doctoral Universities: Higher Research Activity



## **Section I**

### **Summary Comparison of South Dakota Costs to Surveyed States Academic Year 2017-2018**

Section I compares the individual South Dakota university costs for tuition and fees, and total cost, to the average for comparable Carnegie classified institutions in the survey. The comparison includes the cost for undergraduate and graduate residents and nonresidents. This data gives an overview of the differences in cost between each school in South Dakota and the average for the comparable institutions in the surveyed states. The information is found on pages 6 and 7.

Section I also includes a ranking of the states' average costs for AY17 and AY18 and provides the percentage change in the average. This provides a quick view of the change in costs for a given state and where that state ranks in cost with the other states in the survey. Again, the tables compare tuition and fees and total costs for undergraduate and graduate residents and nonresidents. The information is found on pages 8 and 9.

To assure comparability, a full-time undergraduate student was defined as a student taking 30 credit hours per year using a semester-based system or 48 credit hours using a quarter-based system. A fulltime graduate student was defined as a student taking 24 credit hours a year using a semester-based system or 36 hours a year using a quarter-based system.

Tuition and fees include only the tuition and mandatory fees paid by full-time students. Total cost includes tuition and fees and housing and dining costs. The housing rates were based on a double occupancy room. Dining rates are based on the meal plan that provides 15 meals per week or the next closest meal plan.

## Comparison of South Dakota Tuition and Fees to Surveyed States Academic Year 2017-2018

	Survey Average	South Dakota	\$ Difference	% Difference
<b><u>Undergraduate Resident</u></b>				
All Institutions -- Average	\$7,766	\$8,811	\$1,046	13.5%
Baccalaureate	\$7,793			
Masters	\$8,247			
BHSU		\$8,601	\$354	4.3%
DSU		\$9,147	\$900	10.9%
NSU		\$8,280	\$33	0.4%
Doctoral	\$8,457			
SDSM&T		\$9,627	\$1,170	13.8%
SDSU		\$8,441	-\$16	-0.2%
USD		\$8,772	\$315	3.7%

<b><u>Undergraduate Nonresident</u></b>				
All Institutions -- Average	\$17,467	\$12,083	-\$5,383	-30.8%
Baccalaureate	\$15,245			
Masters	\$13,030			
BHSU		\$11,601	-\$1,429	-11.0%
DSU		\$12,077	-\$953	-7.3%
NSU		\$11,210	-\$1,819	-11.9%
Doctoral	\$21,235			
SDSM&T		\$13,806	-\$7,428	-35.0%
SDSU		\$11,688	-\$9,547	-45.0%
USD		\$12,120	-\$9,116	-42.9%

<b><u>Graduate Resident</u></b>				
All Institutions -- Average	\$8,997	\$8,623	-\$374	-4.2%
Baccalaureate*	\$7,315			
Masters	\$9,530			
BHSU		\$8,630	-\$901	-9.4%
DSU		\$8,489	-\$1,042	-10.9%
NSU		\$8,424	-\$1,106	-11.6%
Doctoral	\$9,488			
SDSM&T		\$8,824	-\$665	-7.0%
SDSU		\$8,552	-\$936	-9.9%
USD		\$8,818	-\$671	-7.1%

<b><u>Graduate Nonresident</u></b>				
All Institutions -- Average	\$19,847	\$15,537	-\$4,310	-21.7%
Baccalaureate*	\$22,389			
Masters	\$15,236			
BHSU		\$15,350	\$114	0.7%
DSU		\$15,036	-\$200	-1.3%
NSU		\$14,971	-\$266	-1.7%
Doctoral	\$22,586			
SDSM&T		\$16,559	-\$6,027	-26.7%
SDSU		\$15,521	-\$7,065	-31.3%
USD		\$15,786	-\$6,800	-30.1%

\* Only two institutions included in the average

# Comparison of South Dakota Total Costs to Surveyed States

## Tuition and Fees plus Room and Board

### Academic Year 2017-2018

	Survey Average	South Dakota	\$ Difference	% Difference
<b><u>Undergraduate Resident</u></b>				
All Institutions -- Average	\$16,059	\$15,888	-\$171	-1.1%
Baccalaureate	\$14,860			
Masters	\$16,049			
BHSU		\$15,421	-\$628	-3.9%
DSU		\$15,867	-\$184	-1.1%
NSU		\$15,571	-\$478	-3.2%
Doctoral	\$17,165			
SDSM&T		\$16,639	-\$525	-3.1%
SDSU		\$15,384	-\$1,780	-10.4%
USD		\$16,444	-\$721	-4.2%

<b><u>Undergraduate Nonresident</u></b>				
All Institutions -- Average	\$25,734	\$19,160	-\$6,575	-25.5%
Baccalaureate	\$22,311			
Masters	\$20,696			
BHSU		\$18,421	-\$2,275	-11.0%
DSU		\$18,796	-\$1,900	-9.2%
NSU		\$18,500	-\$2,196	-9.8%
Doctoral	\$29,944			
SDSM&T		\$20,818	-\$9,126	-44.1%
SDSU		\$18,632	-\$11,313	-37.8%
USD		\$19,791	-\$10,153	-33.9%

<b><u>Graduate Resident</u></b>				
All Institutions -- Average	\$17,439	\$15,699	-\$1,739	-10.0%
Baccalaureate*	\$14,408			
Masters	\$17,290			
BHSU		\$15,451	-\$1,839	-10.6%
DSU		\$15,208	-\$2,081	-12.0%
NSU		\$15,715	-\$1,574	-9.1%
Doctoral	\$18,197			
SDSM&T		\$15,835	-\$2,360	-13.0%
SDSU		\$15,496	-\$2,699	-14.8%
USD		\$16,489	-\$1,707	-9.4%

<b><u>Graduate Nonresident</u></b>				
All Institutions -- Average	\$28,228	\$22,613	-\$5,615	-19.9%
Baccalaureate*	\$29,481			
Masters	\$22,792			
BHSU		\$22,171	-\$621	-2.7%
DSU		\$21,756	-\$1,037	-4.5%
NSU		\$22,262	-\$531	-2.3%
Doctoral	\$31,294			
SDSM&T		\$23,570	-\$7,723	-24.7%
SDSU		\$22,465	-\$8,829	-28.2%
USD		\$23,458	-\$7,837	-25.0%

\* Only two institutions included in the average

**Percent Change in Costs by State  
Academic Year 2017 to Academic Year 2018**

**Undergraduate Resident**

	<b>Tuition and Fees</b>					<b>Total Cost</b>				
	<u>AY17</u>		<u>AY18</u>		<u>%</u> <u>Change</u>	<u>AY17</u>		<u>AY18</u>		<u>%</u> <u>Change</u>
	<u>Rank*</u>	<u>Avg</u>	<u>Rank*</u>	<u>Avg</u>		<u>Rank*</u>	<u>Avg</u>	<u>Rank*</u>	<u>Avg</u>	
Idaho	3	\$6,847	3	\$7,079	3.4%	1	\$13,764	3	\$14,428	4.8%
Iowa	6	\$8,201	6	\$8,765	6.9%	7	\$17,338	7	\$18,138	4.6%
Minnesota	8	\$9,888	8	\$10,191	3.1%	8	\$18,103	8	\$18,660	3.1%
Montana	2	\$6,304	2	\$6,408	1.6%	3	\$13,948	1	\$14,329	2.7%
Nebraska	5	\$7,288	5	\$7,629	4.7%	6	\$15,578	6	\$16,466	5.7%
North Dakota	4	\$7,264	4	\$7,370	1.4%	2	\$13,863	2	\$14,366	3.6%
<b>South Dakota</b>	<b>7</b>	<b>\$8,504</b>	<b>7</b>	<b>\$8,811</b>	<b>3.6%</b>	<b>5</b>	<b>\$15,387</b>	<b>4</b>	<b>\$15,888</b>	<b>3.3%</b>
Wyoming	1	\$5,055	1	\$5,873	16.2%	4	\$14,576	5	\$16,193	11.1%
<b>Eight State Average</b>		\$7,419		\$7,766	4.7%		\$15,320		\$16,059	4.8%

**Undergraduate Nonresident**

	<b>Tuition and Fees</b>					<b>Total Cost</b>				
	<u>AY17</u>		<u>AY18</u>		<u>%</u> <u>Change</u>	<u>AY17</u>		<u>AY18</u>		<u>%</u> <u>Change</u>
	<u>Rank*</u>	<u>Avg</u>	<u>Rank*</u>	<u>Avg</u>		<u>Rank*</u>	<u>Avg</u>	<u>Rank*</u>	<u>Avg</u>	
Idaho	6	\$20,554	7	\$21,792	6.0%	6	\$27,470	7	\$29,141	6.1%
Iowa	8	\$22,949	8	\$24,107	5.0%	8	\$32,086	8	\$33,480	4.3%
Minnesota	4	\$14,542	4	\$15,286	5.1%	4	\$22,540	4	\$23,554	4.5%
Montana	7	\$20,556	6	\$20,760	1.0%	7	\$28,200	6	\$28,682	1.7%
Nebraska	3	\$13,770	3	\$14,479	5.1%	3	\$22,060	3	\$23,316	5.7%
North Dakota	2	\$13,370	2	\$13,743	2.8%	2	\$19,969	2	\$20,739	3.9%
<b>South Dakota</b>	<b>1</b>	<b>\$11,732</b>	<b>1</b>	<b>\$12,083</b>	<b>3.0%</b>	<b>1</b>	<b>\$18,615</b>	<b>1</b>	<b>\$19,160</b>	<b>2.9%</b>
Wyoming	5	\$16,215	5	\$17,483	7.8%	5	\$25,736	5	\$27,803	8.0%
<b>Eight State Average</b>		\$16,711		\$17,467	4.5%		\$24,585		\$25,734	4.7%

\* Ranked lowest cost to highest cost

**Percent Change in Costs by State  
Academic Year 2017 to Academic Year 2018**

**Graduate Resident**

	<b>Tuition and Fees</b>					<b>Total Cost</b>				
	<u>AY17</u>		<u>AY18</u>		<u>%</u> <u>Change</u>	<u>AY17</u>		<u>AY18</u>		<u>%</u> <u>Change</u>
	<u>Rank*</u>	<u>Avg</u>	<u>Rank*</u>	<u>Avg</u>		<u>Rank*</u>	<u>Avg</u>	<u>Rank*</u>	<u>Avg</u>	
Idaho	5	\$8,491	5	\$8,849	4.2%	3	\$15,600	4	\$16,465	5.5%
Iowa	7	\$9,708	7	\$10,347	6.6%	7	\$18,845	7	\$19,719	4.6%
Minnesota	8	\$11,808	8	\$12,078	2.3%	8	\$20,170	8	\$20,664	2.5%
Montana	2	\$7,185	1	\$7,510	4.5%	1	\$15,026	1	\$15,481	3.0%
Nebraska	3	\$7,247	2	\$7,609	5.0%	5	\$15,742	5	\$16,688	6.0%
North Dakota	6	\$8,531	6	\$8,936	4.7%	4	\$15,615	3	\$16,447	5.3%
<b>South Dakota</b>	<b>4</b>	<b>\$8,344</b>	<b>4</b>	<b>\$8,623</b>	<b>3.3%</b>	<b>2</b>	<b>\$15,227</b>	<b>2</b>	<b>\$15,699</b>	<b>3.1%</b>
Wyoming	1	\$7,119	3	\$8,027	12.8%	6	\$18,086	6	\$18,347	1.4%
<b>Eight State Average</b>		\$8,554		\$8,997	5.2%		\$16,789		\$17,439	3.9%

**Graduate Nonresident**

	<b>Tuition and Fees</b>					<b>Total Cost</b>				
	<u>AY17</u>		<u>AY18</u>		<u>%</u> <u>Change</u>	<u>AY17</u>		<u>AY18</u>		<u>%</u> <u>Change</u>
	<u>Rank*</u>	<u>Avg</u>	<u>Rank*</u>	<u>Avg</u>		<u>Rank*</u>	<u>Avg</u>	<u>Rank*</u>	<u>Avg</u>	
Idaho	7	\$22,937	7	\$24,321	6.0%	6	\$30,046	7	\$31,937	6.3%
Iowa	8	\$23,504	8	\$24,654	4.9%	8	\$32,641	8	\$34,027	4.2%
Minnesota	4	\$16,714	3	\$17,187	2.8%	4	\$24,611	4	\$25,291	2.8%
Montana	6	\$22,606	6	\$23,402	3.5%	7	\$30,447	6	\$31,373	3.0%
Nebraska	2	\$15,318	2	\$16,157	5.5%	3	\$23,813	3	\$25,236	6.0%
North Dakota	3	\$16,665	4	\$17,515	5.1%	2	\$23,749	2	\$25,026	5.4%
<b>South Dakota</b>	<b>1</b>	<b>\$15,195</b>	<b>1</b>	<b>\$15,537</b>	<b>2.3%</b>	<b>1</b>	<b>\$22,078</b>	<b>1</b>	<b>\$22,613</b>	<b>2.4%</b>
Wyoming	5	\$18,639	5	\$20,003	7.3%	5	\$28,160	5	\$30,323	7.7%
<b>Eight State Average</b>		\$18,947		\$19,847	4.7%		\$26,943		\$28,228	4.8%

\* Ranked lowest cost to highest cost

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## **Section II**

### **Tuition and Fee Cost Comparison Academic Year 2017-2018**

Section II compares only the tuition and mandatory fees paid by full-time students. To assure comparability, a full-time undergraduate student was defined as a student taking 30 credit hours per year using a semester-based system or 48 credit hours using a quarter-based system. A full-time graduate student was defined as a student taking 24 credit hours a year using a semester-based system or 36 credit hours a year using a quarter-based system.

Page 13 provides a complete listing of the public universities and colleges surveyed and the associated tuition and fee costs for undergraduate and graduate residents and nonresidents. This table provides a summary of the information used in Section II and is not in ranked order.

Pages 14-15 provide the percent change from the prior year for the tuition and fee costs at all institutions surveyed. These pages will provide a quick comparison of tuition and fee cost increases over the past year.

Pages 16-17 show the averages calculated for each state using the institutional tuition and fee costs given on page 13. This table uses the average cost for each student classification to rank the states from the least expensive to the most expensive. An average cost of all institutions is also provided. Bar graphs showing the average tuition and fee cost by state for each student type are also included.

Pages 18-23 illustrates the tuition and fee costs of the institutions by student type and institutional classification. This comparison provides a ranking from the least expensive to the most expensive for similarly classified institutions.

Page 25 shows the student costs for tuition and fees to attend professional programs for law and medicine. This table is not in ranked order.

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## Tuition and Fee Comparison by Institution

### Academic Year 2017-2018

	Undergraduate		Graduate	
	Resident	Nonresident	Resident	Nonresident
<b>IDAHO</b>				
Boise State University	\$7,326	\$22,462	\$8,754	\$24,070
Idaho State University	\$7,166	\$22,484	\$8,928	\$23,704
Lewis-Clark State College	\$6,334	\$18,410		
University of Idaho	\$7,488	\$23,812	\$8,864	\$25,188
<b>IOWA</b>				
Iowa State University	\$8,632	\$22,472	\$10,078	\$23,790
University of Iowa	\$8,965	\$30,609	\$10,770	\$29,506
University of Northern Iowa	\$8,699	\$19,241	\$10,193	\$20,667
<b>MINNESOTA</b>				
Bemidji State University	\$8,678	\$8,678	\$10,732	\$10,732
Metropolitan State University	\$7,859	\$14,960	\$10,000	\$18,966
Minnesota State University--Mankato	\$8,164	\$16,215	\$10,480	\$10,480
Minnesota State University--Moorhead	\$8,465	\$15,873	\$10,031	\$19,007
Southwest Minnesota State University	\$8,611	\$8,611	\$10,457	\$10,457
Saint Cloud State University	\$8,229	\$16,462	\$10,336	\$15,114
Winona State University	\$9,379	\$15,300	\$10,348	\$15,088
University of Minnesota--Duluth	\$13,344	\$18,462	\$18,056	\$27,420
University of Minnesota--Crookston	\$11,815	\$11,815		
University of Minnesota--Morris	\$13,072	\$15,092		
University of Minnesota--Twin Cities	\$14,488	\$26,674	\$18,264	\$27,420
<b>MONTANA</b>				
Montana State University--Billings	\$5,833	\$18,724	\$6,871	\$19,630
Montana State University--Bozeman	\$7,047	\$24,039	\$8,177	\$25,175
Montana State University--Northern	\$5,861	\$18,171	\$7,034	\$19,710
Montana Tech of the University of Montana	\$7,139	\$21,969	\$7,596	\$25,067
The University of Montana - Western	\$5,502	\$16,716		
The University of Montana - Missoula	\$7,063	\$24,943	\$7,870	\$27,428
<b>NEBRASKA</b>				
Chadron State College	\$7,031	\$7,061	\$6,777	\$11,937
Peru State College	\$7,226	\$7,226		
Wayne State College	\$6,824	\$11,984	\$6,702	\$11,862
University of Nebraska at Kearney	\$7,265	\$14,045	\$6,935	\$13,751
University of Nebraska at Lincoln	\$8,887	\$24,187	\$9,176	\$23,174
University of Nebraska at Omaha	\$8,541	\$22,371	\$8,455	\$20,059
<b>NORTH DAKOTA</b>				
Dickinson State University	\$6,553	\$9,365		
Mayville State University	\$6,457	\$9,084		
Minot State University	\$6,809	\$6,809	\$8,549	\$8,549
North Dakota State University	\$8,546	\$20,572	\$9,069	\$21,968
Valley City State University	\$7,406	\$16,579		
University of North Dakota	\$8,447	\$20,047	\$9,189	\$22,027
<b>SOUTH DAKOTA</b>				
Black Hills State University	\$8,601	\$11,601	\$8,630	\$15,350
Dakota State University	\$9,147	\$12,077	\$8,489	\$15,036
Northern State University	\$8,280	\$11,210	\$8,424	\$14,971
South Dakota School of Mines & Technology	\$9,627	\$13,806	\$8,824	\$16,559
South Dakota State University	\$8,441	\$11,688	\$8,552	\$15,521
University of South Dakota	\$8,772	\$12,120	\$8,818	\$15,786
<b>WYOMING</b>				
University of Wyoming	\$5,873	\$17,483	\$8,027	\$20,003

**Tuition and Fee Comparison by Institution**  
**Percent Change in Tuition and Fee Cost**  
**Academic Year 2017-2018**

	Undergraduate Resident			Undergraduate Nonresident		
	FY17	FY18	% Change	FY17	FY18	% Change
<b>IDAHO</b>						
Boise State University	\$7,080	\$7,326	3.5%	\$21,530	\$22,462	4.3%
Idaho State University	\$6,956	\$7,166	3.0%	\$21,024	\$22,484	6.9%
Lewis-Clark State College	\$6,120	\$6,334	3.5%	\$17,620	\$18,410	4.5%
University of Idaho	\$7,232	\$7,488	3.5%	\$22,040	\$23,812	8.0%
<b>IOWA</b>						
Iowa State University	\$7,969	\$8,632	8.3%	\$21,483	\$22,472	4.6%
University of Iowa	\$8,575	\$8,965	4.5%	\$28,813	\$30,609	6.2%
University of Northern Iowa	\$8,059	\$8,699	7.9%	\$18,551	\$19,241	3.7%
<b>MINNESOTA</b>						
Bemidji State University	\$8,393	\$8,678	3.4%	\$8,393	\$8,678	3.4%
Metropolitan State University	\$7,566	\$7,859	3.9%	\$14,394	\$14,960	3.9%
Minnesota State University--Mankato	\$7,859	\$8,164	3.9%	\$15,603	\$16,215	3.9%
Minnesota State University--Moorhead	\$8,094	\$8,465	4.6%	\$15,229	\$15,873	4.2%
Southwest Minnesota State University	\$8,348	\$8,611	3.1%	\$8,348	\$8,611	3.1%
Saint Cloud State University	\$8,005	\$8,229	2.8%	\$15,923	\$16,462	3.4%
Winona State University	\$9,076	\$9,379	3.3%	\$14,772	\$15,300	3.6%
University of Minnesota Duluth	\$13,114	\$13,344	1.8%	\$17,460	\$18,462	5.7%
University of Minnesota--Crookston	\$11,700	\$11,815	1.0%	\$11,700	\$11,815	1.0%
University of Minnesota--Morris	\$12,846	\$13,072	1.8%	\$14,846	\$15,092	1.7%
University of Minnesota--Twin Cities	\$13,764	\$14,488	5.3%	\$23,289	\$26,674	14.5%
<b>MONTANA</b>						
Montana State University--Billings	\$5,826	\$5,833	0.1%	\$18,216	\$18,724	2.8%
Montana State University--Bozeman	\$6,887	\$7,047	2.3%	\$23,185	\$24,039	3.7%
Montana State University--Northern	\$5,769	\$5,861	1.6%	\$17,845	\$18,171	1.8%
Montana Tech of the University of Montana	\$7,139	\$7,139	0.0%	\$21,969	\$21,969	0.0%
The University of Montana - Western	\$5,502	\$5,502	0.0%	\$16,716	\$16,716	0.0%
The University of Montana - Missoula	\$6,699	\$7,063	5.4%	\$25,406	\$24,943	-1.8%
<b>NEBRASKA</b>						
Chadron State College	\$6,656	\$7,031	5.6%	\$6,686	\$7,061	5.6%
Peru State College	\$6,791	\$7,226	6.4%	\$6,791	\$7,226	6.4%
Wayne State College	\$6,427	\$6,824	6.2%	\$11,227	\$11,984	6.7%
University of Nebraska at Kearney	\$7,247	\$7,265	0.3%	\$13,674	\$14,045	2.7%
University of Nebraska at Lincoln	\$8,567	\$8,887	3.7%	\$23,087	\$24,187	4.8%
University of Nebraska at Omaha	\$8,039	\$8,541	6.2%	\$21,156	\$22,371	5.7%
<b>NORTH DAKOTA</b>						
Dickinson State University	\$6,348	\$6,553	3.2%	\$8,917	\$9,365	5.0%
Mayville State University	\$6,255	\$6,457	3.2%	\$8,781	\$9,084	3.5%
Minot State University	\$6,568	\$6,809	3.7%	\$6,568	\$6,809	3.7%
North Dakota State University	\$8,207	\$8,546	4.1%	\$19,771	\$20,572	4.0%
Valley City State University	\$7,195	\$7,406	2.9%	\$16,016	\$16,579	3.5%
University of North Dakota	\$8,137	\$8,447	3.8%	\$19,291	\$20,047	3.9%
<b>SOUTH DAKOTA</b>						
Black Hills State University	\$8,004	\$8,601	7.5%	\$10,920	\$11,601	6.2%
Dakota State University	\$8,927	\$9,147	2.5%	\$11,843	\$12,077	2.0%
Northern State University	\$7,887	\$8,280	5.0%	\$10,803	\$11,210	3.8%
South Dakota School of Mines & Technology	\$9,576	\$9,627	0.5%	\$13,734	\$13,806	0.5%
South Dakota State University	\$8,172	\$8,441	3.3%	\$11,403	\$11,688	2.5%
University of South Dakota	\$8,457	\$8,772	3.7%	\$11,688	\$12,120	3.7%
<b>WYOMING</b>						
University of Wyoming	\$5,055	\$5,873	16.2%	\$16,215	\$17,483	7.8%

**Tuition and Fee Comparison by Institution**  
**Percent Change in Tuition and Fee Cost**  
**Academic Year 2017-2018**

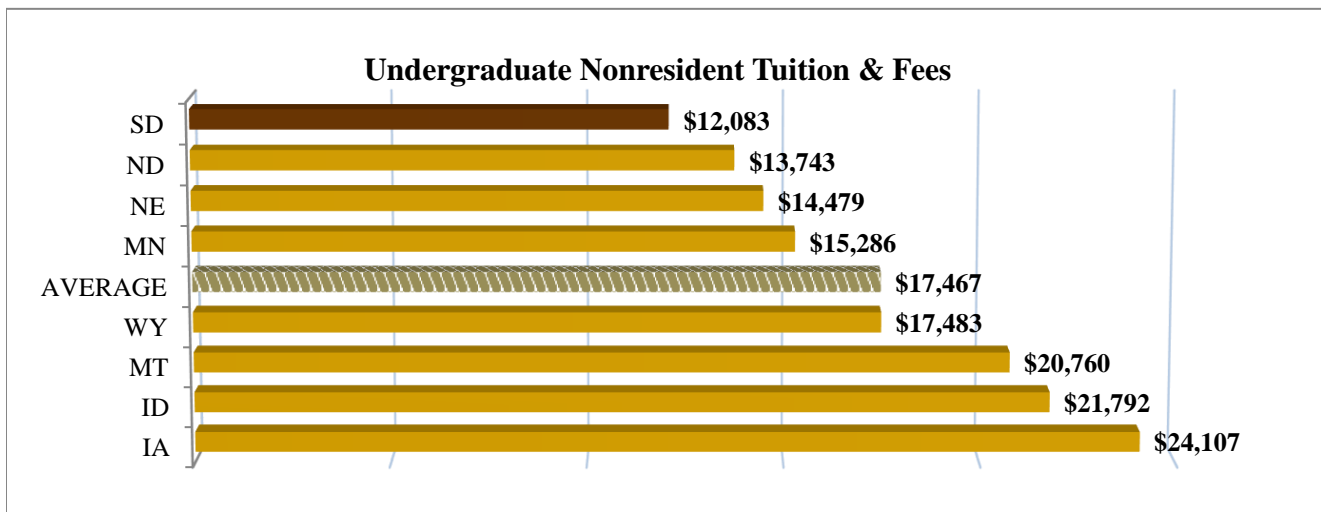
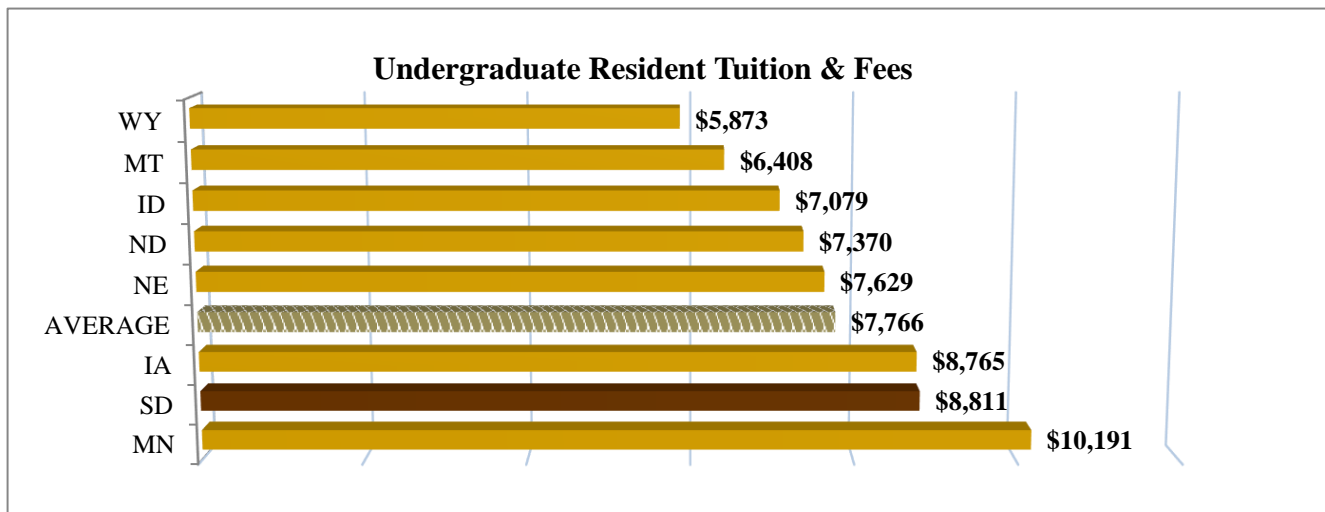
	Graduate Resident			Graduate Nonresident		
	FY17	FY18	% Change	FY17	FY18	% Change
<b>IDAHO</b>						
Boise State University	\$8,440	\$8,754	3.7%	\$22,890	\$24,070	5.2%
Idaho State University	\$8,502	\$8,928	5.0%	\$22,583	\$23,704	5.0%
Lewis-Clark State College						
University of Idaho	\$8,530	\$8,864	3.9%	\$23,338	\$25,188	7.9%
<b>IOWA</b>						
Iowa State University	\$9,449	\$10,078	6.7%	\$22,761	\$23,790	4.5%
University of Iowa	\$10,171	\$10,770	5.9%	\$27,775	\$29,506	6.2%
University of Northern Iowa	\$9,503	\$10,193	7.3%	\$19,977	\$20,667	3.5%
<b>MINNESOTA</b>						
Bemidji State University	\$10,284	\$10,732	4.4%	\$10,284	\$10,732	4.4%
Metropolitan State University	\$9,424	\$10,000	6.1%	\$18,046	\$18,966	5.1%
Minnesota State University--Mankato	\$10,086	\$10,480	3.9%	\$10,086	\$10,480	3.9%
Minnesota State University--Moorhead	\$9,596	\$10,031	4.5%	\$18,236	\$19,007	4.2%
Southwest Minnesota State University	\$10,216	\$10,457	2.4%	\$10,216	\$10,457	2.4%
Saint Cloud State University	\$9,733	\$10,336	6.2%	\$14,327	\$15,114	5.5%
Winona State University	\$9,874	\$10,348	4.8%	\$14,413	\$15,088	4.7%
University of Minnesota Duluth	\$17,367	\$18,056	4.0%	\$26,247	\$27,420	4.5%
University of Minnesota--Crookston						
University of Minnesota--Morris						
University of Minnesota--Twin Cities	\$17,367	\$18,264	5.2%	\$26,247	\$27,420	4.5%
<b>MONTANA</b>						
Montana State University--Billings	\$6,706	\$6,871	2.5%	\$19,096	\$19,630	2.8%
Montana State University--Bozeman	\$7,953	\$8,177	2.8%	\$24,251	\$25,175	3.8%
Montana State University--Northern	\$6,779	\$7,034	3.8%	\$18,855	\$19,710	4.5%
Montana Tech of the University of Montana	\$7,444	\$7,596	2.0%	\$24,387	\$25,067	2.8%
The University of Montana - Western						
The University of Montana - Missoula	\$7,042	\$7,870	11.8%	\$26,441	\$27,428	3.7%
<b>NEBRASKA</b>						
Chadron State College	\$6,405	\$6,777	5.8%	\$11,205	\$11,937	6.5%
Peru State College						
Wayne State College	\$6,308	\$6,702	6.2%	\$11,108	\$11,862	6.8%
University of Nebraska at Kearney	\$6,852	\$6,935	1.2%	\$13,320	\$13,751	3.2%
University of Nebraska at Lincoln	\$8,810	\$9,176	4.2%	\$22,088	\$23,174	4.9%
University of Nebraska at Omaha	\$7,860	\$8,455	7.6%	\$18,870	\$20,059	6.3%
<b>NORTH DAKOTA</b>						
Dickinson State University						
Mayville State University						
Minot State University	\$8,241	\$8,549	3.7%	\$8,241	\$8,549	3.7%
North Dakota State University	\$8,710	\$9,069	4.1%	\$21,113	\$21,968	4.0%
Valley City State University						
University of North Dakota	\$8,643	\$9,189	6.3%	\$20,642	\$22,027	6.7%
<b>SOUTH DAKOTA</b>						
Black Hills State University	\$8,126	\$8,630	6.2%	\$14,640	\$15,350	4.9%
Dakota State University	\$8,240	\$8,489	3.0%	\$14,754	\$15,036	1.9%
Northern State University	\$8,033	\$8,424	4.9%	\$14,546	\$14,971	2.9%
South Dakota School of Mines & Technology	\$8,778	\$8,824	0.5%	\$16,475	\$16,559	0.5%
South Dakota State University	\$8,329	\$8,552	2.7%	\$15,263	\$15,521	1.7%
University of South Dakota	\$8,557	\$8,818	3.0%	\$15,491	\$15,786	1.9%
<b>WYOMING</b>						
University of Wyoming	\$7,119	\$8,027	12.8%	\$18,639	\$20,003	7.3%

# Tuition and Fee Comparison by State

## Ranked Lowest Cost to Highest Average Cost of Public Institutions

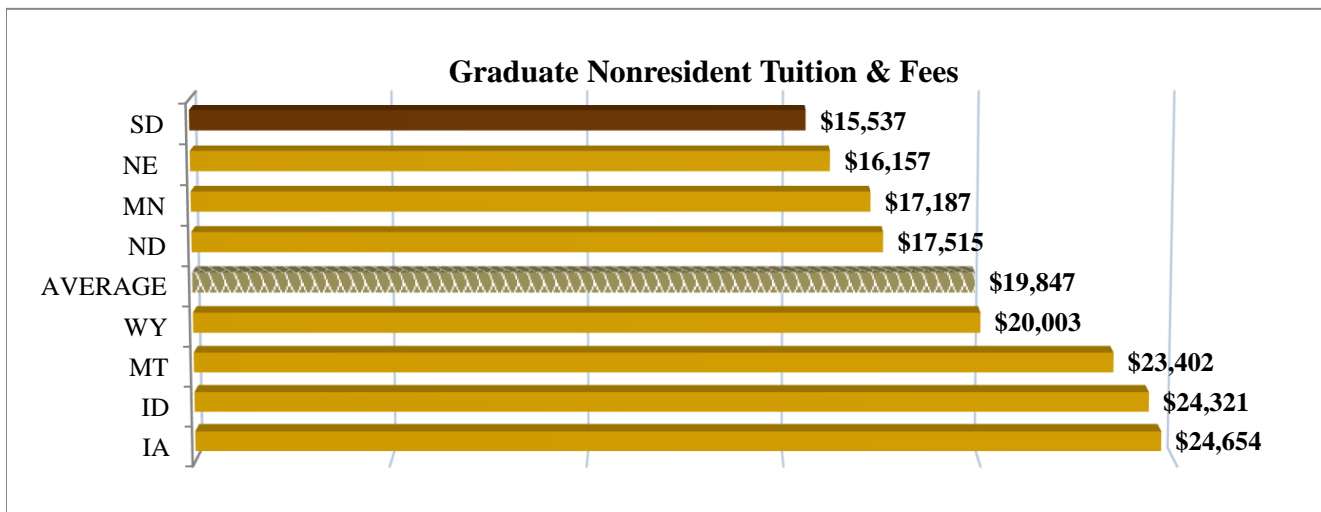
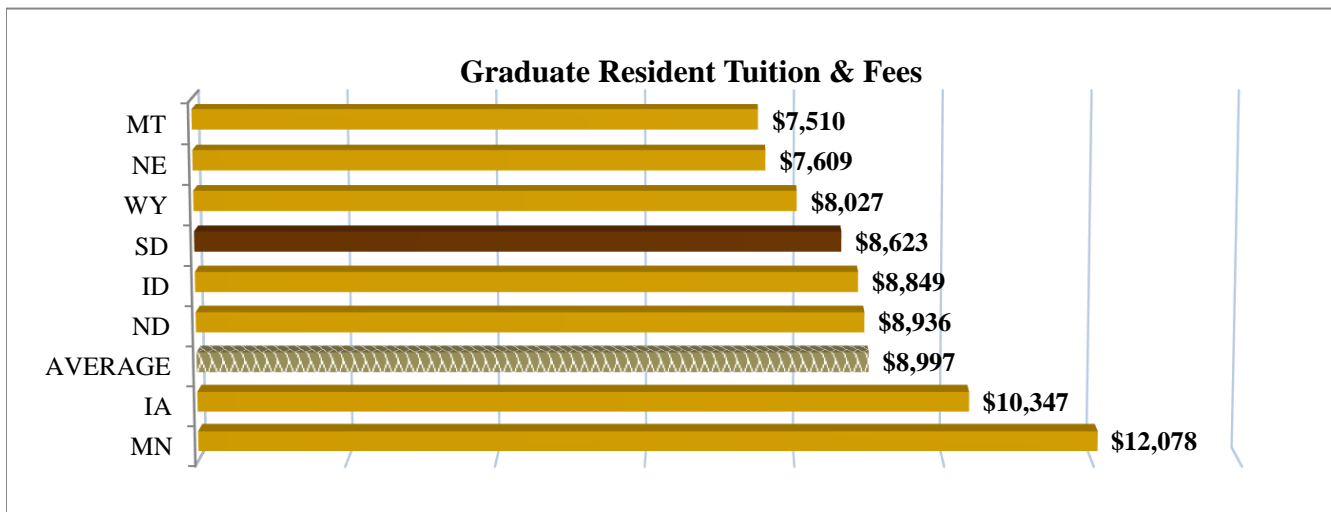
### Academic Year 2017 - 2018

Undergraduate Resident		Undergraduate Nonresident	
Idaho	\$7,079	Idaho	\$21,792
Iowa	\$8,765	Iowa	\$24,107
Minnesota	\$10,191	Minnesota	\$15,286
Montana	\$6,408	Montana	\$20,760
Nebraska	\$7,629	Nebraska	\$14,479
North Dakota	\$7,370	North Dakota	\$13,743
<b>South Dakota</b>	<b>\$8,811</b>	<b>South Dakota</b>	<b>\$12,083</b>
Wyoming	\$5,873	Wyoming	\$17,483
Average Cost	\$7,766	Average Cost	\$17,467

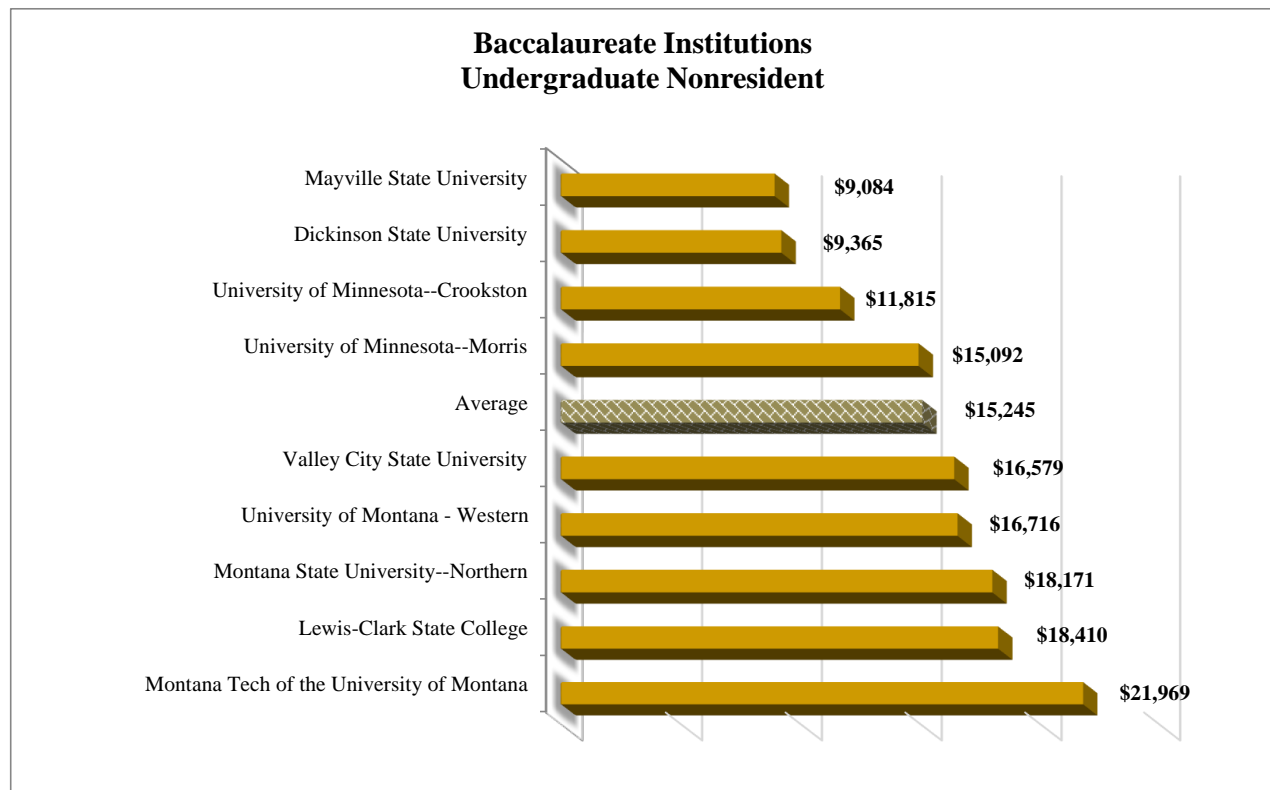
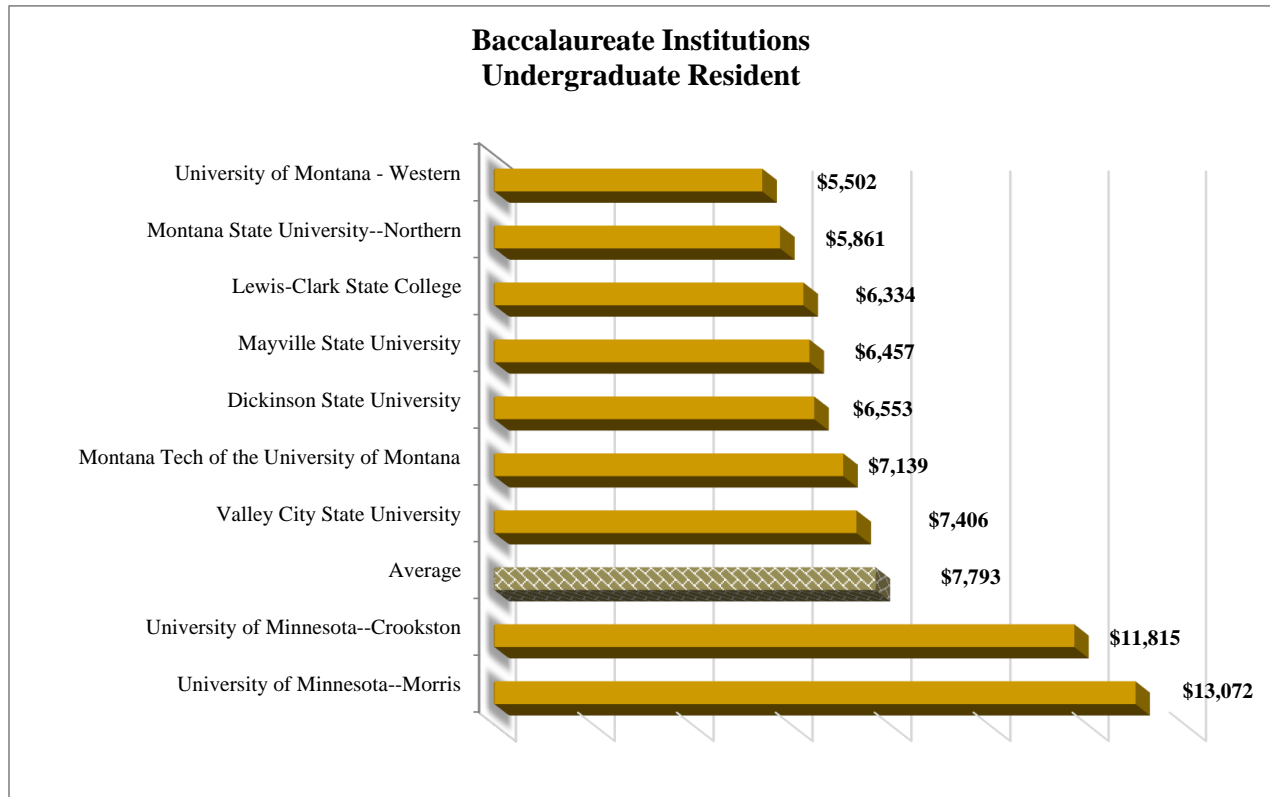


**Tuition and Fee Comparison by State**  
**Ranked Lowest Cost to Highest Average Cost of Public Institutions**  
**Academic Year 2017 - 2018**

<b>Graduate Resident</b>		<b>Graduate Nonresident</b>	
Idaho	\$8,849	Idaho	\$24,321
Iowa	\$10,347	Iowa	\$24,654
Minnesota	\$12,078	Minnesota	\$17,187
Montana	\$7,510	Montana	\$23,402
Nebraska	\$7,609	Nebraska	\$16,157
North Dakota	\$8,936	North Dakota	\$17,515
<b>South Dakota</b>	<b>\$8,623</b>	<b>South Dakota</b>	<b>\$15,537</b>
Wyoming	\$8,027	Wyoming	\$20,003
Average Cost	\$8,997	Average Cost	\$19,847

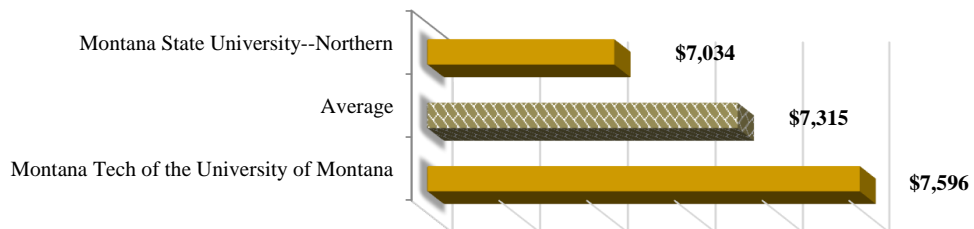


**Tuition and Fee Comparison and Rank  
Baccalaureate Institutions  
Academic Year 2017-2018**

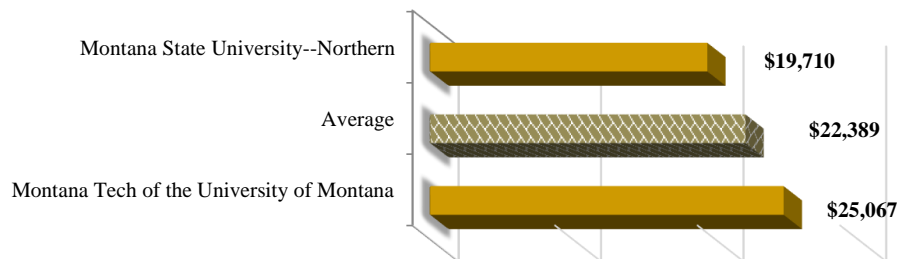


**Tuition and Fee Comparison and Rank  
Baccalaureate Institutions  
Academic Year 2017-2018**

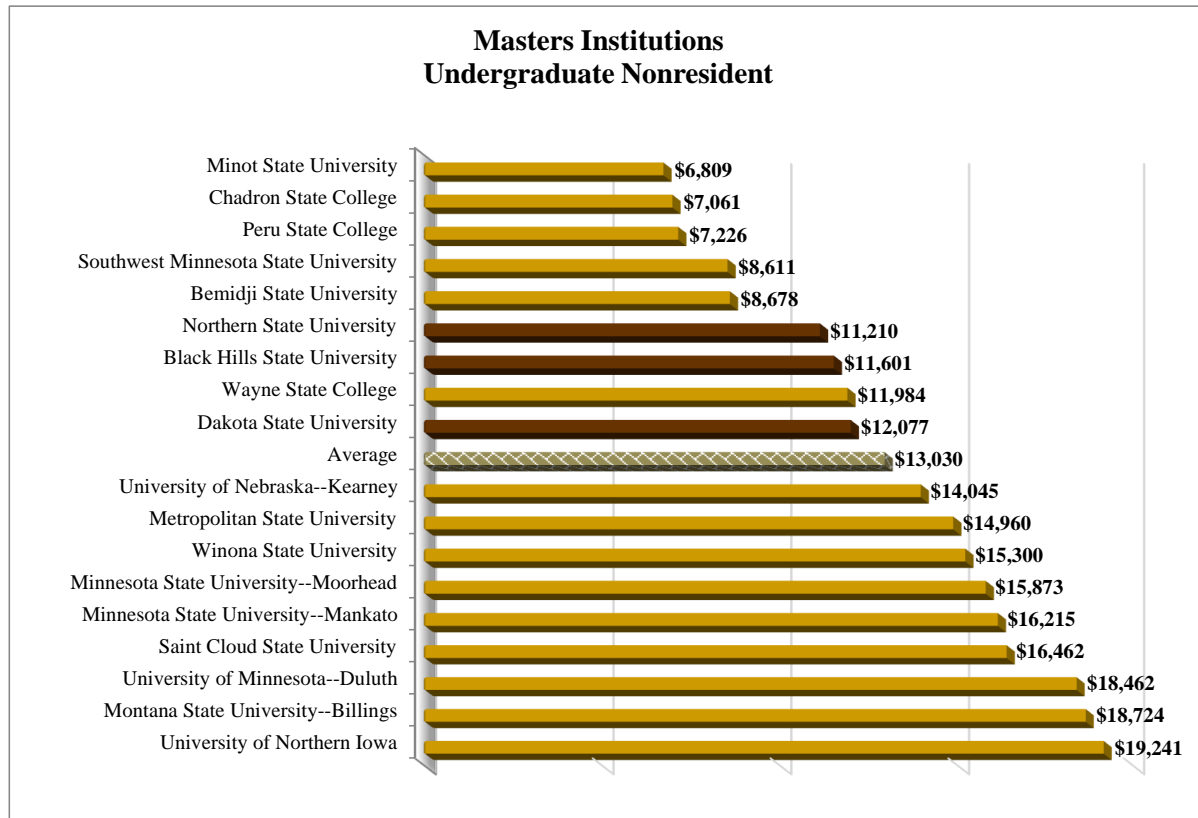
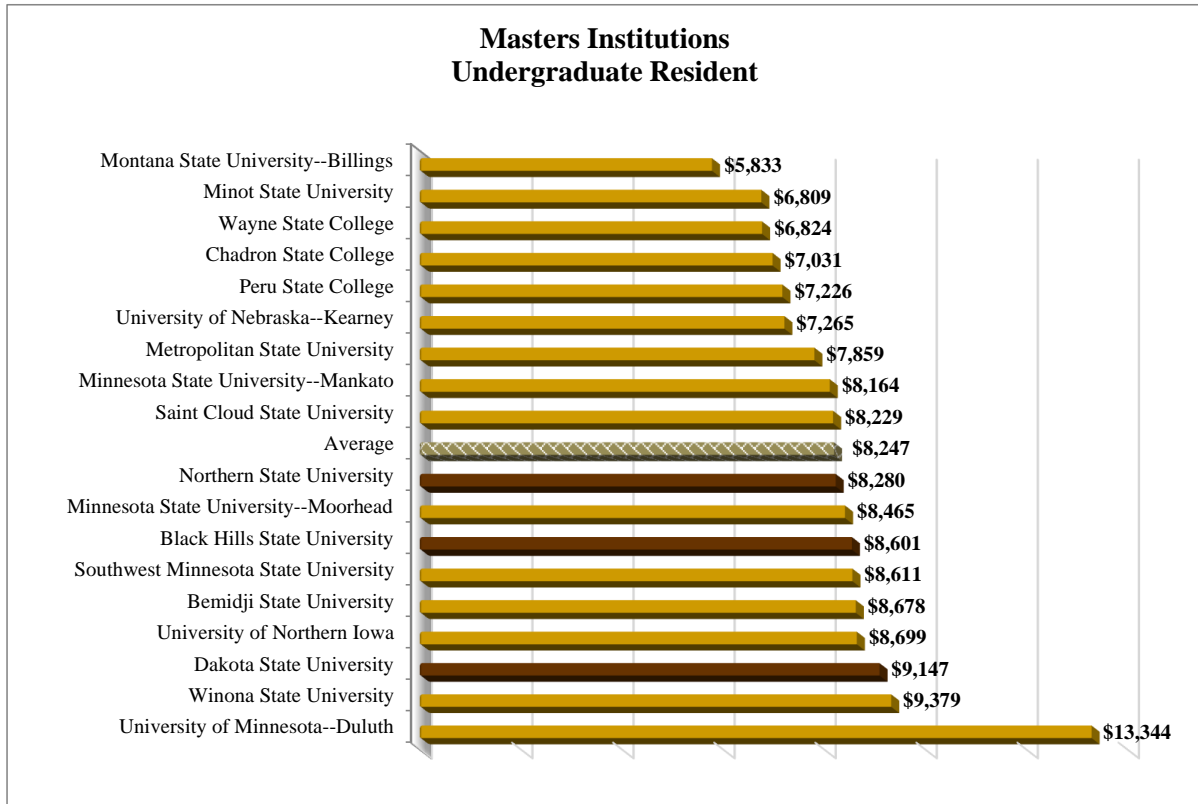
**Baccalaureate Institutions  
Graduate Resident**



**Baccalaureate Institutions  
Graduate Nonresident**

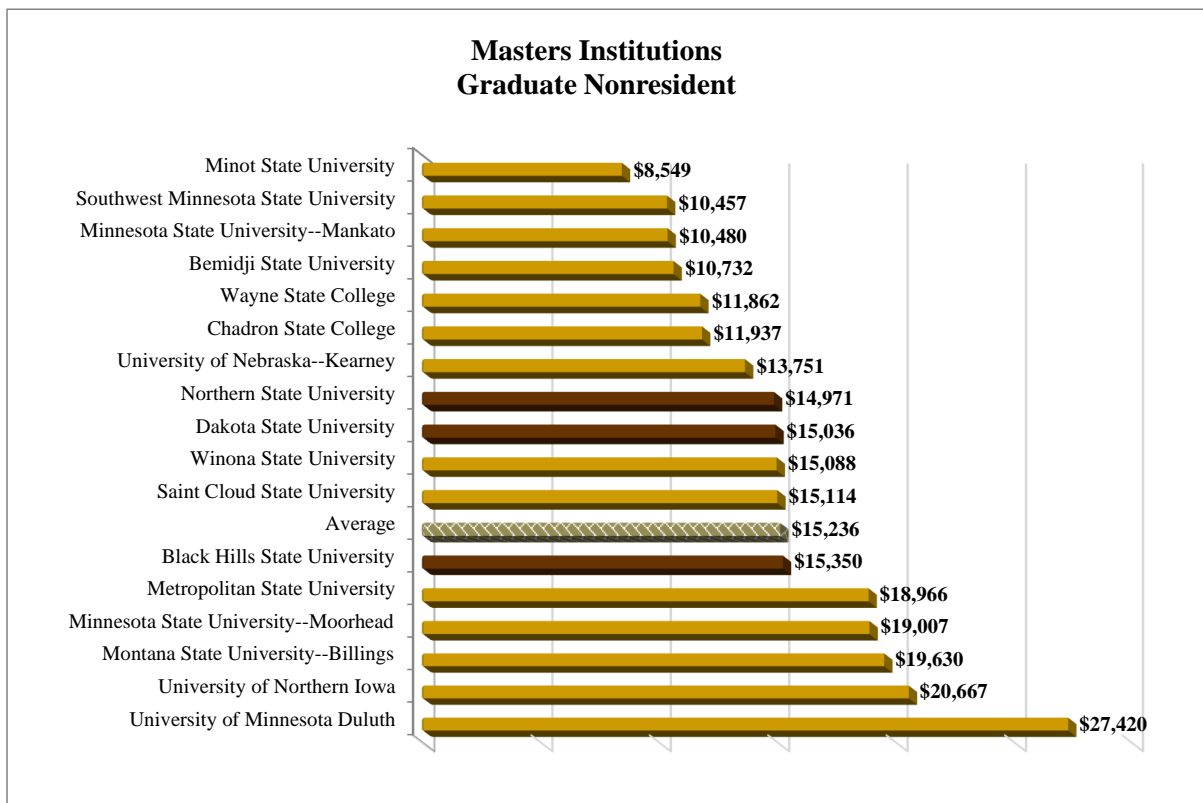
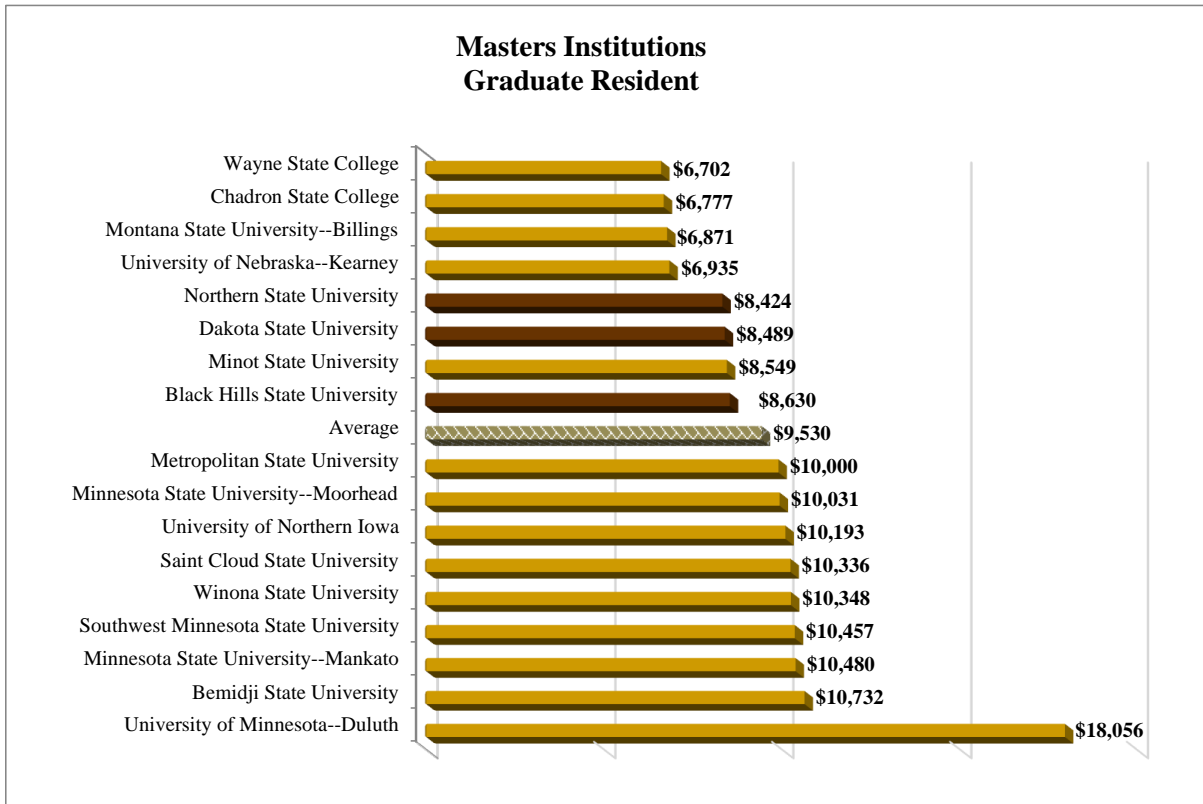


**Tuition and Fee Comparison and Rank**  
**Masters Institutions**  
**Academic Year 2017-2018**

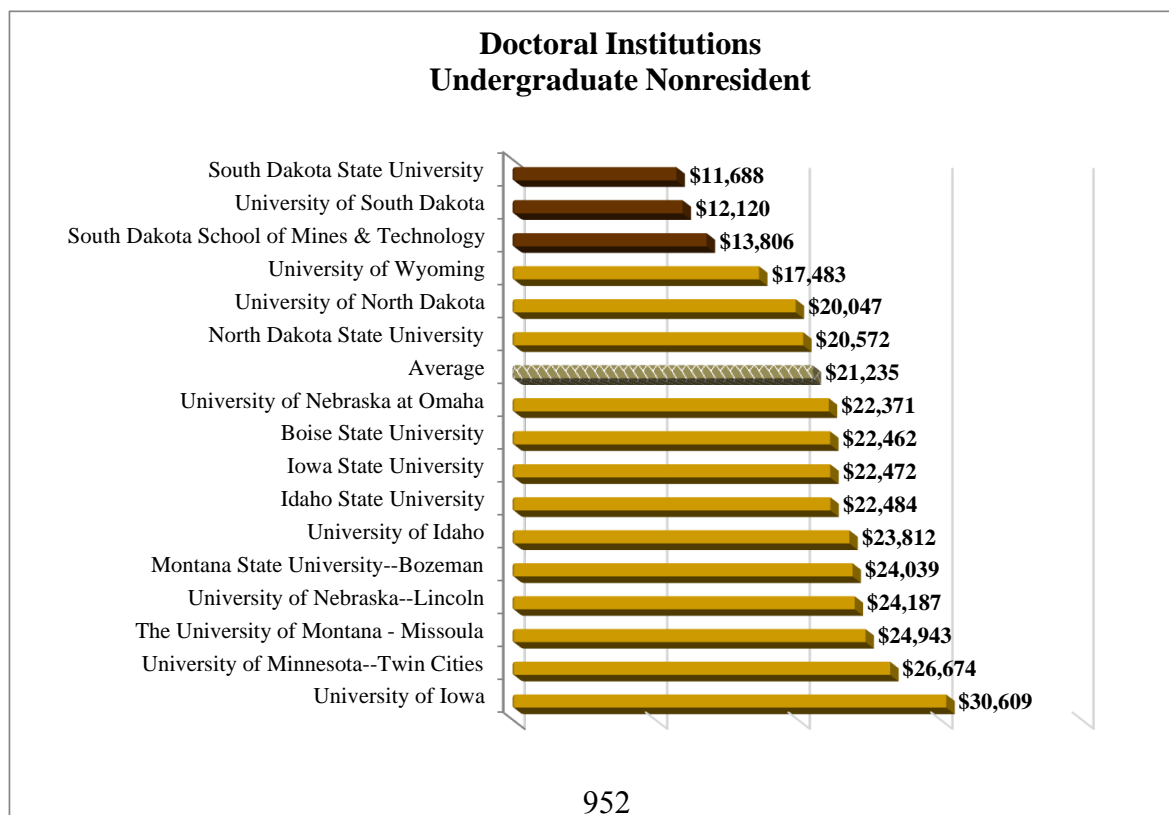
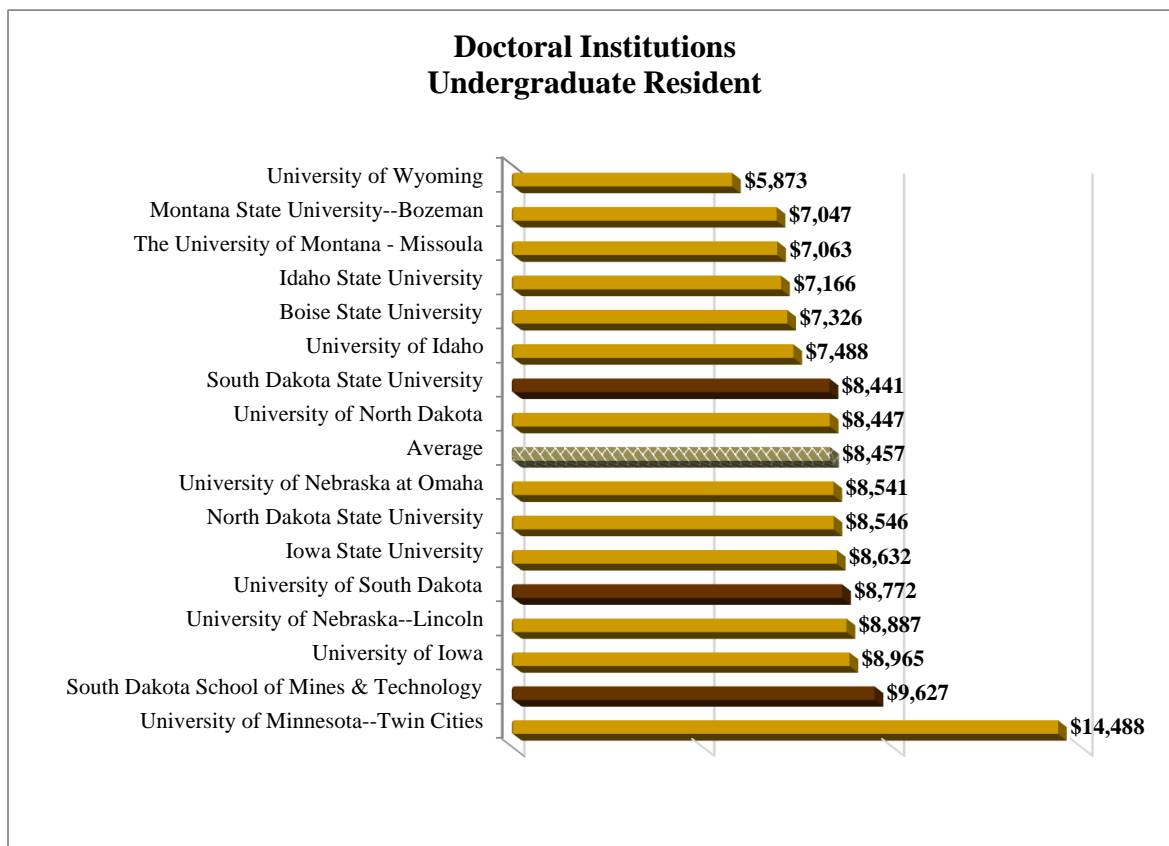




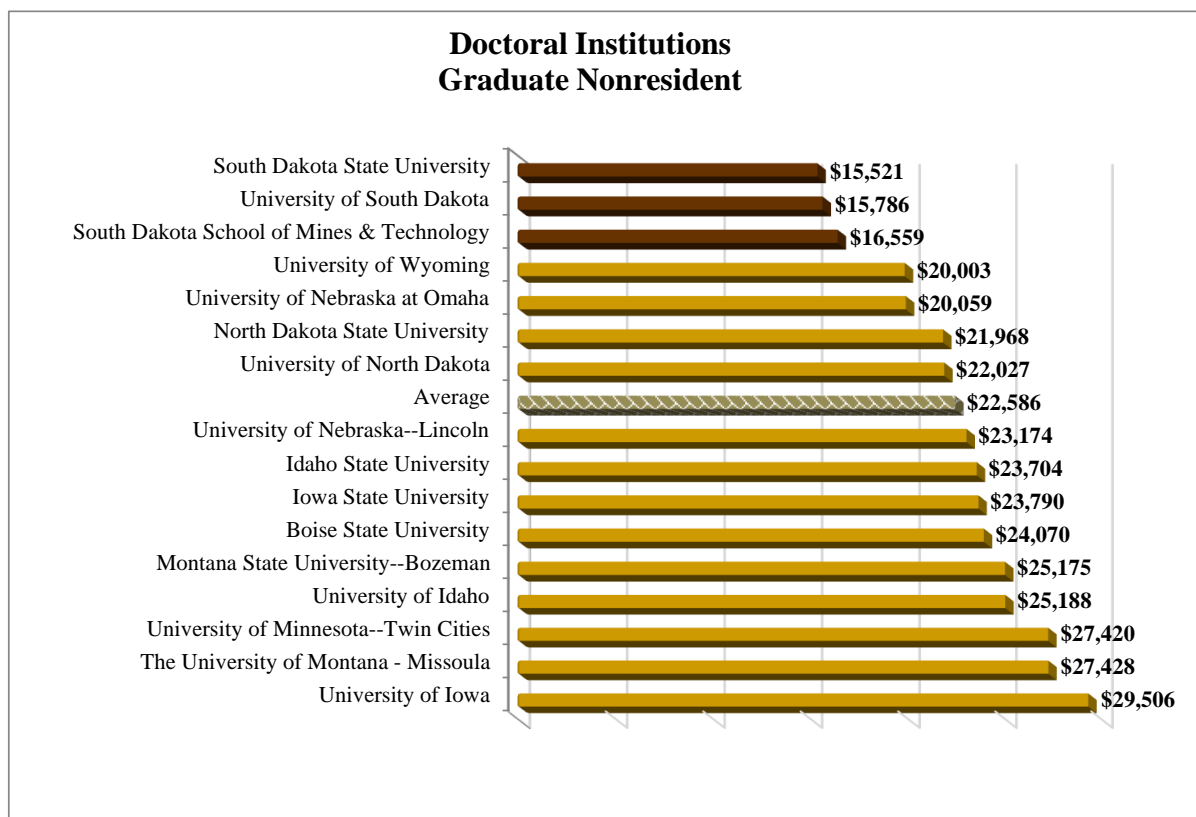
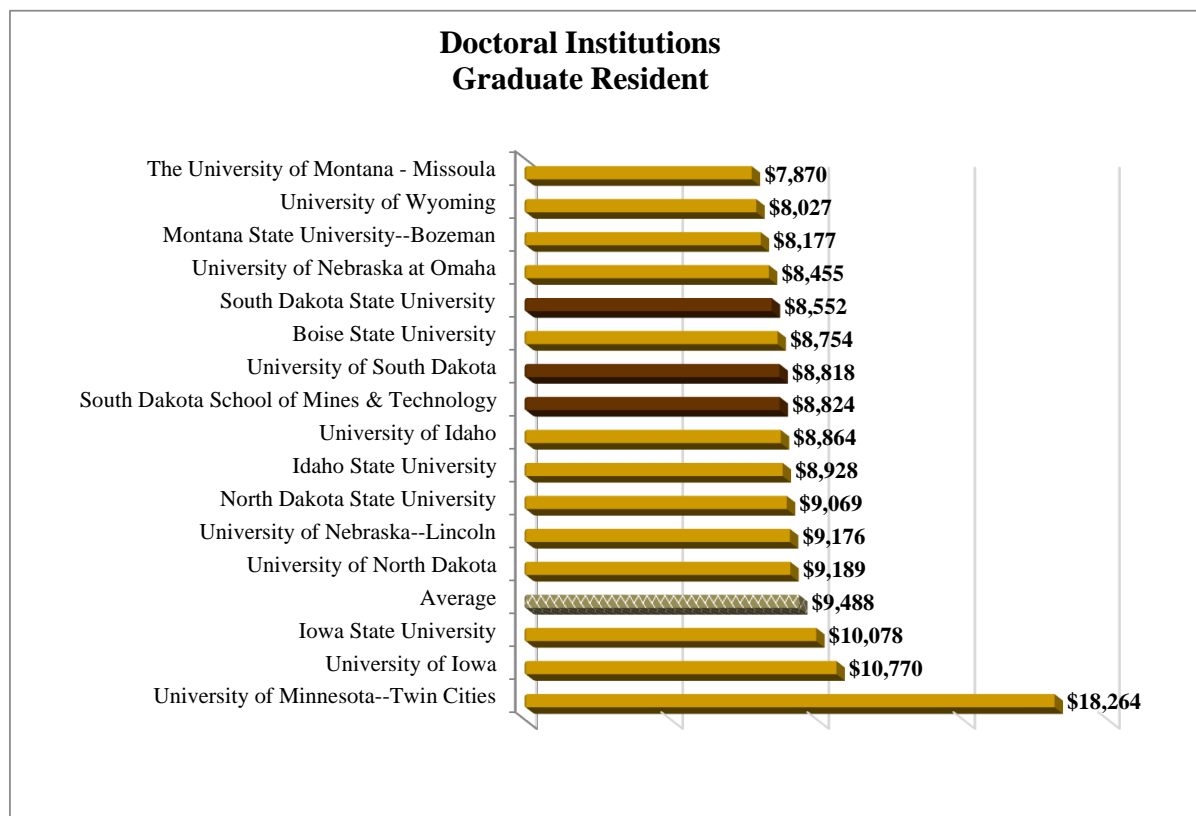
**Tuition and Fee Comparison and Rank**  
**Masters Institutions**  
**Academic Year 2017-2018**



**Tuition and Fee Comparison and Rank  
Doctoral Institutions  
Academic Year 2017-2018**



**Tuition and Fee Comparison and Rank**  
**Doctoral Institutions**  
**Academic Year 2017-2018**



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**Tuition and Fee Comparison  
Institutions with Law and Medical Programs  
Academic Year 2017-2018**

<b>LAW Resident</b>		<b>LAW Nonresident</b>	
University of Idaho	\$19,748	University of Idaho	\$36,072
University of Iowa	\$26,457	University of Iowa	\$45,917
University of Minnesota--Twin Cities	\$44,071	University of Minnesota--Twin Cities	\$52,591
University of Montana	\$12,537	University of Montana	\$32,095
University of Nebraska--Lincoln	\$12,807	University of Nebraska--Lincoln	\$27,496
University of North Dakota	\$10,712	University of North Dakota	\$25,469
University of South Dakota	\$15,563	University of South Dakota	\$33,639
University of Wyoming	\$15,335	University of Wyoming	\$31,115
<b>MEDICINE Resident</b>		<b>MEDICINE Nonresident</b>	
University of Iowa	\$37,645	University of Iowa	\$57,299
University of Minnesota Duluth	\$39,574	University of Minnesota Duluth	\$54,499
University of Minnesota--Twin Cities	\$39,574	University of Minnesota--Twin Cities	\$54,499
University of North Dakota	\$31,433	University of North Dakota	\$56,904
University of South Dakota	\$31,706	University of South Dakota	\$73,181

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## **Section III**

### **Total Cost Comparison Academic Year 2017-2018**

Section III compares the total costs paid by full-time students. To assure comparability, a full-time undergraduate student was defined as a student taking 30 credit hours a year using a semester-based system or 48 credit hours using a quarter based system. A full-time graduate student was defined as a student taking 24 hours a year using a semester-based system or 36 hours a year using a quarter-based system. "Total Cost" includes tuition and fees and housing and dining costs. The housing rates were based on a double occupancy room, which is the most common. The dining rates were based on the dining plan that provided 15 meals per week or the next closest plan.

Page 29 provides a complete listing of the public universities and colleges surveyed and the associated cost for tuition and fees and housing and dining for undergraduate and graduate resident and nonresident students. This table provides a summary of the information used in Section III and is not in ranked order.

Pages 30-31 provide the percent change from the prior year for the tuition and fees and housing and dining costs at all institutions surveyed. These pages will provide a quick comparison of total cost increases or decreases over the past year.

Pages 32-33 show the averages calculated for each state using the institutional costs given on page 29. This table uses the average total cost for each student type to rank the states from the least expensive to the most expensive. An average total cost of all institutions is also provided. Bar graphs showing the average total cost of the institutions by student type are included.

Pages 34-39 rank the total cost of the institutions by student type and institutional classification. This comparison provides a ranking with similarly classified institutions.

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## Total Cost Comparison by Institution Academic Year 2017-2018

	Average # of meals*	Undergraduate		Graduate	
		Resident	Nonresident	Resident	Nonresident
<b>IDAHO</b>					
Boise State University	14	\$15,076	\$30,212	\$16,504	\$31,820
Idaho State University	14	\$13,830	\$29,147	\$15,592	\$30,368
Lewis-Clark State College	14	\$12,884	\$24,960		
University of Idaho	14	\$15,922	\$32,246	\$17,298	\$33,622
<b>IOWA</b>					
Iowa State University	15	\$17,209	\$31,049	\$18,655	\$32,367
University of Iowa	unlimited	\$19,325	\$40,969	\$21,130	\$39,866
University of Northern Iowa	15	\$17,880	\$28,422	\$19,374	\$29,848
<b>MINNESOTA</b>					
Bemidji State University	12	\$16,841	\$16,841	\$18,895	\$18,895
Metropolitan State University*					
Minnesota State University--Mankato	14	\$16,639	\$24,690	\$18,955	\$18,955
Minnesota State University--Moorhead	unlimited	\$16,747	\$24,155	\$18,313	\$27,289
Southwest Minnesota State University	14	\$16,421	\$16,421	\$18,267	\$18,267
Saint Cloud State University	15	\$16,963	\$25,196	\$19,070	\$23,848
Winona State University	14	\$17,705	\$23,626	\$18,674	\$23,414
University of Minnesota Duluth	14	\$20,700	\$25,818	\$25,412	\$34,776
University of Minnesota--Crookston	14	\$19,415	\$19,415		
University of Minnesota--Morris	14	\$21,222	\$23,242		
University of Minnesota--Twin Cities	14	\$23,952	\$36,138	\$27,728	\$36,884
<b>MONTANA</b>					
Montana State University--Billings	14	\$13,493	\$26,384	\$14,531	\$27,290
Montana State University--Bozeman	15	\$16,383	\$33,375	\$17,514	\$34,512
Montana State University--Northern	15	\$11,166	\$23,476	\$12,339	\$25,015
Montana Tech of the University of Montana	15	\$16,019	\$30,849	\$16,476	\$33,947
The University of Montana - Western	unlimited	\$13,176	\$24,390		
The University of Montana - Missoula	15	\$15,739	\$33,619	\$16,546	\$36,104
<b>NEBRASKA</b>					
Chadron State College	14	\$13,701	\$13,731	\$13,447	\$18,607
Peru State College	15	\$14,856	\$14,856		
Wayne State College	15	\$14,254	\$19,414	\$14,132	\$19,292
University of Nebraska at Kearney	15	\$16,823	\$23,603	\$16,493	\$23,309
University of Nebraska at Lincoln	15	\$19,846	\$35,146	\$20,135	\$34,133
University of Nebraska at Omaha	unlimited	\$19,319	\$33,149	\$19,233	\$30,837
<b>NORTH DAKOTA</b>					
Dickinson State University	unlimited	\$13,031	\$15,843		
Mayville State University	15	\$13,137	\$15,764		
Minot State University	unlimited	\$12,959	\$12,959	\$14,699	\$14,699
North Dakota State University	unlimited	\$16,475	\$28,501	\$16,998	\$29,897
Valley City State University	15	\$13,690	\$22,863		
University of North Dakota	unlimited	\$16,903	\$28,503	\$17,645	\$30,483
<b>SOUTH DAKOTA</b>					
Black Hills State University	unlimited	\$15,421	\$18,421	\$15,451	\$22,171
Dakota State University	7	\$15,867	\$18,796	\$15,208	\$21,756
Northern State University	9	\$15,571	\$18,500	\$15,715	\$22,262
South Dakota School of Mines & Technology	unlimited	\$16,639	\$20,818	\$15,835	\$23,570
South Dakota State University	unlimited	\$15,384	\$18,632	\$15,496	\$22,465
University of South Dakota	unlimited	\$16,444	\$19,791	\$16,489	\$23,458
<b>WYOMING</b>					
University of Wyoming	15	\$16,193	\$27,803	\$18,347	\$30,323

\*The average number of meals provided per week for the meal plan reflected in the total cost

\*\*Metropolitan State University does not have residence halls

**Total Cost Comparison by Institution**  
**Percent Change in Total Cost**  
**Academic Year 2017-2018**

	Undergraduate Resident			Undergraduate Nonresident		
	AY17	AY18	% Change	AY17	AY18	% Change
<b>IDAHO</b>						
Boise State University	\$13,830	\$15,076	9.0%	\$28,280	\$30,212	6.8%
Idaho State University	\$13,433	\$13,830	2.9%	\$27,501	\$29,147	6.0%
Lewis-Clark State College	\$12,460	\$12,884	3.4%	\$23,960	\$24,960	4.2%
University of Idaho	\$15,332	\$15,922	3.8%	\$30,140	\$32,246	7.0%
<b>IOWA</b>						
Iowa State University	\$16,325	\$17,209	5.4%	\$29,839	\$31,049	4.1%
University of Iowa	\$18,600	\$19,325	3.9%	\$38,838	\$40,969	5.5%
University of Northern Iowa	\$17,089	\$17,880	4.6%	\$27,581	\$28,422	3.0%
<b>MINNESOTA</b>						
Bemidji State University	\$16,317	\$16,841	3.2%	\$16,317	\$16,841	3.2%
Metropolitan State University						
Minnesota State University--Mankato	\$16,035	\$16,639	3.8%	\$23,779	\$24,690	3.8%
Minnesota State University--Moorhead	\$16,170	\$16,747	3.6%	\$23,305	\$24,155	3.6%
Southwest Minnesota State University	\$16,034	\$16,421	2.4%	\$16,034	\$16,421	2.4%
Saint Cloud State University	\$16,315	\$16,963	4.0%	\$24,233	\$25,196	4.0%
Winona State University	\$17,142	\$17,705	3.3%	\$22,838	\$23,626	3.4%
University of Minnesota Duluth	\$20,324	\$20,700	1.9%	\$24,670	\$25,818	4.7%
University of Minnesota--Crookston	\$19,114	\$19,415	1.6%	\$19,114	\$19,415	1.6%
University of Minnesota--Morris	\$20,760	\$21,222	2.2%	\$22,760	\$23,242	2.1%
University of Minnesota--Twin Cities	\$22,822	\$23,952	5.0%	\$32,347	\$36,138	11.7%
<b>MONTANA</b>						
Montana State University--Billings	\$13,176	\$13,493	2.4%	\$25,566	\$26,384	3.2%
Montana State University--Bozeman	\$15,911	\$16,383	3.0%	\$32,209	\$33,375	3.6%
Montana State University--Northern	\$11,014	\$11,166	1.4%	\$23,090	\$23,476	1.7%
Montana Tech of the University of Montana	\$15,899	\$16,019	0.8%	\$30,729	\$30,849	0.4%
The University of Montana - Western	\$12,160	\$13,176	8.4%	\$23,374	\$24,390	4.3%
The University of Montana - Missoula	\$15,525	\$15,739	1.4%	\$34,232	\$33,619	-1.8%
<b>NEBRASKA</b>						
Chadron State College	\$13,008	\$13,701	5.3%	\$13,038	\$13,731	5.3%
Peru State College	\$14,057	\$14,856	5.7%	\$14,057	\$14,856	5.7%
Wayne State College	\$13,537	\$14,254	5.3%	\$18,337	\$19,414	5.9%
University of Nebraska at Kearney	\$16,711	\$16,823	0.7%	\$23,138	\$23,603	2.0%
University of Nebraska at Lincoln	\$18,458	\$19,846	7.5%	\$32,978	\$35,146	6.6%
University of Nebraska at Omaha	\$17,697	\$19,319	9.2%	\$30,814	\$33,149	7.6%
<b>NORTH DAKOTA</b>						
Dickinson State University	\$12,548	\$13,031	3.9%	\$15,117	\$15,843	4.8%
Mayville State University	\$12,325	\$13,137	6.6%	\$14,851	\$15,764	6.1%
Minot State University	\$12,450	\$12,959	4.1%	\$12,450	\$12,959	4.1%
North Dakota State University	\$15,721	\$16,475	4.8%	\$27,285	\$28,501	4.5%
Valley City State University	\$13,266	\$13,690	3.2%	\$22,087	\$22,863	3.5%
University of North Dakota	\$15,993	\$16,903	5.7%	\$27,147	\$28,503	5.0%
<b>SOUTH DAKOTA</b>						
Black Hills State University	\$14,699	\$15,421	4.9%	\$17,615	\$18,421	4.6%
Dakota State University	\$15,338	\$15,867	3.4%	\$18,254	\$18,796	3.0%
Northern State University	\$14,871	\$15,571	4.7%	\$17,787	\$18,500	4.0%
South Dakota School of Mines & Technology	\$16,310	\$16,639	2.0%	\$20,468	\$20,818	1.7%
South Dakota State University	\$15,111	\$15,384	1.8%	\$18,342	\$18,632	1.6%
University of South Dakota	\$15,993	\$16,444	2.8%	\$19,224	\$19,791	3.0%
<b>WYOMING</b>						
University of Wyoming	\$14,576	\$16,193	11.1%	\$25,736	\$27,803	8.0%

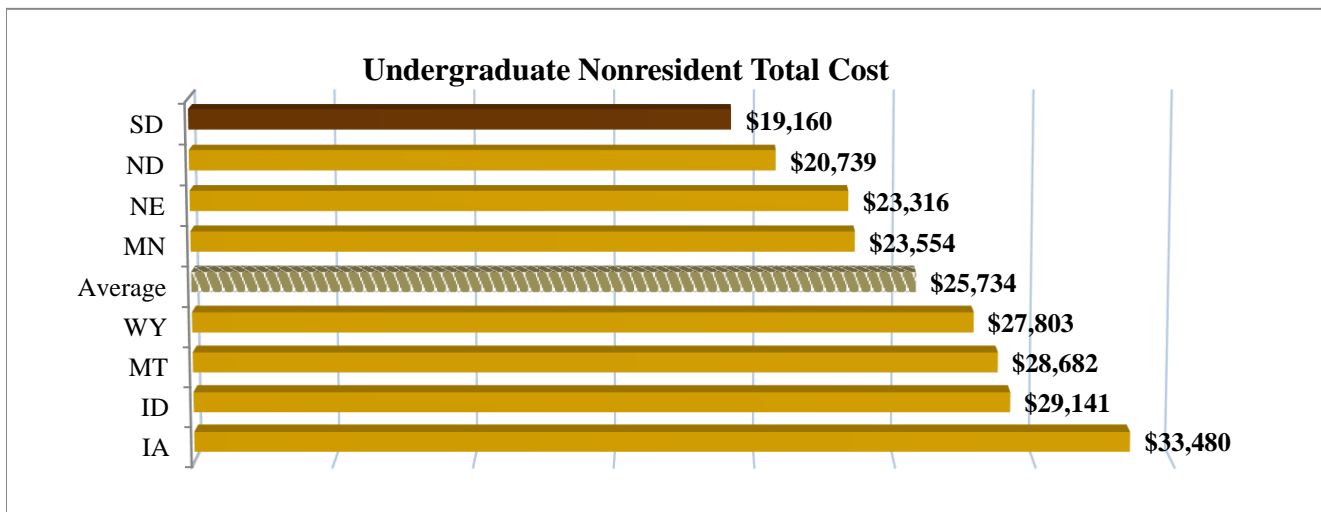
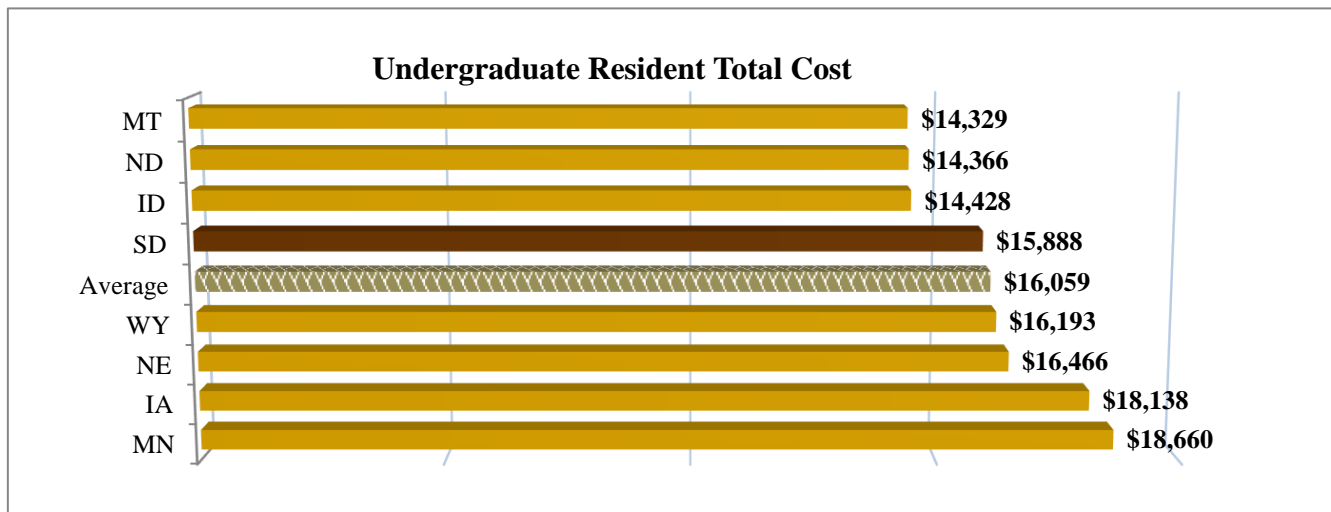
\*\*Metropolitan State University does not have residence halls

**Total Cost Comparison by Institution**  
**Percent Change in Total Cost**  
**Academic Year 2017-2018**

	Graduate Resident			Graduate Nonresident		
	AY17	AY18	% Change	AY17	AY18	% Change
<b>IDAHO</b>						
Boise State University	\$15,190	\$16,504	8.7%	\$29,640	\$31,820	7.4%
Idaho State University	\$14,979	\$15,592	4.1%	\$29,060	\$30,368	4.5%
Lewis-Clark State College						
University of Idaho	\$16,630	\$17,298	4.0%	\$31,438	\$33,622	6.9%
<b>IOWA</b>						
Iowa State University	\$17,805	\$18,655	4.8%	\$31,117	\$32,367	4.0%
University of Iowa	\$20,196	\$21,130	4.6%	\$37,800	\$39,866	5.5%
University of Northern Iowa	\$18,533	\$19,374	4.5%	\$29,007	\$29,848	2.9%
<b>MINNESOTA</b>						
Bemidji State University	\$18,208	\$18,895	3.8%	\$18,208	\$18,895	3.8%
Metropolitan State University						
Minnesota State University--Mankato	\$18,262	\$18,955	3.8%	\$18,262	\$18,955	3.8%
Minnesota State University--Moorhead	\$17,672	\$18,313	3.6%	\$26,312	\$27,289	3.7%
Southwest Minnesota State University	\$17,902	\$18,267	2.0%	\$17,902	\$18,267	2.0%
Saint Cloud State University	\$18,043	\$19,070	5.7%	\$22,637	\$23,848	5.3%
Winona State University	\$17,940	\$18,674	4.1%	\$22,479	\$23,414	4.2%
University of Minnesota Duluth	\$24,577	\$25,412	3.4%	\$33,457	\$34,776	3.9%
University of Minnesota--Crookston						
University of Minnesota--Morris						
University of Minnesota--Twin Cities	\$26,425	\$27,728	4.9%	\$35,305	\$36,884	4.5%
<b>MONTANA</b>						
Montana State University--Billings	\$14,056	\$14,531	3.4%	\$26,446	\$27,290	3.2%
Montana State University--Bozeman	\$16,977	\$17,514	3.2%	\$33,275	\$34,512	3.7%
Montana State University--Northern	\$12,024	\$12,339	2.6%	\$24,100	\$25,015	3.8%
Montana Tech of the University of Montana	\$16,204	\$16,476	1.7%	\$33,147	\$33,947	2.4%
The University of Montana - Western						
The University of Montana - Missoula	\$15,868	\$16,546	4.3%	\$35,267	\$36,104	2.4%
<b>NEBRASKA</b>						
Chadron State College	\$12,757	\$13,447	5.4%	\$17,557	\$18,607	6.0%
Peru State College						
Wayne State College	\$13,418	\$14,132	5.3%	\$18,218	\$19,292	5.9%
University of Nebraska at Kearney	\$16,316	\$16,493	1.1%	\$22,784	\$23,309	2.3%
University of Nebraska at Lincoln	\$18,701	\$20,135	7.7%	\$31,979	\$34,133	6.7%
University of Nebraska at Omaha	\$17,518	\$19,233	9.8%	\$28,528	\$30,837	8.1%
<b>NORTH DAKOTA</b>						
Dickinson State University						
Mayville State University						
Minot State University	\$14,123	\$14,699	4.1%	\$14,123	\$14,699	4.1%
North Dakota State University	\$16,224	\$16,998	4.8%	\$28,627	\$29,897	4.4%
Valley City State University						
University of North Dakota	\$16,499	\$17,645	6.9%	\$28,498	\$30,483	7.0%
<b>SOUTH DAKOTA</b>						
Black Hills State University	\$14,821	\$15,451	4.2%	\$21,335	\$22,171	3.9%
Dakota State University	\$14,652	\$15,208	3.8%	\$21,165	\$21,756	2.8%
Northern State University	\$15,017	\$15,715	4.6%	\$21,530	\$22,262	3.4%
South Dakota School of Mines & Technology	\$15,512	\$15,835	2.1%	\$23,209	\$23,570	1.6%
South Dakota State University	\$15,268	\$15,496	1.5%	\$22,202	\$22,465	1.2%
University of South Dakota	\$16,093	\$16,489	2.5%	\$23,026	\$23,458	1.9%
<b>WYOMING</b>						
University of Wyoming	\$16,640	\$18,347	10.3%	\$28,160	\$30,323	7.7%

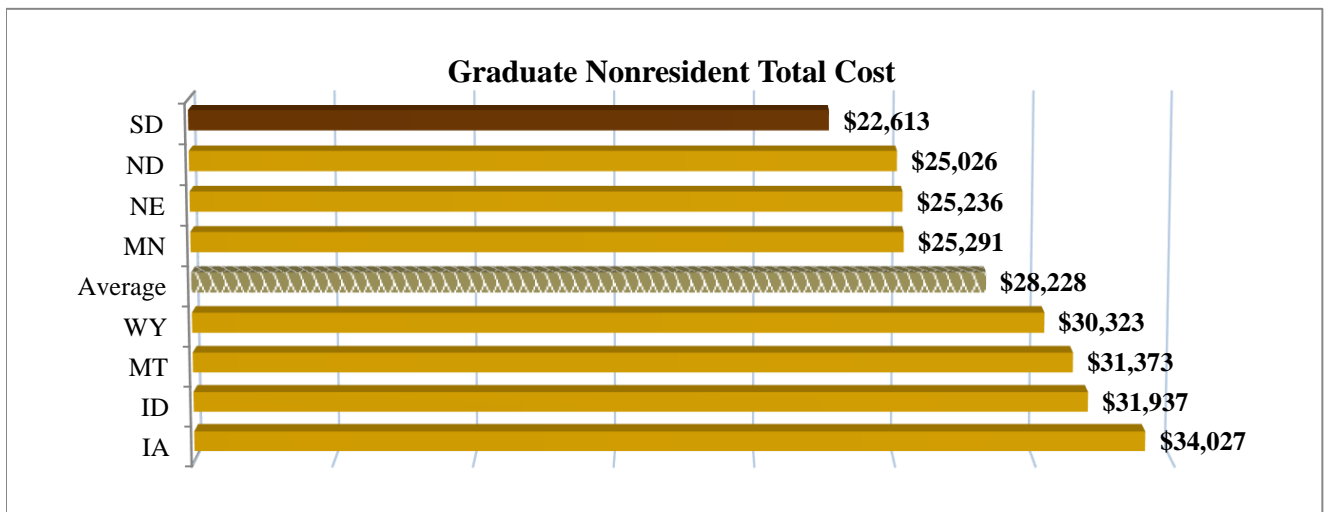
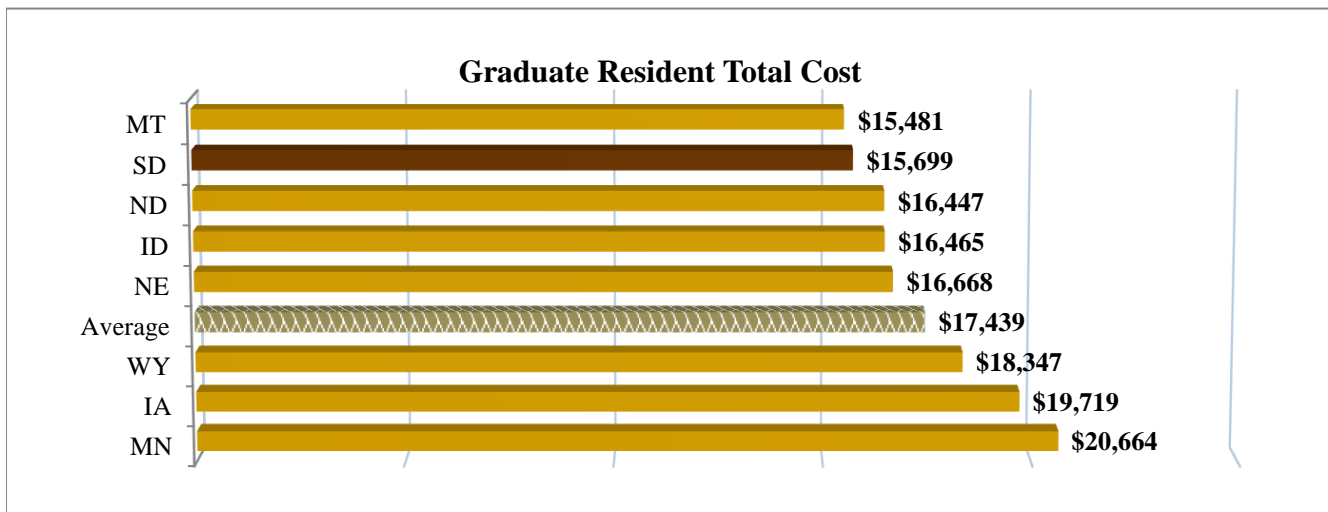
**Total Cost Comparison by State**  
**Ranked Lowest Cost to Highest Average Total Cost of Public Institutions**  
**Academic Year 2017 - 2018**

<b>Undergraduate Resident</b>		<b>Undergraduate Nonresident</b>	
Idaho	\$14,428	Idaho	\$29,141
Iowa	\$18,138	Iowa	\$33,480
Minnesota	\$18,660	Minnesota	\$23,554
Montana	\$14,329	Montana	\$28,682
Nebraska	\$16,466	Nebraska	\$23,316
North Dakota	\$14,366	North Dakota	\$20,739
South Dakota	\$15,888	South Dakota	\$19,160
Wyoming	\$16,193	Wyoming	\$27,803
Average Cost	\$16,059	Average Cost	\$25,734



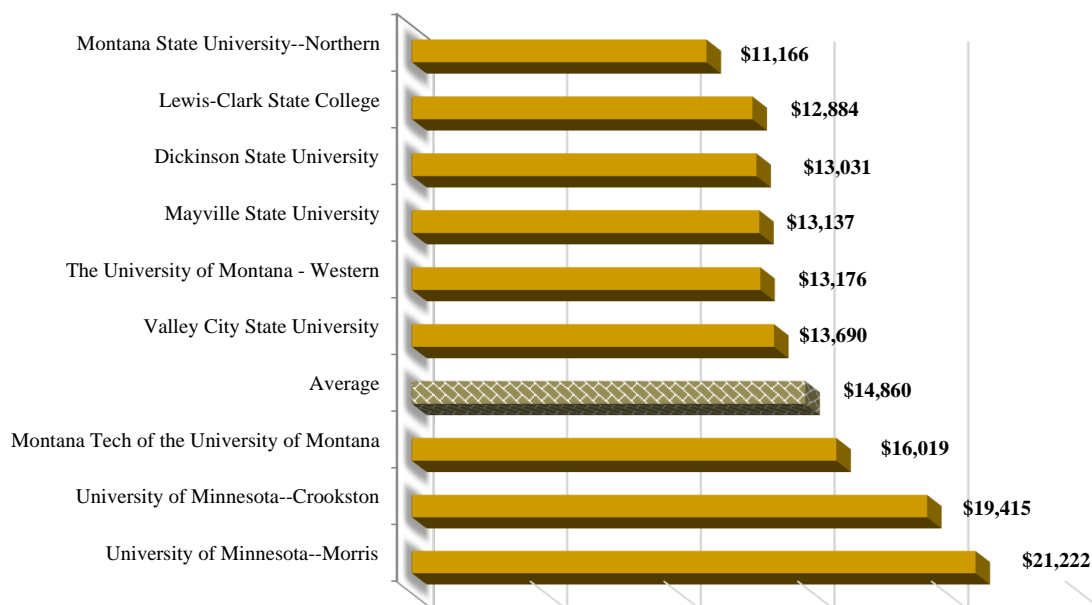
**Total Cost Comparison by State**  
**Ranked Lowest Cost to Highest Average Total Cost of Public Institutions**  
**Academic Year 2017 - 2018**

<b>Graduate Resident</b>		<b>Graduate Nonresident</b>	
Idaho	\$16,465	Idaho	\$31,937
Iowa	\$19,719	Iowa	\$34,027
Minnesota	\$20,664	Minnesota	\$25,291
Montana	\$15,481	Montana	\$31,373
Nebraska	\$16,688	Nebraska	\$25,236
North Dakota	\$16,447	North Dakota	\$25,026
South Dakota	\$15,699	South Dakota	\$22,613
Wyoming	\$18,347	Wyoming	\$30,323
Average Cost	\$17,439	Average Cost	\$28,228

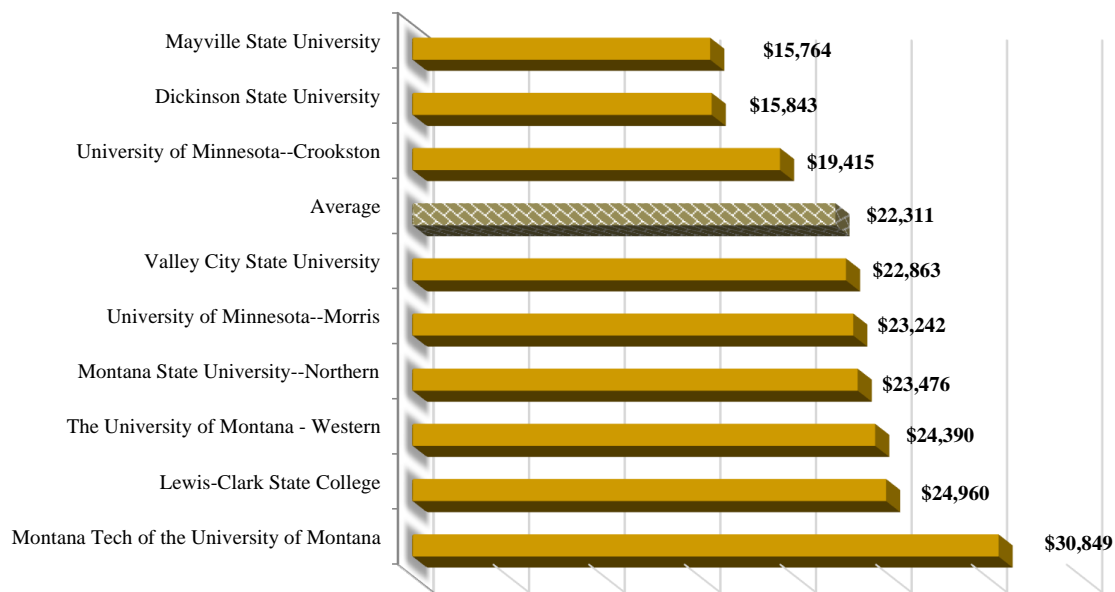


**Total Cost Comparison and Rank  
Baccalaureate Institutions  
Academic Year 2017-2018**

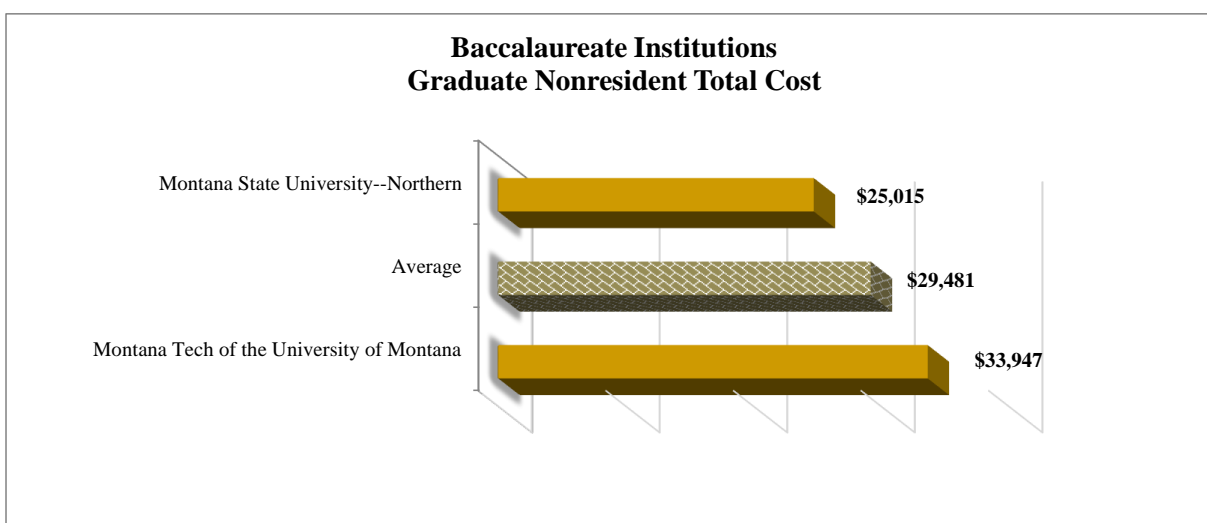
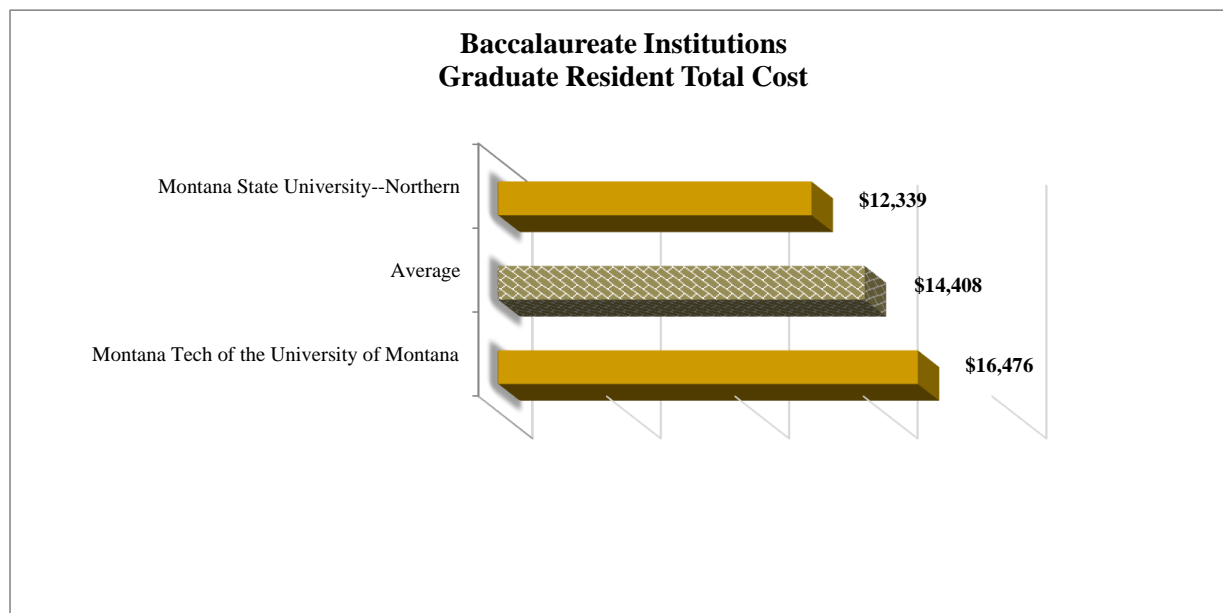
**Baccalaureate Institutions  
Undergraduate Resident Total Cost**



**Baccalaureate Institutions  
Undergraduate Nonresident Total Cost**

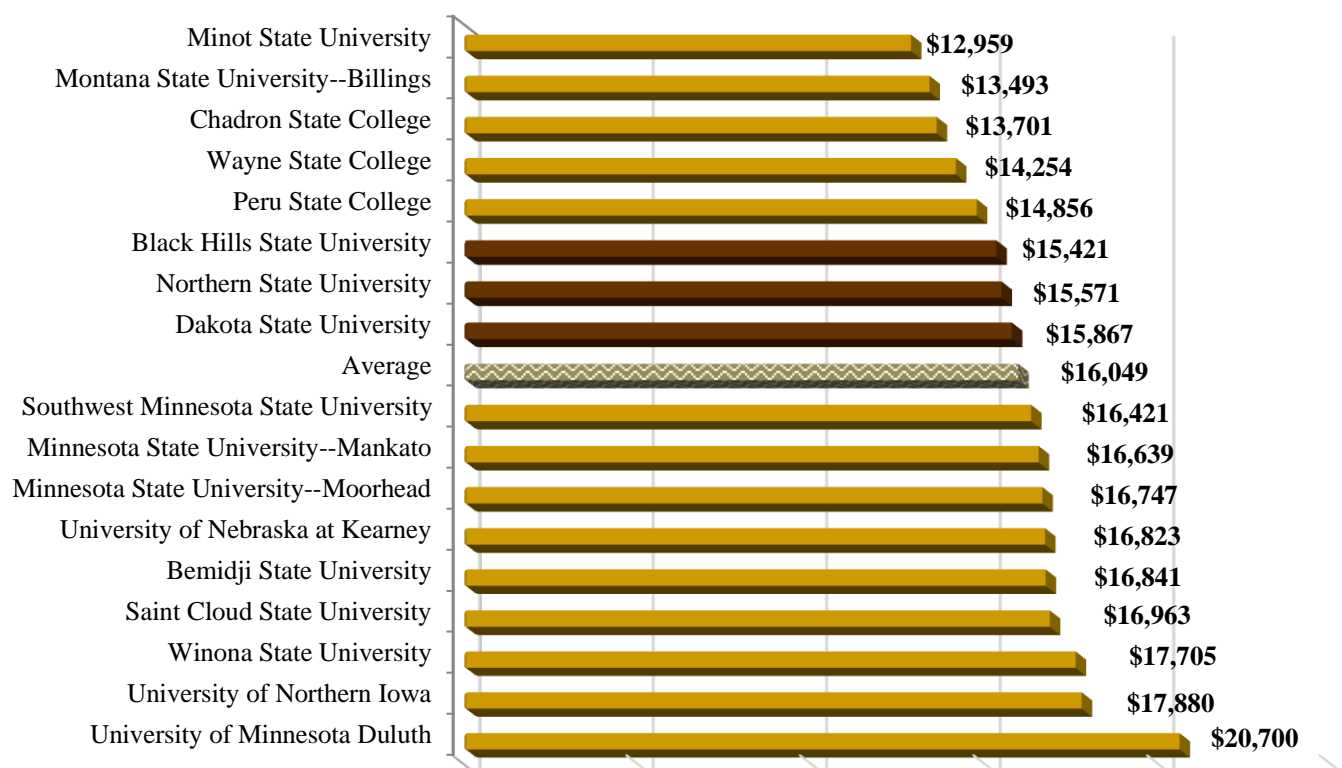


**Total Cost Comparison and Rank  
Baccalaureate Institutions  
Academic Year 2017-2018**

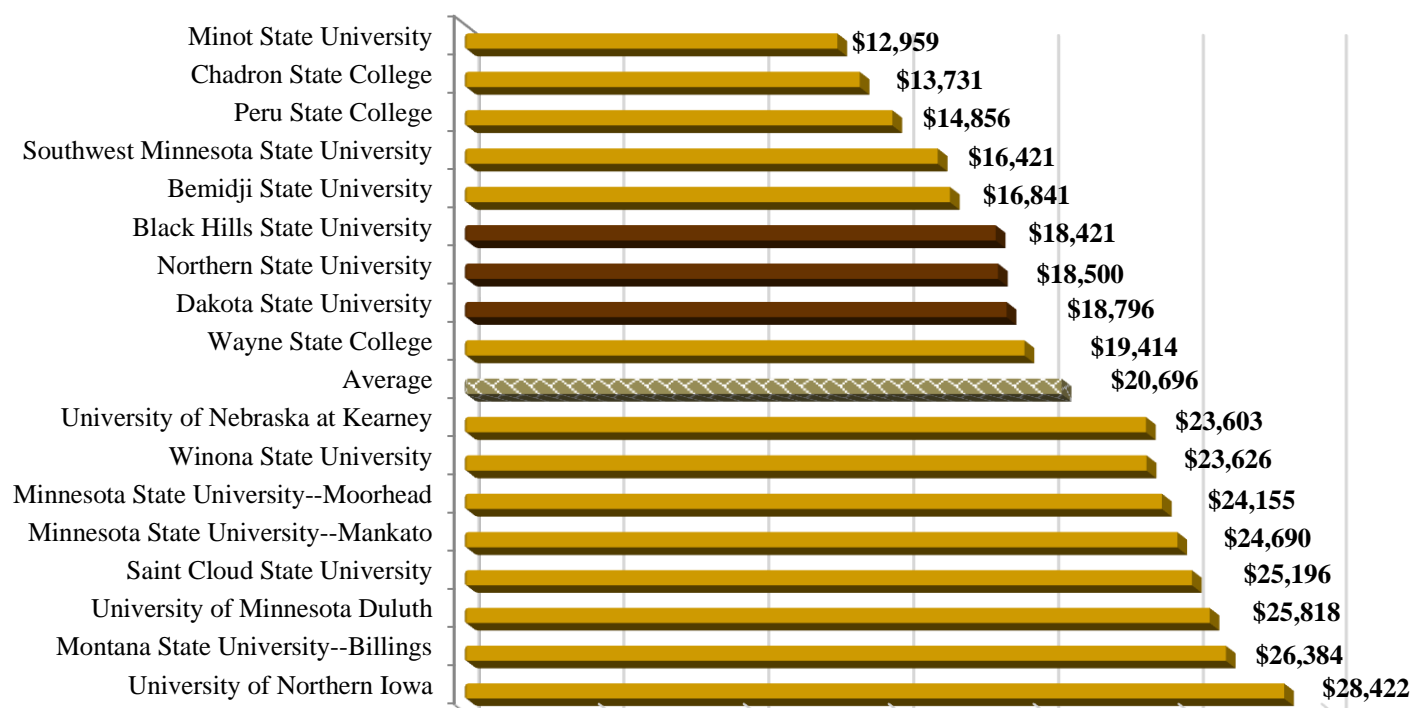


**Total Cost Comparison and Rank  
Masters Institutions  
Academic Year 2017-2018**

**Masters Institutions  
Undergraduate Resident Total Cost**



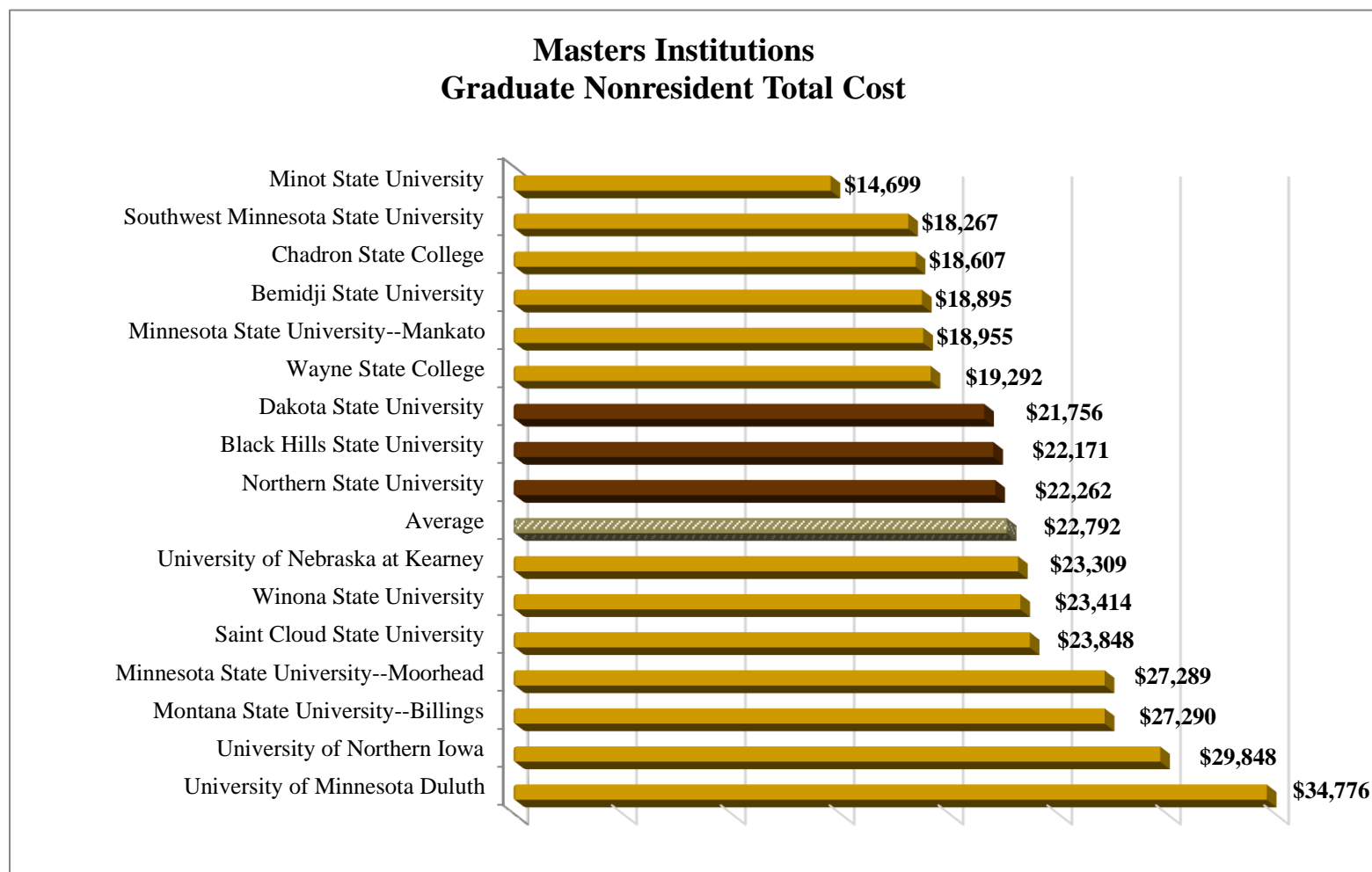
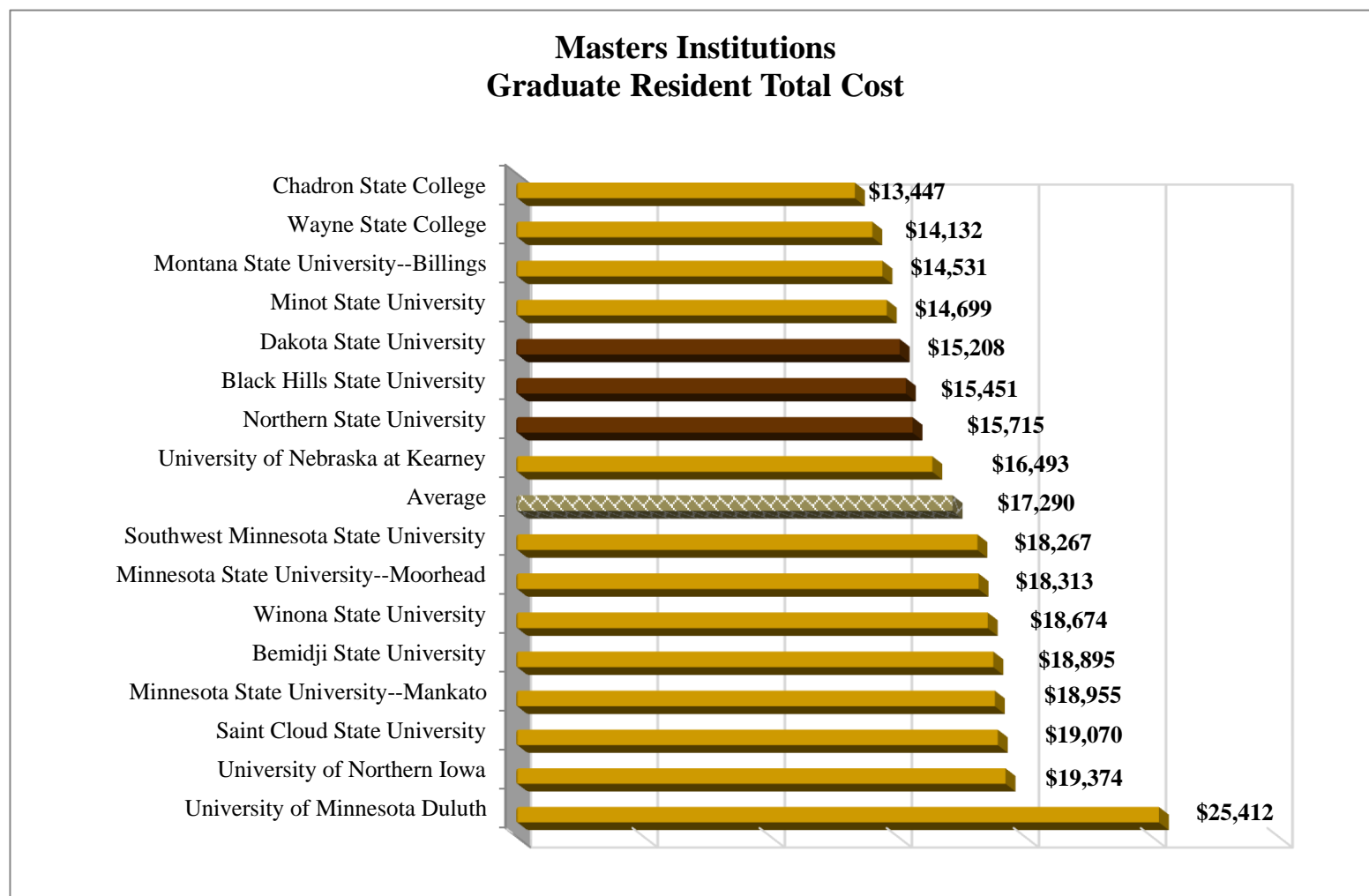
**Masters Institutions  
Undergraduate Nonresident Total Cost**



Metropolitan State University (Minnesota) does not offer on-campus housing

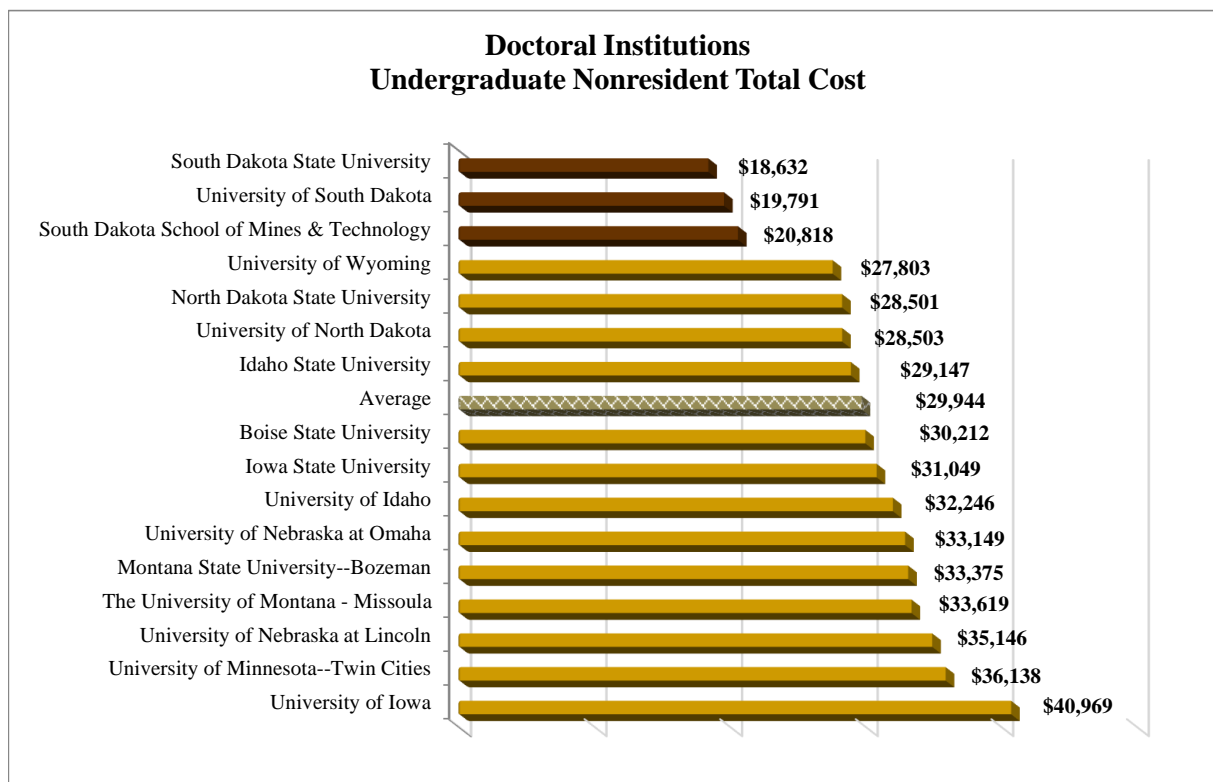
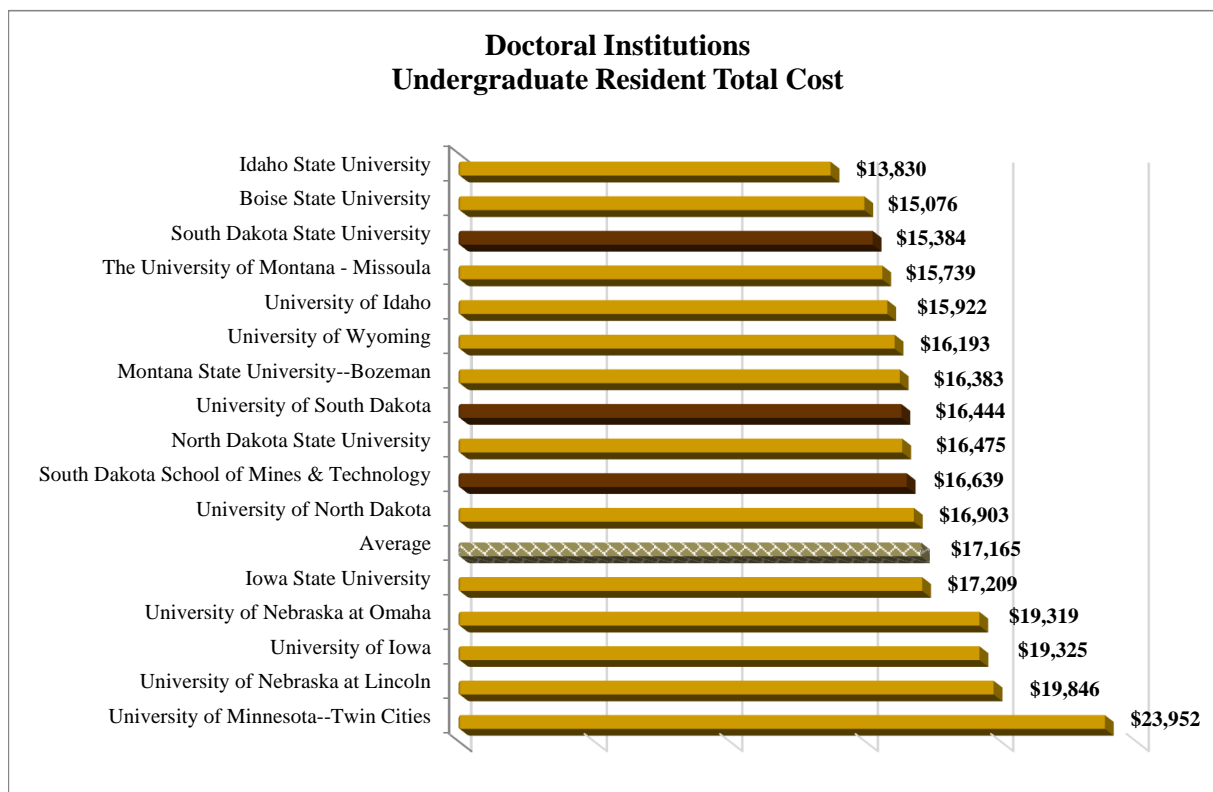


**Total Cost Comparison and Rank  
Masters Institutions  
Academic Year 2017-2018**

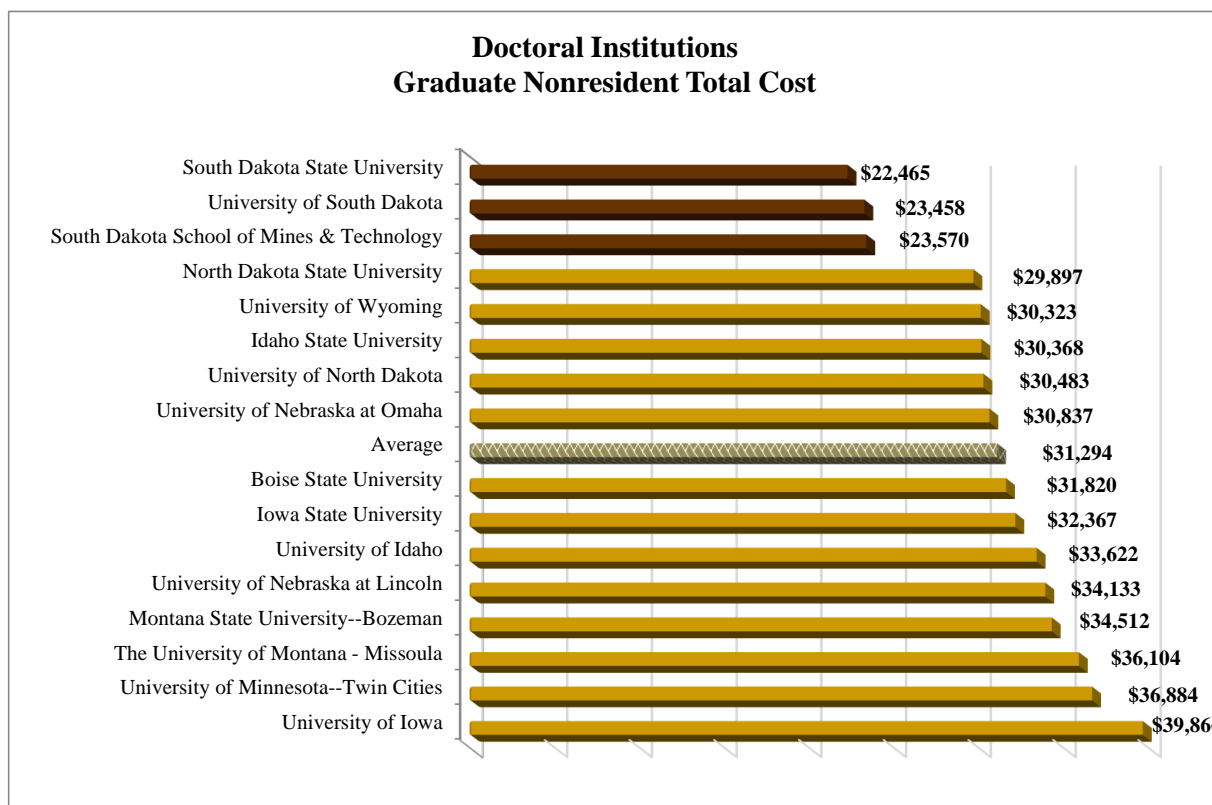
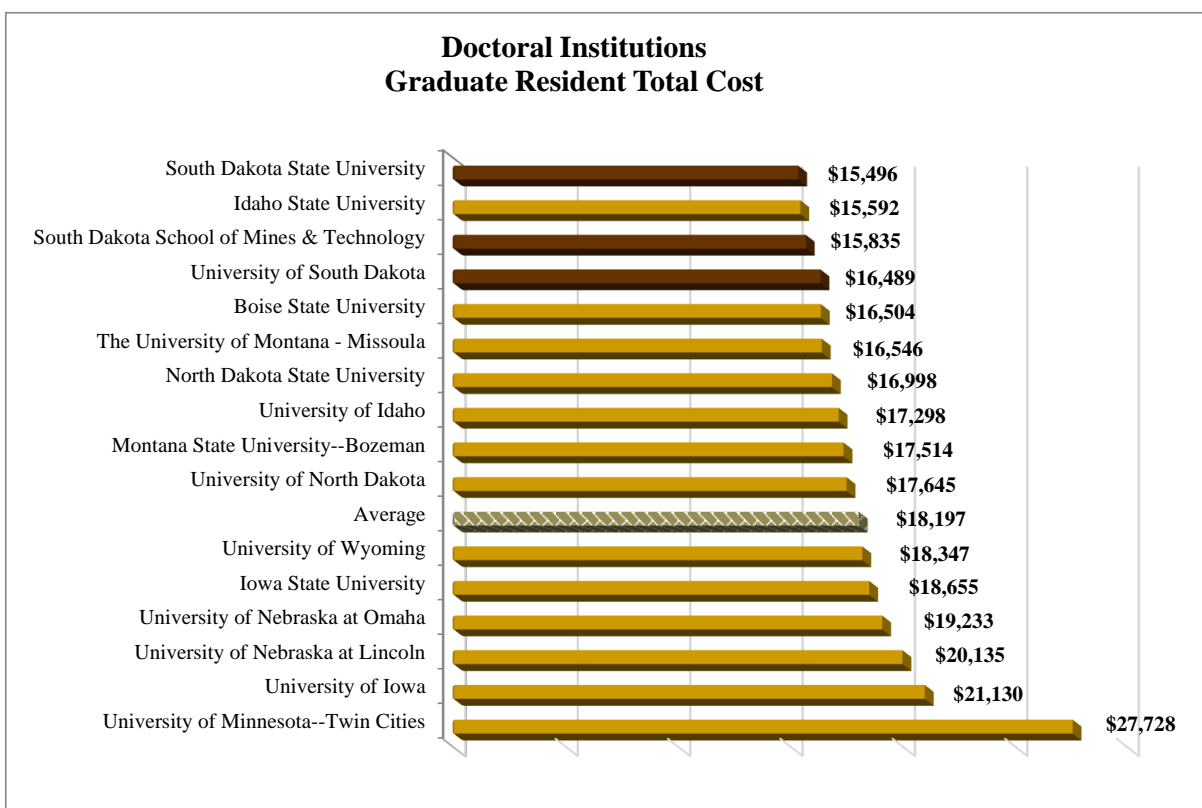


Metropolitan State University (Minnesota) does not offer on-campus housing

**Total Cost Comparison and Rank  
Doctoral Institutions  
Academic Year 2017-2018**



**Total Cost Comparison and Rank  
Doctoral Institutions  
Academic Year 2017-2018**



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## Section IV

### Historic Comparison of Tuition and Fees and Total Cost by Institution

Section IV provides a history of tuition and fees and total costs by institution for the years 2008-2009 to 2017-2018 paid by full-time students as reported by the institutions in past *Student Costs at Public Institutions*. To assure comparability for academic years 2004-2012, a full-time undergraduate student was defined as a student taking 32 credit hours a year using a semester-based system or 48 credit hours using a quarter based system. For academic years 2012-2013 and forward, a full time student was defined as a student taking 30 credit hours a year using a semester-based system. A full-time graduate student was defined as a student taking 24 hours a year using a semester-based system or 36 hours a year using a quarter-based system. “Total Cost” includes tuition and fees and housing and dining costs. The room rates were based on a double occupancy room, which is the most common. The dining rates were based on the meal plan that provided 15 meals per week or the next closest plan.

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**Ten-Year Percentage Change by Institution**  
**Tuition and Fees**  
**2008-2009 to 2017-2018**

<b>Undergraduate Resident</b>											<b>Ten Year</b>
	<b>2008- 2009</b>	<b>2009- 2010</b>	<b>2010- 2011</b>	<b>2011- 2012</b>	<b>2012- 2013</b>	<b>2013- 2014</b>	<b>2014- 2015</b>	<b>2015- 2016</b>	<b>2016- 2017</b>	<b>2017- 2018</b>	<b>% Change</b>
<b>IDAHO</b>											
Boise State University	\$4,632	\$4,864	\$5,300	\$5,566	\$5,884	\$6,292	\$6,640	\$6,876	\$7,080	\$7,326	66.1%
Idaho State University	\$4,664	\$4,968	\$5,416	\$5,796	\$6,070	\$6,344	\$6,566	\$6,784	\$6,956	\$7,166	62.9%
Lewis-Clark State College	\$4,296	\$4,596	\$4,998	\$5,400	\$5,562	\$5,784	\$5,900	\$6,000	\$6,120	\$6,334	54.8%
University of Idaho	\$4,632	\$4,932	\$5,402	\$5,856	\$6,212	\$6,524	\$6,784	\$7,020	\$7,232	\$7,488	69.8%
<b>IOWA</b>											
Iowa State University	\$6,360	\$6,651	\$6,997	\$7,486	\$7,726	\$7,726	\$7,731	\$7,736	\$7,969	\$8,632	40.1%
University of Iowa	\$6,544	\$6,824	\$7,417	\$7,765	\$8,057	\$8,061	\$8,079	\$8,104	\$8,575	\$8,965	42.5%
University of Northern Iowa	\$5,950	\$6,636	\$7,008	\$7,350	\$7,635	\$7,685	\$7,749	\$7,817	\$8,059	\$8,699	40.5%
<b>MINNESOTA</b>											
Bemidji State University	\$6,983	\$7,189	\$7,485	\$7,878	\$8,106	\$8,123	\$8,123	\$8,678	\$8,393	\$8,678	51.2%
Metropolitan State University	\$5,806	\$6,003	\$6,318	\$6,763	\$6,642	\$6,642	\$6,642	\$7,566	\$7,566	\$7,859	39.2%
Minnesota State University--Mankato	\$6,264	\$6,429	\$6,725	\$7,148	\$7,532	\$7,558	\$7,575	\$7,837	\$7,859	\$8,164	34.9%
Minnesota State University--Moorhead	\$6,494	\$6,599	\$6,924	\$7,378	\$7,792	\$7,819	\$7,829	\$8,094	\$8,094	\$8,465	34.6%
Southwest Minnesota State University	\$6,696	\$6,932	\$7,234	\$7,743	\$8,074	\$8,074	\$8,074	\$8,338	\$8,348	\$8,611	32.1%
Saint Cloud State University	\$6,514	\$6,711	\$7,062	\$7,535	\$7,472	\$7,514	\$7,634	\$7,815	\$8,005	\$8,229	30.3%
Winona State University	\$7,649	\$7,809	\$8,082	\$8,503	\$8,722	\$8,736	\$8,736	\$9,047	\$9,076	\$9,379	28.1%
University of Minnesota Duluth	\$10,260	\$11,004	\$11,808	\$12,350	\$12,757	\$12,787	\$12,802	\$13,062	\$13,114	\$13,344	39.0%
University of Minnesota--Crookston	\$9,406	\$9,988	\$10,623	\$11,097	\$11,456	\$11,448	\$11,468	\$11,646	\$11,700	\$11,815	33.9%
University of Minnesota--Morris	\$10,006	\$10,716	\$11,532	\$12,092	\$12,550	\$12,583	\$12,583	\$12,846	\$12,846	\$13,072	40.1%
University of Minnesota--Twin Cities	\$10,577	\$11,542	\$12,203	\$13,022	\$13,016	\$13,111	\$13,117	\$13,330	\$13,764	\$14,488	47.5%
<b>MONTANA</b>											
Montana State University--Billings	\$5,172	\$5,206	\$5,242	\$5,470	\$5,710	\$5,745	\$5,779	\$5,807	\$5,826	\$5,833	13.7%
Montana State University--Bozeman	\$5,798	\$5,988	\$6,168	\$6,428	\$6,705	\$6,752	\$6,801	\$6,849	\$6,887	\$7,047	22.6%
Montana State University--Northern	\$4,764	\$4,817	\$4,854	\$5,066	\$5,267	\$5,233	\$5,233	\$5,769	\$5,769	\$5,861	23.0%
Montana Tech of the University of Montana	\$5,963	\$6,023	\$6,180	\$6,437	\$6,693	\$6,980	\$7,010	\$7,055	\$7,139	\$7,139	15.8%
The University of Montana - Western	\$4,428	\$4,242	\$4,249	\$4,524	\$4,718	\$5,359	\$5,370	\$5,444	\$5,502	\$5,502	30.6%
The University of Montana - Missoula	\$5,377	\$5,533	\$5,685	\$6,161	\$6,215	\$6,505	\$6,560	\$6,618	\$6,699	\$7,063	32.3%
<b>NEBRASKA</b>											
Chadron State College	\$5,411	\$5,133	\$5,368	\$5,664	\$5,588	\$5,607	\$5,737	\$6,204	\$6,656	\$7,031	56.9%
Peru State College	\$4,628	\$4,884	\$5,290	\$5,720	\$5,656	\$5,746	\$5,862	\$6,453	\$6,791	\$7,226	66.8%
Wayne State College	\$4,822	\$5,070	\$5,348	\$5,610	\$5,520	\$5,574	\$5,604	\$6,042	\$6,427	\$6,824	49.7%
University of Nebraska at Kearney	\$5,757	\$5,979	\$6,301	\$6,535	\$6,506	\$6,521	\$6,584	\$6,724	\$7,247	\$7,265	36.3%
University of Nebraska--Lincoln	\$6,950	\$7,237	\$7,708	\$7,999	\$7,339	\$7,975	\$8,030	\$8,279	\$8,567	\$8,887	35.5%
University of Nebraska at Omaha	\$6,229	\$6,594	\$7,142	\$7,374	\$7,105	\$7,416	\$7,491	\$7,573	\$8,039	\$8,541	47.4%
<b>NORTH DAKOTA</b>											
Dickinson State University	\$5,084	\$5,249	\$5,395	\$5,608	\$5,718	\$5,846	\$6,050	\$6,173	\$6,348	\$6,553	38.0%
Mayville State University	\$5,654	\$5,793	\$5,937	\$6,084	\$6,194	\$6,353	\$6,490	\$6,380	\$7,131	\$6,457	18.7%
Minot State University	\$5,044	\$5,390	\$5,637	\$5,763	\$5,922	\$6,087	\$6,226	\$6,390	\$6,568	\$6,809	42.7%
North Dakota State University	\$6,226	\$6,455	\$6,661	\$7,175	\$7,233	\$7,540	\$7,820	\$7,978	\$8,207	\$8,546	43.0%
Valley City State University	\$5,780	\$6,211	\$6,371	\$6,499	\$6,334	\$6,516	\$6,674	\$6,800	\$7,195	\$7,406	26.7%
University of North Dakota	\$6,513	\$6,727	\$6,934	\$7,092	\$7,254	\$7,508	\$7,741	\$7,964	\$8,137	\$8,447	37.8%
<b>SOUTH DAKOTA</b>											
Black Hills State University	\$6,269	\$6,642	\$6,950	\$7,424	\$7,320	\$7,617	\$7,617	\$8,004	\$8,004	\$8,601	48.2%
Dakota State University	\$6,885	\$7,283	\$7,601	\$8,081	\$7,950	\$8,286	\$8,286	\$8,754	\$8,927	\$9,147	42.8%
Northern State University	\$6,093	\$6,467	\$6,774	\$7,414	\$7,269	\$7,563	\$7,563	\$7,887	\$7,887	\$8,280	47.0%
SD School of Mines & Technology	\$7,188	\$7,569	\$7,891	\$8,372	\$8,407	\$9,030	\$9,030	\$9,576	\$9,576	\$9,627	50.7%
South Dakota State University	\$6,195	\$6,565	\$6,874	\$7,346	\$7,404	\$7,713	\$7,713	\$8,172	\$8,172	\$8,441	47.3%
University of South Dakota	\$6,216	\$6,899	\$7,213	\$7,690	\$7,704	\$8,022	\$8,022	\$8,457	\$8,457	\$8,772	52.5%
<b>WYOMING</b>											
University of Wyoming	\$3,809	\$3,914	\$4,125	\$4,333	\$4,278	\$4,404	\$4,646	\$4,960	\$5,055	\$5,873	56.9%

**Ten-Year Percentage Change by Institution**  
**Tuition and Fees**  
**2008-2009 to 2017-2018**

	Undergraduate Nonresident										Ten Year % Change
	2008- 2009	2009- 2010	2010- 2011	2011- 2012	2012- 2013	2013- 2014	2014- 2015	2015- 2016	2016- 2017	2016- 2017	
IDAHO											
Boise State University	\$13,208	\$13,868	\$14,756	\$15,966	\$17,324	\$18,892	\$19,492	\$20,926	\$21,530	\$22,462	78.6%
Idaho State University	\$13,868	\$14,770	\$15,916	\$17,032	\$17,870	\$18,676	\$19,326	\$20,182	\$21,024	\$22,484	71.8%
Lewis-Clark State College	\$11,950	\$12,786	\$13,906	\$14,932	\$15,476	\$16,096	\$16,418	\$17,000	\$17,620	\$18,410	61.7%
University of Idaho	\$14,712	\$15,012	\$16,994	\$18,376	\$19,000	\$19,600	\$20,314	\$21,024	\$22,040	\$23,812	64.3%
IOWA											
Iowa State University	\$17,350	\$17,871	\$18,563	\$19,358	\$19,838	\$20,278	\$20,617	\$20,856	\$21,483	\$22,472	32.8%
University of Iowa	\$20,658	\$22,198	\$23,713	\$25,099	\$26,279	\$26,931	\$27,409	\$27,890	\$28,813	\$30,609	57.2%
University of Northern Iowa	\$14,170	\$14,900	\$15,348	\$16,106	\$16,721	\$17,181	\$17,647	\$18,005	\$18,551	\$19,241	34.7%
MINNESOTA											
Bemidji State University	\$6,983	\$7,189	\$7,485	\$7,878	\$8,106	\$8,123	\$8,134	\$8,678	\$8,393	\$8,678	28.8%
Metropolitan State University	\$11,310	\$11,918	\$12,562	\$13,452	\$13,226	\$13,226	\$13,226	\$14,394	\$14,394	\$14,960	35.7%
Minnesota State University--Mankato	\$12,508	\$12,861	\$13,478	\$14,270	\$15,011	\$15,036	\$15,053	\$15,581	\$15,603	\$16,215	33.9%
Minnesota State University--Moorhead	\$6,494	\$6,599	\$6,924	\$7,378	\$14,690	\$14,717	\$14,727	\$15,229	\$15,229	\$15,873	152.4%
Southwest Minnesota State University	\$6,696	\$6,932	\$7,234	\$7,743	\$8,074	\$8,074	\$8,074	\$8,338	\$8,348	\$8,611	32.1%
Saint Cloud State University	\$13,193	\$13,881	\$14,652	\$15,318	\$15,114	\$15,156	\$15,273	\$15,733	\$15,923	\$16,462	27.9%
Winona State University	\$12,253	\$12,639	\$13,062	\$13,843	\$13,951	\$14,237	\$14,236	\$14,744	\$14,772	\$15,300	29.7%
University of Minnesota Duluth*	\$19,905	\$13,004	\$13,808	\$14,860	\$15,422	\$16,452	\$16,467	\$17,012	\$17,460	\$18,462	-4.2%
University of Minnesota--Crookston	\$9,406	\$9,988	\$10,623	\$11,097	\$11,456	\$11,448	\$11,468	\$11,646	\$11,700	\$11,815	33.9%
University of Minnesota--Morris*	\$10,006	\$10,716	\$11,532	\$12,092	\$12,550	\$12,583	\$12,583	\$12,846	\$14,846	\$15,092	61.7%
University of Minnesota--Twin Cities*	\$14,577	\$15,542	\$16,503	\$18,022	\$18,266	\$19,361	\$20,367	\$21,750	\$23,289	\$26,674	24.3%
MONTANA											
Montana State University--Billings	\$14,086	\$14,648	\$15,236	\$15,961	\$16,728	\$17,091	\$17,466	\$17,842	\$18,216	\$18,724	36.6%
Montana State University--Bozeman	\$16,997	\$17,651	\$18,291	\$19,152	\$20,062	\$20,716	\$21,390	\$22,081	\$23,185	\$24,039	47.7%
Montana State University--Northern	\$14,655	\$15,562	\$15,601	\$16,778	\$17,106	\$17,555	\$17,819	\$17,845	\$17,845	\$18,171	24.0%
Montana Tech of the University of Montana	\$16,183	\$16,837	\$17,302	\$18,113	\$18,948	\$20,394	\$20,989	\$21,453	\$21,969	\$21,969	32.5%
The University of Montana - Western	\$12,740	\$12,994	\$13,241	\$13,890	\$14,622	\$15,261	\$15,697	\$16,208	\$16,716	\$16,716	32.6%
The University of Montana - Missoula	\$17,017	\$18,373	\$19,834	\$21,489	\$21,806	\$23,220	\$23,275	\$24,641	\$25,406	\$24,943	55.6%
NEBRASKA											
Chadron State College	\$9,139	\$9,053	\$9,488	\$9,992	\$9,788	\$5,637	\$5,767	\$6,234	\$6,686	\$7,061	-11.7%
Peru State College*	\$8,356	\$4,884	\$5,290	\$5,720	\$5,656	\$5,746	\$5,862	\$6,453	\$6,791	\$7,226	-8.0%
Wayne State College	\$8,550	\$8,990	\$9,468	\$9,938	\$9,720	\$9,774	\$9,804	\$10,632	\$11,227	\$11,984	48.3%
University of Nebraska at Kearney	\$10,637	\$11,059	\$11,709	\$12,191	\$12,011	\$12,348	\$12,742	\$12,994	\$13,674	\$14,045	41.3%
University of Nebraska--Lincoln	\$18,278	\$19,013	\$20,188	\$21,095	\$20,089	\$21,302	\$21,950	\$22,446	\$23,087	\$24,187	40.2%
University of Nebraska at Omaha	\$16,445	\$17,218	\$18,406	\$19,206	\$18,618	\$19,453	\$20,069	\$20,368	\$21,156	\$22,371	44.9%
NORTH DAKOTA											
Dickinson State University	\$11,796	\$12,195	\$12,585	\$12,978	\$7,980	\$8,198	\$8,495	\$8,679	\$8,917	\$9,365	-16.0%
Mayville State University	\$12,308	\$12,681	\$13,065	\$8,271	\$8,436	\$8,675	\$8,895	\$8,845	\$9,658	\$9,084	23.9%
Minot State University*	\$12,023	\$5,390	\$5,637	\$5,763	\$5,922	\$6,087	\$6,226	\$6,390	\$6,568	\$6,809	-40.3%
North Dakota State University	\$15,015	\$15,554	\$16,077	\$17,421	\$17,479	\$18,122	\$18,849	\$19,272	\$19,771	\$20,572	43.4%
Valley City State University	\$12,690	\$13,840	\$14,267	\$14,573	\$14,111	\$14,596	\$15,070	\$15,406	\$16,016	\$16,579	28.9%
University of North Dakota	\$15,325	\$15,846	\$16,373	\$16,767	\$17,170	\$17,793	\$18,409	\$18,899	\$19,291	\$20,047	38.0%
SOUTH DAKOTA***											
Black Hills State University	\$7,677	\$8,109	\$8,547	\$9,253	\$9,185	\$9,617	\$10,097	\$10,586	\$10,920	\$11,601	62.9%
Dakota State University	\$8,293	\$8,750	\$9,198	\$9,909	\$9,815	\$10,286	\$10,766	\$11,336	\$11,843	\$12,077	56.4%
Northern State University	\$7,501	\$7,934	\$8,371	\$9,243	\$9,134	\$9,563	\$10,043	\$10,469	\$10,803	\$11,210	61.2%
South Dakota School of Mines & Technology	\$8,596	\$9,036	\$9,488	\$10,201	\$10,352	\$11,862	\$12,552	\$13,346	\$13,734	\$13,806	79.1%
South Dakota State University	\$7,603	\$8,032	\$8,470	\$9,174	\$9,350	\$9,795	\$10,485	\$11,052	\$11,403	\$11,688	65.8%
University of South Dakota	\$7,624	\$8,366	\$8,810	\$9,518	\$9,650	\$10,104	\$10,794	\$11,337	\$11,688	\$12,120	71.4%
WYOMING											
University of Wyoming	\$11,713	\$12,362	\$12,989	\$13,645	\$13,488	\$14,124	\$14,876	\$15,700	\$16,215	\$17,483	58.4%

\* These schools adopted lower out of state rates in the last ten years. The changes were substantial. Most went to a rate equal to their state rate and others take their state rate and add a fixed amount.

\*\*\* A new tuition rate in South Dakota beginning in 2006-2007 allows incoming Undergraduate Non-Resident Students to attend at 150% of the Undergraduate Resident Rate.



**Ten-Year Percentage Change by Institution**  
**Tuition and Fees**  
**2008-2009 to 2017-2018**

	<b>Graduate Resident</b>										<b>Ten Year % Change</b>
	<b>2008- 2009</b>	<b>2009- 2010</b>	<b>2010- 2011</b>	<b>2011- 2012</b>	<b>2012- 2013</b>	<b>2013- 2014</b>	<b>2014- 2015</b>	<b>2015- 2016</b>	<b>2016- 2017</b>	<b>2016- 2017</b>	
<b>IDAHO</b>											
Boise State University	\$5,504	\$5,756	\$6,200	\$6,556	\$6,972	\$7,432	\$7,824	\$8,166	\$8,440	\$8,754	67.1%
Idaho State University	\$5,475	\$5,848	\$6,376	\$6,824	\$7,150	\$7,472	\$7,734	\$8,120	\$8,502	\$8,928	73.0%
Lewis-Clark State College											
University of Idaho	\$5,212	\$5,556	\$6,120	\$6,682	\$7,162	\$7,586	\$7,882	\$8,222	\$8,530	\$8,864	79.1%
<b>IOWA</b>											
Iowa State University	\$7,236	\$7,565	\$7,969	\$8,508	\$8,788	\$8,880	\$9,027	\$9,172	\$9,449	\$10,078	43.8%
University of Iowa	\$7,436	\$7,863	\$8,579	\$8,982	\$9,135	\$9,323	\$9,507	\$9,693	\$10,171	\$10,770	50.5%
University of Northern Iowa	\$6,872	\$7,596	\$8,026	\$8,418	\$8,743	\$8,793	\$9,013	\$9,219	\$9,503	\$10,193	43.9%
<b>MINNESOTA</b>											
Bemidji State University	\$8,167	\$8,482	\$8,834	\$9,134	\$9,430	\$9,694	\$10,020	\$10,266	\$10,284	\$10,732	36.0%
Metropolitan State University	\$6,514	\$6,874	\$7,242	\$7,732	\$8,108	\$8,385	\$8,385	\$9,424	\$9,424	\$10,000	58.2%
Minnesota State University--Mankato	\$7,606	\$7,950	\$8,308	\$8,683	\$9,138	\$9,417	\$9,690	\$10,065	\$10,086	\$10,480	42.5%
Minnesota State University--Moorhead	\$7,357	\$7,535	\$7,903	\$8,285	\$8,743	\$9,006	\$9,256	\$9,596	\$9,596	\$10,031	40.8%
Southwest Minnesota State University	\$7,756	\$8,223	\$8,667	\$9,044	\$9,438	\$9,630	\$9,846	\$10,207	\$10,216	\$10,457	38.5%
Saint Cloud State University	\$7,284	\$7,719	\$8,103	\$8,458	\$8,953	\$9,204	\$9,455	\$9,728	\$9,733	\$10,336	45.7%
Winona State University	\$7,670	\$8,025	\$8,492	\$9,049	\$9,220	\$9,484	\$9,500	\$9,846	\$9,874	\$10,348	38.6%
University of Minnesota Duluth	\$12,261	\$11,212	\$13,220	\$14,012	\$15,620	\$16,075	\$16,098	\$17,010	\$17,367	\$18,056	57.7%
University of Minnesota--Crookston											
University of Minnesota--Morris											
University of Minnesota--Twin Cities	\$12,219	\$13,581	\$14,344	\$15,240	\$15,526	\$16,036	\$16,522	\$16,973	\$17,367	\$18,264	60.4%
<b>MONTANA</b>											
Montana State University--Billings	\$5,970	\$6,004	\$6,040	\$6,307	\$6,590	\$6,625	\$6,659	\$6,687	\$6,706	\$6,871	15.9%
Montana State University--Bozeman	\$6,710	\$6,927	\$7,135	\$7,443	\$7,771	\$7,818	\$7,866	\$7,915	\$7,953	\$8,177	22.8%
Montana State University--Northern	\$6,087	\$6,140	\$6,177	\$6,460	\$6,726	\$6,726	\$6,961	\$6,779	\$6,779	\$7,034	15.6%
Montana Tech of the University of Montana	\$6,466	\$6,524	\$6,677	\$6,963	\$7,264	\$7,348	\$7,378	\$7,423	\$7,444	\$7,596	18.0%
The University of Montana - Western											
The University of Montana - Missoula	\$6,154	\$6,333	\$6,510	\$6,489	\$7,125	\$7,520	\$6,560	\$6,961	\$7,042	\$7,870	28.7%
<b>NEBRASKA</b>											
Chadron State College	\$4,808	\$4,680	\$4,939	\$5,206	\$5,450	\$5,468	\$5,803	\$5,972	\$6,405	\$6,777	64.6%
Peru State College	\$4,238										
Wayne State College	\$4,476	\$4,800	\$5,070	\$5,316	\$5,510	\$5,574	\$5,604	\$5,976	\$6,308	\$6,702	55.1%
University of Nebraska at Kearney	\$5,229	\$6,859	\$7,509	\$6,161	\$6,287	\$6,287	\$6,347	\$6,421	\$6,852	\$6,935	42.3%
University of Nebraska--Lincoln	\$6,830	\$7,113	\$7,456	\$7,929	\$7,630	\$8,266	\$8,310	\$8,556	\$8,810	\$9,176	42.3%
University of Nebraska at Omaha	\$5,795	\$6,142	\$6,537	\$6,870	\$6,898	\$7,203	\$7,278	\$7,454	\$7,860	\$8,455	56.9%
<b>NORTH DAKOTA</b>											
Dickinson State University											
Mayville State University											
Minot State University	\$6,392	\$6,785	\$7,081	\$7,243	\$7,439	\$7,642	\$7,820	\$8,024	\$8,241	\$8,549	41.1%
North Dakota State University	\$6,607	\$6,805	\$7,070	\$7,620	\$7,678	\$8,000	\$8,299	\$8,469	\$8,710	\$9,069	43.1%
Valley City State University											
University of North Dakota	\$6,912	\$7,140	\$7,362	\$7,531	\$7,704	\$7,975	\$8,225	\$8,461	\$8,643	\$9,189	41.1%
<b>SOUTH DAKOTA</b>											
Black Hills State University	\$5,794	\$6,116	\$6,449	\$6,983	\$7,394	\$7,744	\$7,744	\$8,126	\$8,126	\$8,630	60.5%
Dakota State University	\$6,426	\$6,774	\$7,116	\$7,656	\$7,308	\$7,655	\$7,655	\$8,102	\$8,240	\$8,489	41.7%
Northern State University	\$5,662	\$5,986	\$6,317	\$6,976	\$7,354	\$7,700	\$7,700	\$8,033	\$8,033	\$8,424	60.5%
South Dakota School of Mines & Technology	\$6,670	\$6,998	\$7,343	\$7,885	\$7,709	\$8,302	\$8,302	\$8,778	\$8,778	\$8,824	47.2%
South Dakota State University	\$5,738	\$6,059	\$6,391	\$6,924	\$7,529	\$7,889	\$7,889	\$8,329	\$8,329	\$8,552	60.7%
University of South Dakota	\$5,754	\$6,310	\$6,646	\$7,182	\$7,769	\$8,136	\$8,136	\$8,557	\$8,557	\$8,818	65.2%
<b>WYOMING</b>											
University of Wyoming	\$4,977	\$5,298	\$5,565	\$5,853	\$6,042	\$6,204	\$6,560	\$6,958	\$8,565	\$8,027	71.9%

**Ten-Year Percentage Change by Institution**  
**Tuition and Fees**  
**2008-2009 to 2017-2018**

	Graduate Nonresident										Ten Year %
	2008- 2009	2009- 2010	2010- 2011	2011- 2012	2012- 2013	2013- 2014	2014- 2015	2015- 2016	2016- 2017	2016- 2017	Change
<b>IDAHO</b>											
Boise State University	\$14,080	\$14,760	\$15,656	\$16,956	\$18,412	\$20,032	\$20,676	\$22,216	\$22,890	\$24,070	79.5%
Idaho State University	\$14,678	\$15,650	\$16,876	\$18,060	\$18,950	\$19,804	\$20,494	\$21,518	\$22,583	\$23,704	71.2%
Lewis-Clark State College											
University of Idaho	\$15,292	\$15,636	\$17,712	\$19,202	\$19,950	\$20,662	\$21,412	\$22,226	\$23,338	\$25,188	67.6%
<b>IOWA</b>											
Iowa State University	\$18,120	\$18,665	\$19,397	\$20,224	\$20,728	\$21,190	\$21,841	\$22,096	\$22,761	\$23,790	34.6%
University of Iowa	\$20,318	\$21,467	\$22,999	\$24,340	\$25,299	\$25,907	\$26,389	\$26,871	\$27,775	\$29,506	54.1%
University of Northern Iowa	\$15,300	\$16,052	\$16,534	\$17,352	\$18,013	\$18,507	\$19,007	\$19,389	\$19,977	\$20,667	34.3%
<b>MINNESOTA</b>											
Bemidji State University	\$8,167	\$8,482	\$8,834	\$9,134	\$9,430	\$9,694	\$10,020	\$10,266	\$10,284	\$10,732	36.0%
Metropolitan State University	\$12,802	\$13,498	\$14,235	\$15,214	\$15,964	\$16,457	\$16,457	\$18,046	\$18,046	\$18,966	52.7%
Minnesota State University--Mankato	\$12,005	\$12,567	\$13,158	\$8,683	\$9,138	\$9,417	\$9,690	\$10,065	\$10,086	\$10,480	-9.9%
Minnesota State University--Moorhead	\$7,357	\$7,535	\$7,903	\$8,285	\$16,595	\$17,094	\$17,584	\$18,236	\$18,236	\$19,007	166.8%
Southwest Minnesota State University	\$7,756	\$8,223	\$8,667	\$9,044	\$9,438	\$9,630	\$9,846	\$10,207	\$10,216	\$10,457	38.5%
Saint Cloud State University	\$11,008	\$11,607	\$12,186	\$12,744	\$13,379	\$13,863	\$14,206	\$14,323	\$14,327	\$15,114	41.2%
Winona State University	\$11,230	\$11,690	\$12,341	\$13,170	\$13,464	\$13,433	\$13,872	\$14,384	\$14,413	\$15,088	38.2%
University of Minnesota Duluth	\$19,359	\$18,310	\$20,318	\$21,466	\$23,370	\$24,057	\$24,320	\$25,674	\$26,247	\$27,420	47.8%
University of Minnesota--Crookston											
University of Minnesota--Morris											
University of Minnesota--Twin Cities	\$19,317	\$20,679	\$21,442	\$22,694	\$23,276	\$24,018	\$24,744	\$25,637	\$26,247	\$27,420	48.3%
<b>MONTANA</b>											
Montana State University--Billings	\$14,884	\$15,446	\$16,034	\$16,799	\$17,606	\$17,971	\$18,346	\$18,722	\$19,096	\$19,630	35.3%
Montana State University--Bozeman	\$17,909	\$18,590	\$19,258	\$20,168	\$21,128	\$21,782	\$22,456	\$23,147	\$24,251	\$25,175	46.5%
Montana State University--Northern	\$15,733	\$16,886	\$16,925	\$17,740	\$18,565	\$18,565	\$18,800	\$18,855	\$18,855	\$19,710	25.3%
Montana Tech of the University of Montana	\$18,762	\$19,520	\$20,037	\$20,987	\$21,986	\$22,685	\$23,348	\$23,872	\$24,387	\$25,067	36.4%
The University of Montana - Western											
The University of Montana - Missoula	\$18,621	\$20,112	\$21,720	\$22,365	\$23,887	\$25,057	\$24,896	\$25,647	\$26,441	\$27,428	56.4%
<b>NEBRASKA</b>											
Chadron State College	\$8,354	\$8,412	\$8,863	\$9,328	\$9,716	\$9,734	\$10,069	\$10,562	\$11,205	\$11,937	59.9%
Peru State College	\$7,784										
Wayne State College	\$8,112	\$8,532	\$8,994	\$9,438	\$9,776	\$9,840	\$9,870	\$10,566	\$11,108	\$11,862	54.7%
University of Nebraska at Kearney	\$9,849	\$13,499	\$14,301	\$11,507	\$11,837	\$12,161	\$12,551	\$12,733	\$13,320	\$13,751	48.9%
University of Nebraska--Lincoln	\$16,496	\$17,163	\$18,112	\$19,119	\$19,240	\$20,428	\$21,042	\$21,510	\$22,088	\$23,174	48.8%
University of Nebraska at Omaha	\$13,799	\$14,464	\$15,357	\$16,134	\$16,510	\$17,277	\$17,832	\$18,194	\$18,870	\$20,059	55.1%
<b>NORTH DAKOTA</b>											
Dickinson State University											
Mayville State University											
Minot State University*	\$15,623	\$6,785	\$7,081	\$7,243	\$7,439	\$7,642	\$7,820	\$8,024	\$8,241	\$8,549	-42.4%
North Dakota State University	\$16,034	\$16,562	\$17,169	\$18,609	\$18,667	\$19,349	\$20,129	\$20,581	\$21,113	\$21,968	43.4%
Valley City State University											
University of North Dakota	\$16,390	\$16,948	\$17,514	\$17,938	\$18,371	\$19,039	\$19,703	\$20,224	\$20,642	\$22,027	41.8%
<b>SOUTH DAKOTA</b>											
Black Hills State University	\$12,047	\$9,842	\$10,504	\$11,626	\$12,442	\$13,154	\$13,538	\$14,172	\$14,640	\$15,350	36.7%
Dakota State University	\$12,679	\$10,500	\$11,171	\$12,299	\$12,355	\$13,066	\$13,450	\$14,148	\$14,754	\$15,036	26.9%
Northern State University	\$11,915	\$9,712	\$10,372	\$11,618	\$12,401	\$13,111	\$13,495	\$14,078	\$14,546	\$14,971	34.8%
South Dakota School of Mines & Technology	\$12,923	\$10,724	\$11,398	\$12,527	\$12,983	\$14,539	\$15,091	\$15,956	\$16,475	\$16,559	39.7%
South Dakota State University	\$11,992	\$9,785	\$10,446	\$11,567	\$12,803	\$13,526	\$14,078	\$14,774	\$15,263	\$15,521	38.8%
University of South Dakota	\$12,007	\$10,036	\$10,700	\$11,825	\$13,043	\$13,774	\$14,326	\$15,002	\$15,491	\$15,786	41.0%
<b>WYOMING</b>											
University of Wyoming	\$12,753	\$13,458	\$14,133	\$14,829	\$15,546	\$16,260	\$17,096	\$18,022	\$18,639	\$20,003	66.5%

\*Minot State University Rate in 2009-2010 was changed to reflect resident rates.

**Ten-Year Percentage Change by Institution**  
**Total Cost**  
**2008-2009 to 2017-2018**

**Undergraduate Resident**

	2008- 2009	2009- 2010	2010- 2011	2011- 2012	2012- 2013	2013- 2014	2014- 2015	2015- 2016	2016- 2017	2017- 2018	Ten Year % Change
<b>IDAHO</b>											
Boise State University	\$10,012	\$10,578	\$10,742	\$11,406	\$11,948	\$12,356	\$12,967	\$13,305	\$13,830	\$15,076	56.1%
Idaho State University	\$9,484	\$9,818	\$10,640	\$11,154	\$11,834	\$12,233	\$12,655	\$13,006	\$13,433	\$13,830	47.9%
Lewis-Clark State College	\$9,296	\$10,496	\$10,898	\$12,000	\$11,662	\$12,294	\$12,410	\$12,360	\$12,460	\$12,884	41.7%
University of Idaho	\$11,394	\$12,174	\$12,596	\$13,160	\$13,762	\$14,394	\$14,754	\$15,120	\$15,332	\$15,922	47.0%
<b>IOWA</b>											
Iowa State University	\$13,227	\$13,766	\$14,228	\$15,107	\$15,447	\$15,570	\$15,615	\$15,861	\$16,325	\$17,209	34.9%
University of Iowa	\$13,528	\$14,105	\$14,984	\$15,707	\$17,127	\$15,901	\$17,468	\$17,789	\$18,600	\$19,325	50.0%
University of Northern Iowa	\$12,680	\$13,571	\$14,102	\$14,796	\$15,199	\$15,249	\$15,815	\$16,157	\$17,089	\$17,880	47.6%
<b>MINNESOTA</b>											
Bemidji State University	\$12,683	\$13,429	\$13,911	\$14,568	\$15,076	\$15,377	\$15,593	\$16,368	\$16,317	\$16,841	33.5%
Metropolitan State University*											
Minnesota State University--Mankato	\$11,996	\$12,448	\$13,025	\$13,703	\$14,399	\$14,694	\$15,060	\$15,701	\$16,035	\$16,639	45.9%
Minnesota State University--Moorhead	\$12,176	\$12,575	\$13,118	\$13,818	\$14,480	\$15,079	\$15,359	\$15,892	\$16,170	\$16,747	42.7%
Southwest Minnesota State University	\$12,680	\$13,302	\$13,870	\$14,687	\$15,282	\$15,398	\$15,426	\$15,902	\$16,034	\$16,421	35.3%
Saint Cloud State University	\$12,633	\$12,695	\$13,334	\$14,197	\$14,264	\$14,618	\$15,054	\$15,653	\$16,315	\$16,963	42.7%
Winona State University	\$14,079	\$14,489	\$15,050	\$15,645	\$16,066	\$16,266	\$16,514	\$17,059	\$17,142	\$17,705	31.8%
University of Minnesota Duluth	\$16,338	\$17,180	\$18,230	\$18,964	\$19,139	\$19,343	\$19,406	\$20,022	\$20,324	\$20,700	33.5%
University of Minnesota--Crookston	\$15,383	\$16,242	\$17,191	\$17,521	\$18,124	\$18,370	\$18,588	\$18,916	\$19,114	\$19,415	34.4%
University of Minnesota--Morris	\$16,716	\$17,772	\$18,582	\$19,212	\$19,874	\$20,065	\$20,209	\$20,650	\$20,760	\$21,222	35.2%
University of Minnesota--Twin Cities	\$17,871	\$18,934	\$19,779	\$20,750	\$21,016	\$21,423	\$21,671	\$22,074	\$22,822	\$23,952	41.9%
<b>MONTANA</b>											
Montana State University--Billings	\$10,170	\$10,376	\$10,742	\$10,722	\$12,050	\$12,285	\$12,993	\$13,099	\$13,176	\$13,493	36.6%
Montana State University--Bozeman	\$12,868	\$13,368	\$13,572	\$12,146	\$14,259	\$14,976	\$15,307	\$15,611	\$15,911	\$16,383	30.8%
Montana State University--Northern	\$10,222	\$10,795	\$11,315	\$11,527	\$9,815	\$9,781	\$10,081	\$10,904	\$11,014	\$11,166	6.9%
Montana Tech of the University of Montana	\$12,103	\$12,425	\$12,884	\$13,473	\$13,913	\$14,488	\$14,814	\$15,445	\$15,899	\$16,019	34.6%
The University of Montana - Western	\$9,778	\$9,752	\$9,869	\$10,358	\$10,776	\$11,649	\$11,906	\$12,102	\$12,160	\$13,176	40.9%
The University of Montana - Missoula	\$11,235	\$12,144	\$12,545	\$13,023	\$13,077	\$13,709	\$14,124	\$14,562	\$15,525	\$15,739	43.5%
<b>NEBRASKA</b>											
Chadron State College	\$9,833	\$9,777	\$10,212	\$10,714	\$10,840	\$11,043	\$11,385	\$12,254	\$13,008	\$13,701	57.6%
Peru State College	\$9,052	\$9,442	\$10,498	\$11,166	\$11,374	\$11,954	\$12,354	\$13,373	\$14,057	\$14,856	69.7%
Wayne State College	\$9,854	\$10,350	\$10,888	\$11,350	\$11,480	\$11,904	\$12,024	\$12,802	\$13,537	\$14,254	52.6%
University of Nebraska at Kearney	\$12,037	\$12,749	\$13,439	\$14,093	\$14,370	\$14,855	\$15,334	\$15,824	\$16,711	\$16,823	49.1%
University of Nebraska--Lincoln	\$13,748	\$14,412	\$15,904	\$16,646	\$15,779	\$16,802	\$17,259	\$18,170	\$18,458	\$19,846	52.7%
University of Nebraska at Omaha**		\$13,692	\$14,892	\$15,112	\$14,823	\$16,154	\$16,589	\$17,111	\$17,697	\$19,319	41.1%
<b>NORTH DAKOTA</b>											
Dickinson State University	\$9,143	\$9,511	\$9,869	\$10,302	\$10,822	\$11,182	\$11,900	\$12,143	\$12,548	\$13,031	51.3%
Mayville State University	\$9,926	\$10,281	\$10,391	\$10,716	\$11,048	\$11,207	\$11,538	\$12,284	\$13,201	\$13,137	38.1%
Minot State University	\$9,479	\$10,115	\$10,502	\$10,545	\$10,804	\$10,969	\$11,546	\$12,006	\$12,450	\$12,959	42.7%
North Dakota State University	\$12,446	\$13,023	\$13,191	\$13,897	\$14,143	\$14,282	\$14,732	\$15,100	\$15,721	\$16,475	39.7%
Valley City State University	\$9,856	\$10,489	\$10,899	\$11,419	\$11,454	\$12,036	\$12,374	\$12,760	\$13,266	\$13,690	40.8%
University of North Dakota	\$11,917	\$12,357	\$12,884	\$13,192	\$13,586	\$14,094	\$14,551	\$15,418	\$15,993	\$16,903	50.0%
<b>SOUTH DAKOTA</b>											
Black Hills State University	\$11,337	\$11,813	\$12,680	\$12,973	\$12,961	\$13,592	\$13,947	\$14,462	\$14,699	\$15,421	48.3%
Dakota State University	\$11,497	\$12,101	\$13,178	\$13,169	\$13,185	\$13,811	\$14,227	\$14,814	\$15,338	\$15,867	48.1%
Northern State University	\$10,579	\$11,342	\$11,843	\$12,569	\$12,892	\$13,086	\$14,007	\$14,464	\$14,871	\$15,571	56.4%
SD School of Mines & Technology	\$11,588	\$12,171	\$13,492	\$14,067	\$14,295	\$15,150	\$15,397	\$16,072	\$16,310	\$16,639	55.9%
South Dakota State University	\$10,912	\$11,618	\$12,113	\$12,779	\$13,871	\$13,867	\$14,277	\$16,069	\$15,111	\$15,384	49.6%
University of South Dakota	\$11,120	\$12,337	\$12,963	\$13,682	\$13,968	\$14,716	\$15,054	\$15,629	\$15,993	\$16,444	57.9%
<b>WYOMING</b>											
University of Wyoming	\$10,897	\$11,272	\$11,807	\$12,378	\$12,621	\$13,079	\$13,600	\$14,212	\$14,576	\$16,193	55.2%

\*Metropolitan State University does not have residence halls.

\*\* University of Nebraska at Omaha does not have a comparable meal plan in prior years

**Ten-Year Percentage Change by Institution**  
**Total Cost**  
**2008-2009 to 2017-2018**

**Undergraduate Nonresident**

	2008- 2009	2009- 2010	2010- 2011	2011- 2012	2012- 2013	2013- 2014	2014- 2015	2015- 2016	2016- 2017	2017- 2018	Ten Year % Change
<b>IDAHO</b>											
Boise State University	\$18,588	\$19,582	\$20,198	\$21,806	\$23,388	\$24,956	\$25,819	\$27,355	\$28,280	\$30,212	69.5%
Idaho State University	\$18,688	\$19,620	\$21,140	\$22,390	\$23,634	\$24,565	\$25,415	\$26,404	\$27,501	\$29,147	61.6%
Lewis-Clark State College	\$16,950	\$18,686	\$19,806	\$21,532	\$21,576	\$22,606	\$22,928	\$23,360	\$23,960	\$24,960	52.4%
University of Idaho	\$21,474	\$22,254	\$24,188	\$25,680	\$26,550	\$27,470	\$28,284	\$29,124	\$30,140	\$32,246	54.2%
<b>IOWA</b>											
Iowa State University	\$24,217	\$24,986	\$25,794	\$26,979	\$27,559	\$28,122	\$28,501	\$28,981	\$29,839	\$31,049	32.0%
University of Iowa	\$27,642	\$29,479	\$31,280	\$33,041	\$35,349	\$34,771	\$36,798	\$37,575	\$38,838	\$40,969	57.2%
University of Northern Iowa	\$20,900	\$21,835	\$22,442	\$23,552	\$24,285	\$24,745	\$25,713	\$26,345	\$27,581	\$28,422	40.7%
<b>MINNESOTA</b>											
Bemidji State University****	\$12,683	\$13,429	\$13,911	\$14,568	\$15,076	\$15,377	\$15,604	\$16,368	\$16,317	\$16,841	33.5%
Metropolitan State University*											
Minnesota State University--Mankato	\$18,240	\$18,880	\$19,778	\$20,825	\$21,878	\$22,172	\$22,538	\$23,445	\$23,779	\$24,690	41.3%
Minnesota State University--Moorhead****	\$12,176	\$12,575	\$13,118	\$13,818	\$21,378	\$21,977	\$22,257	\$23,027	\$23,305	\$24,155	105.9%
Southwest Minnesota State University	\$12,680	\$13,302	\$13,870	\$14,687	\$15,282	\$15,398	\$15,426	\$15,902	\$16,034	\$16,421	35.3%
Saint Cloud State University	\$18,963	\$19,865	\$20,924	\$21,980	\$21,906	\$22,260	\$22,693	\$23,571	\$24,233	\$25,196	36.6%
Winona State University	\$18,683	\$19,319	\$20,030	\$20,985	\$21,295	\$21,767	\$22,014	\$22,756	\$22,838	\$23,626	32.0%
University of Minnesota Duluth****	\$25,983	\$19,180	\$20,230	\$21,474	\$21,804	\$23,008	\$23,071	\$23,972	\$24,670	\$25,818	2.6%
University of Minnesota--Crookston	\$15,383	\$16,242	\$17,191	\$17,521	\$18,124	\$18,370	\$18,588	\$18,916	\$19,114	\$19,415	34.4%
University of Minnesota--Morris****	\$16,716	\$17,772	\$18,582	\$19,212	\$19,874	\$20,065	\$20,209	\$20,650	\$22,760	\$23,242	48.0%
University of Minnesota--Twin Cities****	\$21,871	\$22,934	\$24,079	\$25,750	\$26,266	\$27,673	\$28,921	\$30,494	\$32,347	\$36,138	26.7%
<b>MONTANA</b>											
Montana State University--Billings	\$19,084	\$19,818	\$20,736	\$21,213	\$23,068	\$23,631	\$24,680	\$25,134	\$25,566	\$26,384	43.0%
Montana State University--Bozeman	\$24,067	\$25,031	\$25,695	\$24,870	\$27,616	\$28,940	\$29,896	\$30,843	\$32,209	\$33,375	44.8%
Montana State University--Northern	\$20,113	\$21,540	\$22,062	\$23,239	\$21,654	\$22,103	\$22,667	\$22,980	\$23,090	\$23,476	15.5%
Montana Tech of the University of Montana	\$22,323	\$23,239	\$24,006	\$25,149	\$26,168	\$27,902	\$28,793	\$29,843	\$30,729	\$30,849	38.2%
The University of Montana - Western	\$18,090	\$18,504	\$18,861	\$19,724	\$20,680	\$21,551	\$22,233	\$22,866	\$23,374	\$24,390	37.5%
The University of Montana - Missoula	\$22,875	\$24,984	\$26,694	\$28,351	\$28,668	\$30,424	\$30,839	\$32,585	\$34,232	\$33,619	55.2%
<b>NEBRASKA</b>											
Chadron State College****	\$13,561	\$13,697	\$14,332	\$15,042	\$15,040	\$11,073	\$11,415	\$12,284	\$13,038	\$13,731	12.4%
Peru State College****	\$12,780	\$9,442	\$10,498	\$11,166	\$11,374	\$11,954	\$12,354	\$13,373	\$14,057	\$14,856	21.0%
Wayne State College	\$13,582	\$14,270	\$15,008	\$15,678	\$15,680	\$16,104	\$16,224	\$17,392	\$18,337	\$19,414	51.0%
University of Nebraska at Kearney	\$16,917	\$17,829	\$18,847	\$19,749	\$19,875	\$20,682	\$21,492	\$22,094	\$23,138	\$23,603	48.5%
University of Nebraska--Lincoln	\$25,076	\$26,188	\$28,384	\$29,742	\$28,529	\$30,129	\$31,179	\$32,337	\$32,978	\$35,146	48.4%
University of Nebraska at Omaha**		\$24,316	\$26,156	\$26,944	\$26,336	\$28,191	\$29,167	\$29,906	\$30,814	\$33,149	36.3%
<b>NORTH DAKOTA</b>											
Dickinson State University	\$15,855	\$16,457	\$17,059	\$17,672	\$13,084	\$13,534	\$14,345	\$14,649	\$15,117	\$15,843	5.6%
Mayville State University	\$16,580	\$17,169	\$17,519	\$12,903	\$13,290	\$13,529	\$13,943	\$14,749	\$15,728	\$15,764	38.2%
Minot State University****	\$16,458	\$10,115	\$10,502	\$10,545	\$10,804	\$10,969	\$11,546	\$12,006	\$12,450	\$12,959	-17.6%
North Dakota State University	\$21,235	\$22,122	\$22,607	\$24,143	\$24,389	\$24,864	\$25,761	\$26,394	\$27,285	\$28,501	41.3%
Valley City State University	\$16,766	\$18,118	\$18,795	\$19,493	\$19,231	\$20,116	\$20,770	\$21,366	\$22,087	\$22,863	36.5%
University of North Dakota	\$20,729	\$21,476	\$22,323	\$22,867	\$23,502	\$24,379	\$25,219	\$26,353	\$27,147	\$28,503	45.0%
<b>SOUTH DAKOTA***</b>											
Black Hills State University	\$12,745	\$13,280	\$14,277	\$14,802	\$14,826	\$15,591	\$16,426	\$17,043	\$17,615	\$18,421	57.2%
Dakota State University	\$12,905	\$13,568	\$14,775	\$14,998	\$15,050	\$15,810	\$16,707	\$17,396	\$18,254	\$18,796	56.2%
Northern State University	\$11,987	\$12,809	\$13,440	\$14,398	\$14,756	\$15,085	\$16,486	\$17,045	\$17,787	\$18,500	64.0%
South Dakota School of Mines & Technology	\$12,996	\$13,638	\$15,089	\$15,896	\$16,240	\$17,982	\$18,919	\$19,841	\$20,468	\$20,818	73.6%
South Dakota State University	\$12,320	\$13,085	\$13,710	\$14,608	\$15,817	\$15,949	\$17,049	\$18,949	\$18,342	\$18,632	60.5%
University of South Dakota	\$12,528	\$13,805	\$14,560	\$15,511	\$15,913	\$16,798	\$17,826	\$18,509	\$19,224	\$19,791	68.7%
<b>WYOMING</b>											
University of Wyoming	\$18,801	\$19,720	\$20,671	\$21,690	\$21,831	\$22,799	\$23,830	\$24,952	\$25,736	\$27,803	56.8%

\*Metropolitan State University does not have residence halls.

\*\* University of Nebraska at Omaha does not have a comparable meal plan in prior years

\*\*\* A new tuition rate in South Dakota beginning in 2006-2007 allows incoming Undergraduate Non-Resident Students to attend at 150% of the Undergraduate Resident Rate.

\*\*\*\* These schools adopted lower out of state rates in the last ten years. The changes were substantial. Most went to a rate equal to their state rate and others take their state rate and add a fixed amount.



**Ten-Year Percentage Change by Institution**  
**Total Cost**  
**2008-2009 to 2017-2018**

**Graduate Resident**

	2008- 2009	2009- 2010	2010- 2011	2011- 2012	2012- 2013	2013- 2014	2014- 2015	2015- 2016	2016- 2017	2017- 2018	Ten Year % Change
<b>IDAHO</b>											
Boise State University	\$10,884	\$11,470	\$11,642	\$12,396	\$13,036	\$13,496	\$14,151	\$14,595	\$15,190	\$16,504	57.3%
Idaho State University	\$10,295	\$10,698	\$11,600	\$12,182	\$12,914	\$13,361	\$13,823	\$14,342	\$14,979	\$15,592	54.2%
Lewis-Clark State College											
University of Idaho	\$11,974	\$12,798	\$13,314	\$13,986	\$14,712	\$15,456	\$15,852	\$16,322	\$16,630	\$17,298	52.1%
<b>IOWA</b>											
Iowa State University	\$14,103	\$14,680	\$15,200	\$16,129	\$16,509	\$16,724	\$16,911	\$17,297	\$17,805	\$18,655	37.1%
University of Iowa	\$14,420	\$15,144	\$16,146	\$16,924	\$18,205	\$17,163	\$18,896	\$19,378	\$20,196	\$21,130	53.7%
University of Northern Iowa	\$13,602	\$14,531	\$15,120	\$15,864	\$16,307	\$16,357	\$17,079	\$17,559	\$18,533	\$19,374	49.0%
<b>MINNESOTA</b>											
Bemidji State University	\$13,867	\$14,722	\$15,260	\$15,824	\$16,400	\$16,948	\$17,490	\$17,956	\$18,208	\$18,895	37.3%
Metropolitan State University*											
Minnesota State University--Mankato	\$13,338	\$13,969	\$14,608	\$15,238	\$16,005	\$16,553	\$17,175	\$17,929	\$18,262	\$18,955	49.1%
Minnesota State University--Moorhead	\$13,039	\$13,511	\$14,097	\$14,725	\$15,431	\$16,266	\$16,786	\$17,394	\$17,672	\$18,313	45.7%
Southwest Minnesota State University	\$13,740	\$14,593	\$15,303	\$15,988	\$16,646	\$16,954	\$17,198	\$17,771	\$17,902	\$18,267	38.8%
Saint Cloud State University	\$13,054	\$13,703	\$14,375	\$15,120	\$15,745	\$16,308	\$16,875	\$17,566	\$18,043	\$19,070	50.5%
Winona State University	\$14,100	\$14,705	\$15,460	\$16,191	\$16,564	\$17,014	\$17,278	\$17,858	\$17,940	\$18,674	37.6%
University of Minnesota Duluth	\$18,339	\$17,388	\$19,642	\$20,626	\$22,002	\$22,631	\$22,702	\$23,970	\$24,577	\$25,412	46.4%
University of Minnesota--Crookston											
University of Minnesota--Morris											
University of Minnesota--Twin Cities	\$19,513	\$20,973	\$21,920	\$22,968	\$23,526	\$24,348	\$25,076	\$25,717	\$26,425	\$27,728	50.3%
<b>MONTANA</b>											
Montana State University--Billings	\$10,968	\$11,174	\$11,540	\$11,559	\$12,930	\$13,165	\$13,873	\$13,979	\$14,056	\$14,531	36.1%
Montana State University--Bozeman	\$13,780	\$14,307	\$14,539	\$13,161	\$15,325	\$16,042	\$16,372	\$16,677	\$16,977	\$17,514	30.3%
Montana State University--Northern	\$11,545	\$12,118	\$12,638	\$12,921	\$11,274	\$11,274	\$11,809	\$11,914	\$12,024	\$12,339	4.9%
Montana Tech of the University of Montana	\$12,606	\$12,926	\$13,381	\$13,999	\$14,484	\$14,856	\$15,182	\$15,813	\$16,204	\$16,476	35.3%
The University of Montana - Western											
The University of Montana - Missoula	\$12,012	\$12,944	\$13,370	\$13,351	\$13,987	\$14,724	\$14,124	\$14,905	\$15,868	\$16,546	40.9%
<b>NEBRASKA</b>											
Chadron State College	\$9,230	\$9,324	\$9,783	\$10,256	\$10,702	\$10,904	\$11,451	\$12,022	\$12,757	\$13,447	61.4%
Peru State College	\$8,662										
Wayne State College	\$9,508	\$10,080	\$10,610	\$11,056	\$11,470	\$11,904	\$12,024	\$12,736	\$13,418	\$14,132	55.3%
University of Nebraska at Kearney	\$11,509	\$13,629	\$14,647	\$13,719	\$14,151	\$14,621	\$15,097	\$15,521	\$16,316	\$16,493	52.3%
University of Nebraska--Lincoln	\$13,628	\$14,288	\$15,652	\$16,576	\$16,070	\$17,093	\$17,539	\$18,447	\$18,701	\$20,135	56.2%
University of Nebraska at Omaha**		\$13,240	\$14,287	\$14,608	\$14,616	\$15,941	\$16,376	\$16,992	\$17,518	\$19,233	45.3%
<b>NORTH DAKOTA</b>											
Dickinson State University											
Mayville State University											
Minot State University	\$10,827	\$11,510	\$11,946	\$12,025	\$12,321	\$12,524	\$13,140	\$13,640	\$14,123	\$14,699	41.8%
North Dakota State University	\$12,827	\$13,373	\$13,600	\$14,342	\$14,588	\$14,742	\$15,211	\$15,591	\$16,224	\$16,998	39.8%
Valley City State University											
University of North Dakota	\$12,316	\$12,770	\$13,312	\$13,631	\$14,036	\$14,561	\$15,035	\$15,915	\$16,499	\$17,645	51.5%
<b>SOUTH DAKOTA</b>											
Black Hills State University	\$10,862	\$11,288	\$12,178	\$12,532	\$13,036	\$13,718	\$14,073	\$14,584	\$14,821	\$15,451	55.0%
Dakota State University	\$11,038	\$11,592	\$12,693	\$12,744	\$13,281	\$13,179	\$13,596	\$14,163	\$14,652	\$15,208	47.7%
Northern State University	\$10,148	\$10,860	\$11,385	\$12,130	\$12,976	\$13,223	\$14,144	\$14,610	\$15,017	\$15,715	64.1%
South Dakota School of Mines & Technology	\$11,069	\$11,600	\$12,944	\$13,579	\$14,375	\$14,422	\$14,668	\$15,274	\$15,512	\$15,835	54.0%
South Dakota State University	\$10,455	\$11,112	\$11,631	\$12,358	\$13,996	\$14,043	\$14,453	\$16,227	\$15,268	\$15,496	56.9%
University of South Dakota	\$10,658	\$11,748	\$12,396	\$13,174	\$14,033	\$14,830	\$15,168	\$15,729	\$16,093	\$16,489	64.9%
<b>WYOMING</b>											
University of Wyoming	\$12,065	\$12,656	\$13,247	\$13,898	\$14,385	\$14,879	\$15,514	\$16,210	\$16,640	\$18,347	61.5%

\*Metropolitan State University does not have residence halls.

\*\* University of Nebraska at Omaha does not have a comparable meal plan in prior years

**Ten-Year Percentage Change by Institution**  
**Total Cost**  
**2008-2009 to 2017-2018**

**Graduate Nonresident**

	2008- 2009	2009- 2010	2010- 2011	2011- 2012	2012- 2013	2013- 2014	2014- 2015	2015- 2016	2016- 2017	2017- 2018	Ten Year % Change
<b>IDAHO</b>											
Boise State University	\$19,460	\$20,474	\$21,098	\$22,796	\$24,476	\$26,096	\$27,003	\$28,645	\$29,640	\$31,820	70.6%
Idaho State University	\$19,498	\$20,500	\$22,100	\$23,418	\$24,714	\$25,693	\$26,583	\$27,740	\$29,060	\$30,368	61.6%
Lewis-Clark State College											
University of Idaho	\$22,054	\$22,878	\$24,906	\$26,506	\$27,500	\$28,532	\$29,382	\$30,326	\$31,438	\$33,622	56.7%
<b>IOWA</b>											
Iowa State University	\$24,987	\$25,780	\$26,628	\$27,845	\$28,449	\$29,034	\$29,725	\$30,221	\$31,117	\$32,367	33.4%
University of Iowa	\$27,302	\$28,748	\$30,566	\$32,282	\$34,369	\$33,747	\$35,778	\$36,556	\$37,800	\$39,866	54.9%
University of Northern Iowa	\$22,030	\$22,987	\$23,628	\$24,798	\$25,577	\$26,071	\$27,073	\$27,729	\$29,007	\$29,848	40.0%
<b>MINNESOTA</b>											
Bemidji State University	\$13,867	\$14,722	\$15,260	\$15,824	\$16,400	\$16,948	\$17,490	\$17,956	\$18,208	\$18,895	37.3%
Metropolitan State University*											
Minnesota State University--Mankato	\$17,737	\$18,586	\$19,458	\$15,238	\$16,005	\$16,553	\$17,175	\$17,929	\$18,262	\$18,955	11.6%
Minnesota State University--Moorhead	\$13,039	\$13,511	\$14,097	\$14,725	\$23,283	\$24,354	\$25,114	\$26,034	\$26,312	\$27,289	117.1%
Southwest Minnesota State University	\$13,740	\$14,593	\$15,303	\$15,988	\$16,646	\$16,954	\$17,198	\$17,771	\$17,902	\$18,267	38.8%
Saint Cloud State University	\$16,778	\$17,591	\$18,458	\$19,406	\$20,171	\$20,967	\$21,626	\$22,161	\$22,637	\$23,848	46.4%
Winona State University	\$17,660	\$18,370	\$19,309	\$20,312	\$20,808	\$20,963	\$21,650	\$22,396	\$22,479	\$23,414	37.5%
University of Minnesota Duluth	\$25,437	\$24,486	\$26,740	\$28,080	\$29,752	\$30,613	\$30,924	\$32,634	\$33,457	\$34,776	42.2%
University of Minnesota--Crookston											
University of Minnesota--Morris											
University of Minnesota--Twin Cities	\$26,611	\$28,071	\$29,018	\$30,422	\$31,276	\$32,330	\$33,298	\$34,381	\$35,305	\$36,884	44.4%
<b>MONTANA</b>											
Montana State University--Billings	\$19,882	\$20,616	\$21,534	\$22,051	\$23,946	\$24,511	\$25,560	\$26,014	\$26,446	\$27,290	41.8%
Montana State University--Bozeman	\$24,979	\$25,970	\$26,662	\$25,886	\$28,682	\$30,006	\$30,962	\$31,909	\$33,275	\$34,512	44.0%
Montana State University--Northern	\$21,191	\$22,864	\$23,386	\$24,201	\$23,113	\$23,113	\$23,648	\$23,990	\$24,100	\$25,015	16.8%
Montana Tech of the University of Montana	\$24,902	\$25,922	\$26,741	\$28,023	\$29,206	\$30,193	\$31,152	\$32,262	\$33,147	\$33,947	40.8%
The University of Montana - Western											
The University of Montana - Missoula	\$24,479	\$26,723	\$28,580	\$29,227	\$30,749	\$32,261	\$32,460	\$33,591	\$35,267	\$36,104	55.9%
<b>NEBRASKA</b>											
Chadron State College	\$12,776	\$13,056	\$13,707	\$14,378	\$14,968	\$15,170	\$15,717	\$16,612	\$17,557	\$18,607	59.3%
Peru State College	\$12,208										
Wayne State College	\$13,144	\$13,812	\$14,534	\$15,178	\$15,736	\$16,170	\$16,290	\$17,326	\$18,218	\$19,292	55.0%
University of Nebraska at Kearney	\$16,129	\$20,269	\$21,439	\$19,065	\$19,701	\$20,495	\$21,301	\$21,833	\$22,784	\$23,309	53.5%
University of Nebraska--Lincoln	\$23,294	\$24,338	\$26,308	\$27,766	\$27,680	\$29,255	\$30,271	\$31,401	\$31,979	\$34,133	55.1%
University of Nebraska at Omaha**		\$21,562	\$23,107	\$23,872	\$24,228	\$26,015	\$26,930	\$27,732	\$28,528	\$30,837	43.0%
<b>NORTH DAKOTA</b>											
Dickinson State University											
Mayville State University											
Minot State University***	\$20,058	\$11,510	\$11,946	\$12,025	\$12,321	\$12,524	\$13,140	\$13,640	\$14,123	\$14,699	-23.3%
North Dakota State University	\$22,254	\$23,130	\$23,699	\$25,331	\$25,577	\$26,091	\$27,041	\$27,703	\$28,627	\$29,897	41.4%
Valley City State University											
University of North Dakota	\$21,794	\$22,578	\$23,464	\$24,038	\$24,703	\$25,625	\$26,513	\$27,678	\$28,498	\$30,483	47.4%
<b>SOUTH DAKOTA</b>											
Black Hills State University	\$17,115	\$15,014	\$16,233	\$17,175	\$18,083	\$19,129	\$19,868	\$20,630	\$21,335	\$22,171	40.1%
Dakota State University	\$17,291	\$15,318	\$16,747	\$17,387	\$18,328	\$18,590	\$19,391	\$20,208	\$21,165	\$21,756	34.7%
Northern State University	\$16,401	\$14,586	\$15,440	\$16,773	\$18,024	\$18,634	\$19,939	\$20,655	\$21,530	\$22,262	44.3%
South Dakota School of Mines & Technology	\$17,322	\$15,326	\$16,999	\$18,222	\$19,649	\$20,659	\$21,458	\$22,452	\$23,209	\$23,570	46.1%
South Dakota State University	\$16,708	\$14,838	\$15,686	\$17,001	\$19,270	\$19,680	\$20,642	\$22,672	\$22,202	\$22,465	42.8%
University of South Dakota	\$16,911	\$15,474	\$16,451	\$17,817	\$19,307	\$20,468	\$21,357	\$22,174	\$23,026	\$23,458	48.0%
<b>WYOMING</b>											
University of Wyoming	\$19,841	\$20,816	\$21,815	\$22,874	\$23,889	\$24,935	\$26,050	\$27,274	\$28,160	\$30,323	62.1%

\*Metropolitan State University does not have residence halls.

\*\* University of Nebraska at Omaha does not have a comparable meal plan in prior years

\*\*\* Rate in 2009-2010 was changed to reflect resident rates.

**SOUTH DAKOTA BOARD OF REGENTS**

**Budget and Finance**

**AGENDA ITEM: 7 – F**  
**DATE: March 27-29, 2018**

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**SUBJECT**

**Surrounding States' Tuition and Fee Rates and Agreements**

**CONTROLLING STATUTE, RULE, OR POLICY**

None

**BACKGROUND / DISCUSSION**

Similar to South Dakota, universities in the surrounding states have various reduced tuition programs. Minnesota reciprocity, contiguous state rate, and Western Undergraduate Exchange (WUE) tuition rate are a few examples of reduced tuition programs that South Dakota residents qualify for in the surrounding states. A review of tuition and fee rates charged was completed for the 2017-2018 academic year. The study involved comparing the tuition and fees for one semester (15 credit hours) at each of our in-state universities and that charged at the universities in the surrounding states (CO, IA, MN, MT, ND, NE, and WY).

**IMPACT AND RECOMMENDATIONS**

The out-of-state universities highlighted on the survey attached represent schools where a South Dakota student could attend an out-of-state institution at a lower cost than one or more of South Dakota's universities. Currently, twelve out-of-state institutions' tuition and fee rates are less than what a South Dakota student would pay had they chosen to attend a South Dakota university.

Attachment II shows the reduced tuition rates offered by South Dakota institutions to nonresident students.

**ATTACHMENTS**

Attachment I – Summary of Reduced Tuition Programs with Other States  
Attachment II – Map Showing Reduced Tuition Programs

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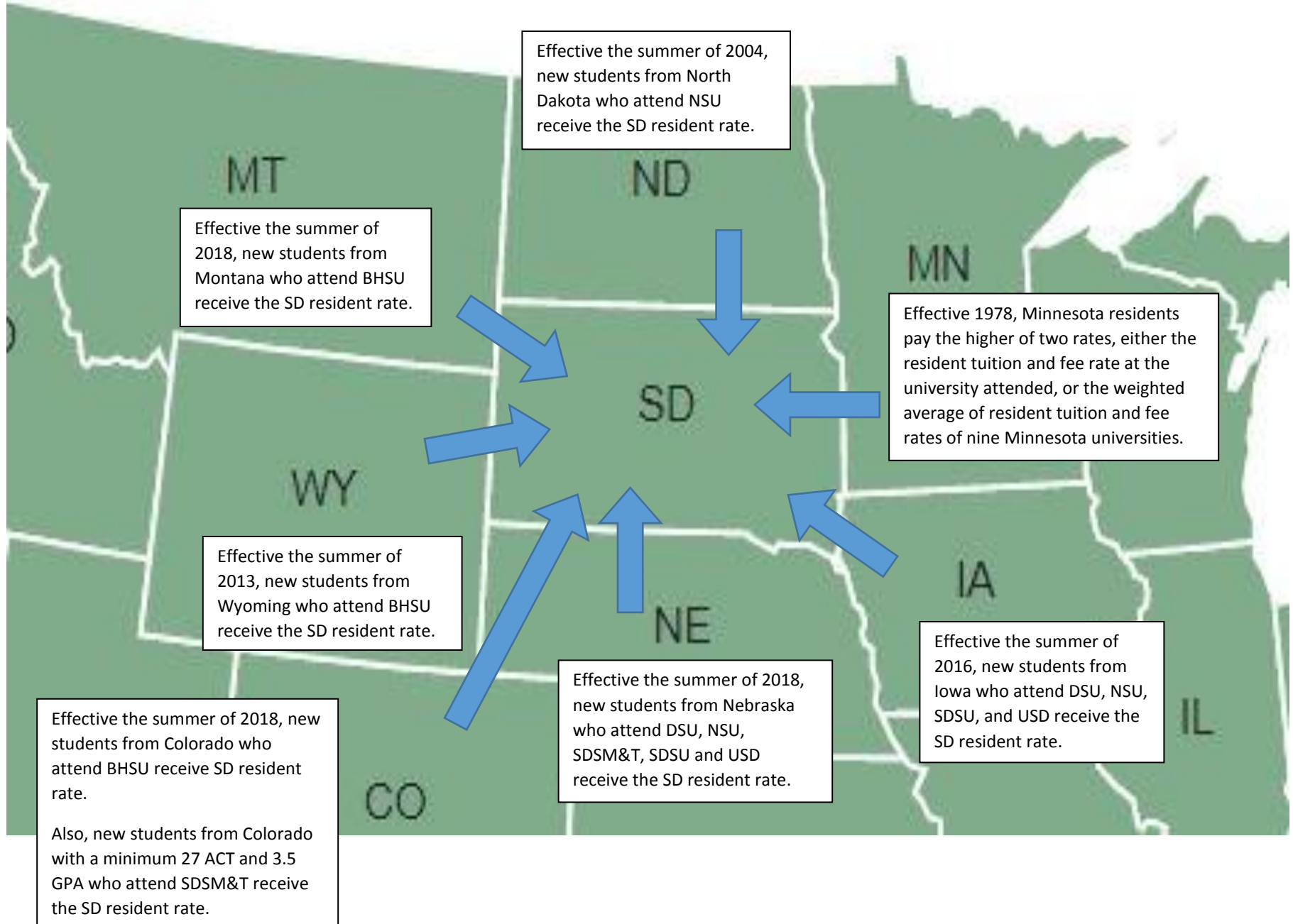
**INFORMATIONAL ITEM**

Summary of Reduced Tuition Programs with Other States			
Academic Year 2017-2018 (Displaying Costs for One Semester - 15 Credit Hours)			
State	Undergraduate Resident Cost	Cost for a South Dakota Student	Tuition Agreements with South Dakota (some institutions offer banded tuition so cost is the same for 12+ credit hours)
<b>South Dakota</b>			
Black Hill State University	\$ 8,601		
Dakota State University	\$ 9,147		
Northern State University	\$ 8,280		
South Dakota School of Mines and Technology	\$ 9,627		
South Dakota State University	\$ 8,441		
University of South Dakota	\$ 8,772		
<b>Colorado</b>			
Adams State University	\$ 9,440	\$ 15,008	WUE Rate
Colorado Mesa State University	\$ 8,972	\$ 13,039	WUE Rate
Colorado School of Mines	\$ 18,386	\$ 37,436	no agreement, SD students pay out-of-state tuition
Colorado State University - Fort Collins	\$ 11,632	\$ 19,584	WUE Rate
Colorado State University - Pueblo	\$ 10,090	\$ 17,407	WUE Rate
Fort Lewis College	\$ 8,608	\$ 18,760	no agreement, SD students pay out-of-state tuition
Metro State University of Denver	\$ 3,676	\$ 10,075	no agreement, SD students pay out-of-state tuition
University of Colorado - Boulder	\$ 12,450	\$ 36,584	no agreement, SD students pay out-of-state tuition
University of Colorado - Colorado Springs	\$ 10,451	\$ 24,431	no agreement, SD students pay out-of-state tuition
University of Colorado - Denver	\$ 11,447	\$ 19,787	WUE Rate
University of Northern Colorado	\$ 8,888	\$ 15,446	WUE Rate
Western State University	\$ 10,052	\$ 15,079	WUE Rate
<b>Iowa</b>			
Iowa State University	\$ 8,636	\$ 22,472	no agreement, SD students pay out-of-state tuition
University of Iowa	\$ 8,965	\$ 30,609	no agreement, SD students pay out-of-state tuition
University of Northern Iowa	\$ 8,699	\$ 19,241	no agreement, SD students pay out-of-state tuition
<b>Minnesota</b>			
Bemidji State University	\$ 8,678	\$ 8,678	Minnesota Reciprocity Agreement
Metropolitan State University	\$ 7,859	\$ 8,671	Minnesota Reciprocity Agreement
Minnesota State University, Mankato	\$ 8,164	\$ 8,671	Minnesota Reciprocity Agreement
Minnesota State University, Moorhead	\$ 8,465	\$ 8,671	Minnesota Reciprocity Agreement
Saint Cloud State University	\$ 8,229	\$ 8,671	Minnesota Reciprocity Agreement
Southwest Minnesota State University	\$ 8,611	\$ 8,671	Minnesota Reciprocity Agreement
University of Minnesota - Crookston	\$ 11,815	\$ 11,815	Minnesota Reciprocity Agreement
University of Minnesota - Duluth	\$ 13,344	\$ 13,344	Minnesota Reciprocity Agreement
University of Minnesota - Morris	\$ 13,072	\$ 13,072	Minnesota Reciprocity Agreement
University of Minnesota - Twin Cities	\$ 14,488	\$ 14,488	Minnesota Reciprocity Agreement
Winona State University	\$ 9,379	\$ 9,379	Minnesota Reciprocity Agreement
<b>Montana</b>			
Montana State University - Billings	\$ 5,833	\$ 10,400	WUE Rate
Montana State University - Bozeman	\$ 7,047	\$ 10,113	WUE Rate
Montana State University - Northern	\$ 5,861	\$ 8,173	WUE Rate
Montana Tech of the University of Montana	\$ 7,139	\$ 9,936	WUE Rate
University of Montana - Missoula	\$ 7,063	\$ 9,726	WUE Rate
University of Montana - Western	\$ 5,502	\$ 7,727	WUE Rate
<b>Nebraska</b>			
Chadron State College	\$ 7,031	\$ 7,061	Non-residents pay "Eagle Rate" in-state + \$30
Peru State College	\$ 7,226	\$ 7,226	One Rate - Any State program
University of Nebraska - Kearney	\$ 7,265	\$ 14,045	no agreement, SD students pay out-of-state tuition
University of Nebraska - Lincoln	\$ 8,887	\$ 24,187	no agreement, SD students pay out-of-state tuition
University of Nebraska at Omaha	\$ 8,541	\$ 22,371	no agreement, SD students pay out-of-state tuition



Wayne State College	\$ 6,824	\$ 9,404	WUE Rate
<b>North Dakota</b>			
Dickinson State University	\$ 6,553	\$ 7,890	Contiguous States Rate Plan
Mayville State University	\$ 6,457	\$ 7,771	Contiguous States Rate Plan
Minot State University	\$ 6,809	\$ 6,857	Contiguous States Rate Plan
North Dakota State University	\$ 8,546	\$ 12,147	Contiguous States Rate Plan
University of North Dakota	\$ 8,447	\$ 11,920	Contiguous States Rate Plan
Valley City State University	\$ 7,406	\$ 9,319	Contiguous States Rate Plan
<b>Wyoming</b>			
University of Wyoming	\$ 5,873	\$ 7,827	WUE RATE
<b>Graduate Programs</b>			
The Western Regional Graduate Program (WRGP) allows graduate students residing in WICHE states/territories* to enroll in participating graduate programs and pay resident tuition rates. Regental system programs currently participating in the WRGP include:			
BHSU	MS in Integrative Genomics		
	MS in Sustainability		
DSU	MS in Health Information		
SDSM&T	MS in Computational Sciences and Robotics		
	MS/PhD in Materials and Engineering and Science		
	MS/PhD in Atmospheric and Environmental Sciences		
	PhD in Nanoscience and Nonengineering		
	MS in Paleontology		
SDSU	MS in Chemistry (with Chemistry Education Specialization)		
	MS in Athletic Training		
USD	MBA in Business Administration (with specializations in Business Analytics, Marketing, Health		
	MPA in Professional Accountancy		
	MA in Addiction Studies		
	MA/EdS/PhD in Counseling & Psychology		
	MA/EdS/PhD in Human Development & Educational Psychology		
	EdS/PhD in School Psychology		
*WICHE participants include: Alaska, Arizona, California, Colorado, Guam, Hawaii, Idaho, Montana, Nevada, New Mexico, North Dakota, Northern Mariana Islands, Oregon, South Dakota, Utah, Washington, and Wyoming.			

# Undergraduate Tuition Arrangements



**SOUTH DAKOTA BOARD OF REGENTS**

**Budget and Finance**

**AGENDA ITEM: 7 – G**  
**DATE: March 27-29, 2018**

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**SUBJECT:**

**FY19 Tuition and Fees Overview**

**CONTROLLING STATUTE, RULE, OR POLICY**

None

**BACKGROUND/DISCUSSION**

The following information is presented to frame the context of the proposed tuition and fee increases that the Board will consider at this Board meeting. It will be helpful to keep these items in mind as the cost structure for FY19 is developed while keeping the cost affordable.

**Cost Drivers**

There are funding issues that must be considered when determining the annual cost increase to students. For the FY19 academic year, the following issues needed to be addressed:

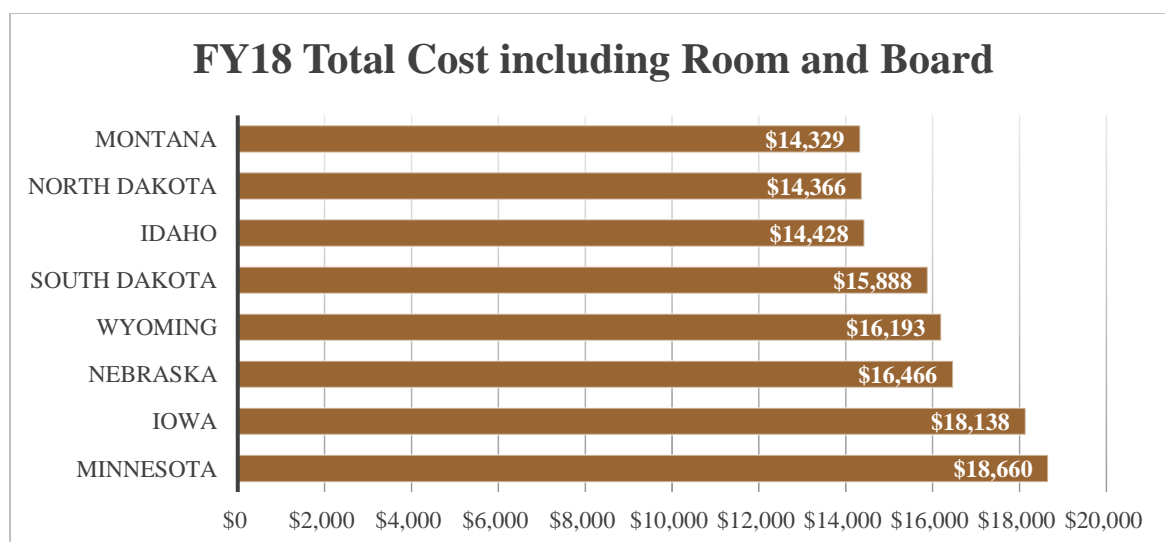
- The Legislature adopted a 1.2% salary policy for all employees, including faculty, exempt, and CSA.
- The Board recognizes the importance of inflationary increases to maintain the purchasing power of the universities. The Consumer Price Index (CPI) rate as calculated by the Bureau of Finance and Management is 1.8% for the past fiscal year. Inflation on the FY18 general and tuition operating base is \$750,433.
- All six universities have contract food service. The Board started using the Consumer Price Index for “Meals Away From Home” to reflect the market basket for food service costs. The CPI rate is 2.85% for the past fiscal year.
- Housing rates need to be adjusted by 1.8% to cover the salary policy increase for employees and the inflationary adjustment to operating expenses.
- Discipline fees, delivery fees, the general activity fee, and all other fees must be raised internally to fund the salary package.

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**INFORMATION ITEM**

### Annual Cost

The following table compares the FY18 total cost (tuition, mandatory fees, housing and food service) of an undergraduate resident student attending school in his or her own state. The total cost data reflect the cost of an undergraduate resident student taking 30 hours, living in double resident hall room, and having a full meal plan.



### State and Student Funding

A major determinant of the need to increase tuition and fees is the level of state support. The greater the level of state support (taxpayer support), the greater the ability to provide the citizens of the state a lower cost public education. The table below compares the level of state funding provided per capita and per \$1,000 of personal income for FY18.

Both of these measures show that five of the states in our region support higher education better than South Dakota with state funded appropriations. South Dakota ranks second from the bottom for funding per \$1,000 of personal income.

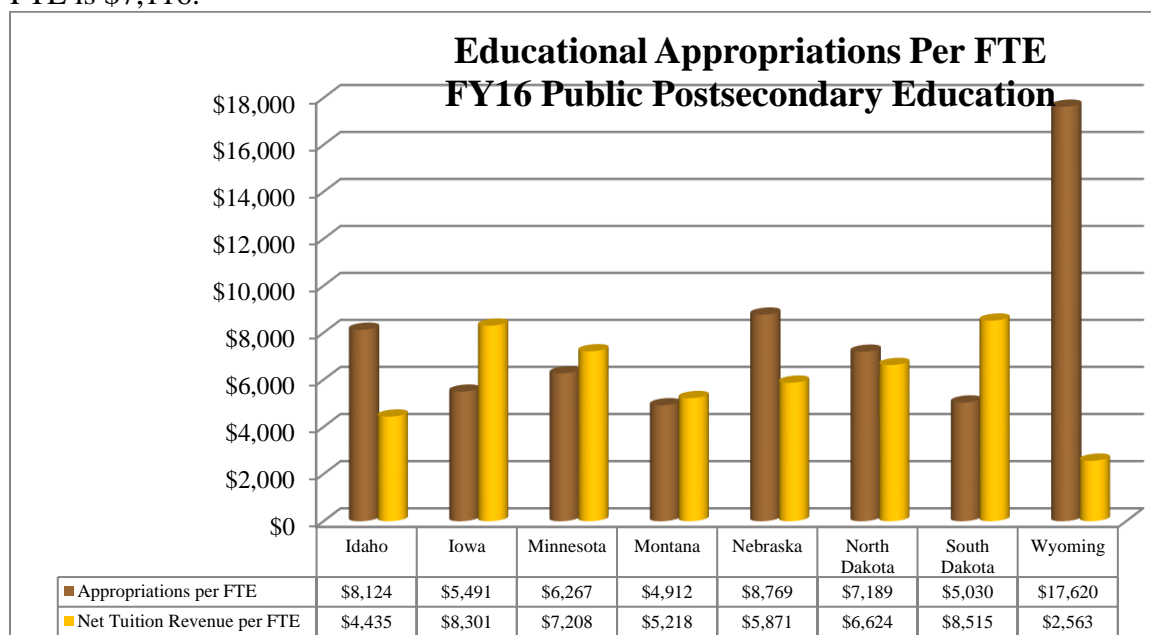
State Funding per Capita and Personal Income					
	Appropriation	Per Capita	Rank	Per \$1000 Personal Income	Rank
Idaho	\$478,997,900	\$278.98	5	\$6.90	4
Iowa	\$816,055,053	\$259.42	7	\$5.65	5
Minnesota	\$1,653,249,000	\$296.46	4	\$5.60	6
Montana	\$243,920,115	\$232.20	8	\$5.29	8
Nebraska	\$760,198,501	\$395.92	3	\$7.86	3
North Dakota	\$358,491,256	\$474.58	2	\$8.60	2
<b>South Dakota</b>	<b>\$233,805,655</b>	<b>\$268.85</b>	<b>6</b>	<b>\$5.59</b>	<b>7</b>
Wyoming	\$3,737,597	\$645.18	1	\$11.38	1

*Note: Includes Postsecondary Vocational Education Funding*

*Personal Income from 2nd Quarter of 2016, Bureau of Economic Analysis, US Dept. of Commerce*

*Source: <http://www.grapevine.ilstu.edu/tables/>*

Comparing the amount of state funds per student to the level of tuition also provides insight into tuition and fee rates. The following data is taken from the *State Higher Education Finance* report produced by the State Higher Education Executive Officers Organization (SHEEO). Again, the data illustrate that the surrounding states support higher education at a much higher level than South Dakota. You will note almost an inverse relationship between appropriations per FTE and tuition revenues. The U.S. average state funding per FTE is \$7,116.



Finally, an additional factor that must be considered is the level of state aid available to students. Minnesota far exceeds the other surrounding states while South Dakota lands near the bottom. The higher the aid dollars available, the more the student cost can be offset.

Regional Comparison of Total Grant and Aid Funding			
	Need Based Grant Aid Awarded by State	Nonneed-Based Grant Aid Awarded by State	Total Grant Aid Funding by State
South Dakota	\$183,000	\$4,932,000	\$5,114,000
North Dakota	\$11,434,000	\$7,265,000	\$18,699,000
Wyoming	\$16,266,000	\$0	\$16,266,000
Colorado	\$115,788,000	\$5,817,000	\$121,605,000
Iowa	\$60,528,000	\$4,820,000	\$65,348,000
Minnesota	\$181,024,000	\$1,158,000	\$182,182,000
Montana	\$567,000	\$1,170,000	\$1,737,000
Nebraska	\$17,649,000	\$1,766,000	\$19,415,000
Total/Average	\$403,439,000	\$26,928,000	\$430,366,000

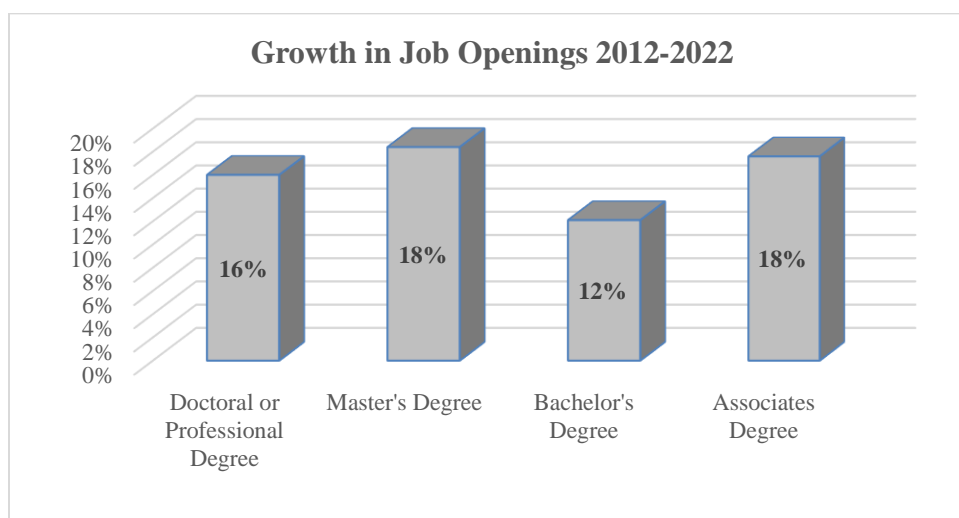
Based on Total Enrollments Receiving Pell Awards

Source: 46<sup>th</sup> Annual Survey Report by NASSGAP

### **The Future is Here**

College is an investment in the future. This investment not only provides an economic return, but also provides other benefits, including employment, better health and lifestyle choices, improved family life and enhanced performance of children in schools, civic involvement, and greater opportunities for the next generation. Some of these benefits are derived directly from the better opportunities from employment and earnings potential, but others are derived from learning to use critical thinking skills and making informed decisions throughout life.

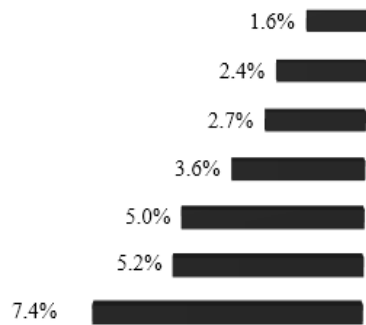
The following chart, derived from data from the U.S. Bureau of Labor Statistics, shows that additional college graduates are needed from 2012 to 2022. In essence, the number of students obtaining bachelor's degrees needs to increase by over 12% by 2022 in order to fill the need in job growth.



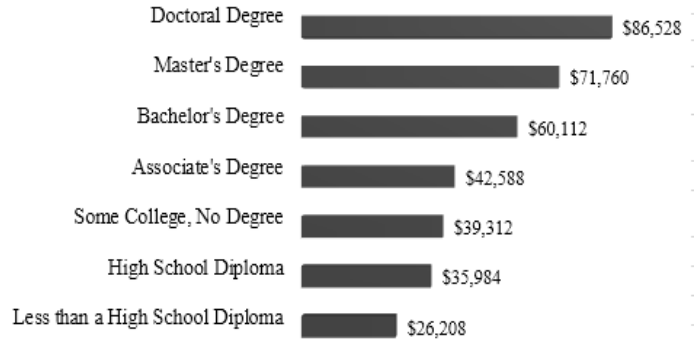
The economic benefits of education are clear when earnings and unemployment rates are examined by level of educational attainment. The chart on the following page provides information from the U.S. Bureau of Labor Statistics.

## Education Pays

### Unemployment rate in 2016 (%)

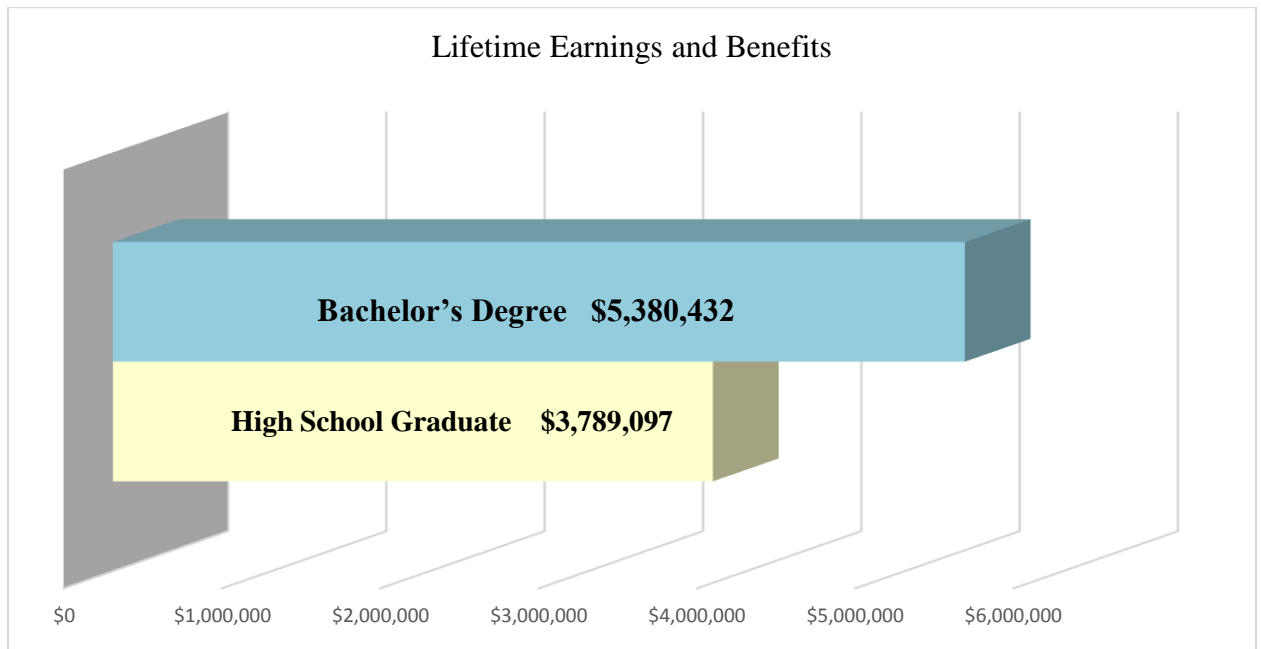


### Median Annual earnings in 2016 (\$)



- The median is the middle value – half of the observations are above the median and half are below the median. Median annual earnings increase with each level of educational attainment:
  - High school graduate +\$9,776
  - Associate degree +\$6,604
  - Bachelor's degree +\$17,524
  - Master's degree +\$11,648
  - Doctoral degree +14,768
- The unemployment rate decreases with educational attainment:
  - High school graduate -2.2%
  - Associate degree -1.6%
  - Bachelor's degree -.9%
  - Master's degree -0.3%

When considering a bachelor's degree compared to a high school diploma and adjusting for 2% annual inflation and a 24.5% benefit package, the value of a bachelor's degree outweighs that of a high school diploma by lifetime earnings of \$1,591,335. Considering the investment for a degree of about \$40,000 for tuition and fees, you will probably not find a better investment. The following table shows the value of a 4-year degree over a high school diploma.



### **IMPACT AND RECOMMENDATIONS**

This information is provided to give some background on the value of an education and how it is paid for in each state.

### **ATTACHMENTS**

None



## ATTENTION

Monday, April 9, 2018

There is an error on Attachment I to BOR agenda 7-H – FY19 On-Campus Tuition and Mandatory Fees, approved during the March 2018 Board meeting. The correct version of the expansion of resident rates to non-resident students was approved in December by the Board. The Board approved Colorado and Montana tuition rates for new freshmen or first-time transfers for BHSU and SDSM&T at the resident rate. However, Colorado and Montana tuition rates for new freshmen or first-time transfers were incorrectly stated for DSU, SDSU, and USD and should not have been approved at the resident rate. The following is a summary of the correction that will be approved in May.

	Rates Approved in Error			Corrected Rates to Be Approved in May	
	Montana	Colorado		Montana	Colorado
DSU	\$243.30	\$243.30	DSU	\$342.40	\$342.40
SDSU	\$248.35	\$248.35	SDSU	\$360.50	\$360.50
USD	\$248.35	\$248.35	USD	\$360.50	\$360.50

This error will be officially corrected at the next regularly scheduled Board meeting, which will take place May 8-10, 2018. No reliance should be placed on the incorrect information contained in Board item 7-H – FY19 On-Campus Tuition and Mandatory Fees.

**SOUTH DAKOTA BOARD OF REGENTS**

**Budget and Finance**

**REVISED  
AGENDA ITEM: 7 – H  
DATE: March 27-29, 2018**

\*\*\*\*\*

**SUBJECT:**

**FY19 On-Campus Tuition and Mandatory Fees**

**CONTROLLING STATUTE, RULE, OR POLICY**

[SDCL 13-53-6](#)

[BOR Policy 5:5:1 Tuition and Fees: On-Campus Tuition](#)

**BACKGROUND/DISCUSSION**

Mandatory tuition and fees include tuition, the general activity fee, and the laptop fee for DSU and SDSM&T. Program fees, room and board are not included in the calculation of the mandatory cost since they are not assessed to all students.

The FY19 proposal for tuition and mandatory fees attempts to keep the cost to students as low as possible in consideration of student access, service to students, and delivering the highest quality education possible to our students.

**Cost Drivers**

The Legislature adopted a 1.2% salary policy for all employees, including faculty, exempt, and CSA. Fortunately, the employer paid health care benefit cost will not increase for FY19. The current annual premium rate is \$8,470 for each benefit eligible employee. It is important to note that the state only provides funding for the general fund portion of the salary package. The federal and other funds are provided to the Regental system as authority. The actual cash for tuition, general activity fee, room, board, and all other fees must be raised internally to fund the salary package. This represents 52% of the cost to be funded with tuition and fee increases.

The Bureau of Finance and Management calculated the annual Consumer Price Index (CPI) for the last fiscal year at 1.8%. This inflationary increase will be applied to the operating expense base budgets for tuition and all the fees.

(Continued)

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**DRAFT MOTION: 20180327\_7-H:**

I move to approve the FY19 On-Campus Tuition and Mandatory Fees as presented in Attachment I.

### **On-Campus Tuition Rates**

The six universities receive general fund appropriations that are used to support on-campus operations. All courses taught on campus are offered at the Board approved on-campus tuition rate except for remedial courses which are offered at the self-support rate. The special or reduced on-campus tuition rates are tied to the undergraduate and graduate base rates. A complete listing of on-campus tuition rates with the proposed increases for FY19 can be found in Attachment I.

#### USD Law School Tuition

The University of South Dakota Law School utilizes a semester-based tuition rate and a semester-based discipline fee. This tuition and fee structure simplifies the tuition and fee rates and encourages students to take more than the 90 credit hours required for graduation, thereby making it possible for the Law School to offer a broader curriculum that is more attractive to prospective students.

In keeping with BOR policy, the Law School tuition and fee costs should be comparable to regional law schools with a mission to attract students who want to practice law in their own state. South Dakota costs are 3.7% below the average of the regional law schools, excluding the University of Minnesota-Twin Cities in the mix. The recommended increase to the Law School cost is commensurate with the USD graduate increase at 3.6%.

University of Idaho	\$19,748
University of Iowa	\$26,457
University of Montana	\$12,537
University of Nebraska--Lincoln	\$12,807
University of North Dakota	\$10,712
<b>University of South Dakota</b>	<b>\$15,563</b>
University of Wyoming	<u>\$15,335</u>
Average	\$16,166

#### Sanford School of Medicine

Students attending the Sanford School of Medicine on the campus of the University of South Dakota pay the on-campus tuition rate set annually by the Board of Regents, plus the general activity fee for the first two years while in Vermillion.

The Board adopted the practice of comparing the Sanford School of Medicine, a community-based school, to other public community-based schools across the country for establishing annual cost. If the School of Medicine rates were below the community-based average, the tuition rate would increase by the amount below the average plus mandatory increases. If the Medical School were above the community-based average, it would increase by the graduate tuition rate increase.

The following table provides the comparable tuition and fee costs:

Michigan State University College of Medicine	\$45,207
University of South Carolina School of Medicine	\$42,204
Northeastern Ohio University College of Medicine and Pharmacy	\$40,281
Central Michigan University	\$40,120
City University of New York	\$39,512
Florida International University - Wertheim	\$38,003
University of Hawaii - Burns School of Medicine	\$37,444
Washington State - E.S. Floyd College of Medicine	\$35,857
Southern Illinois University School of Medicine	\$35,467
Wright State-Boonshoft School of Medicine	\$34,663
Eastern Virginia Medical School	\$34,103
East Tennessee State University - Quillen	\$33,689
<i>Average</i>	<i>\$31,880</i>
<b>University of South Dakota - Sanford School of Medicine</b>	<b>\$31,864</b>
Florida Atlantic University-Schmidt College of Medicine	\$31,750
University of North Dakota School of Medicine	\$31,433
University of Central Florida College of Medicine	\$29,680
University of Nevada School of Medicine - Reno	\$29,370
Florida State University College of Medicine	\$26,312
Marshall University - Edwards School of Medicine	\$22,154
University of Texas-Austin - Dell Medical School	\$19,871
University of Texas Rio Grande Valley	\$18,298
Texas Tech University School of Medicine	\$18,094
Texas Tech University School of Medicine-Foster	\$17,856

The FY19 annual tuition plus mandatory fees for the School of Medicine is less than one percent below the community-based average. The increase equivalent to the graduate tuition increase for USD will be applied to the School of Medicine annual tuition rate.

#### Minnesota Reciprocity Rates

Minnesota Reciprocity rates will not change until the fall 2018 semester when the FY19 rates will have been negotiated with the Minnesota Higher Education Service Office.

#### SDSU Tuition Increase

SDSU requests a tuition increase of \$5 per credit hour for all on-campus credits, which will yield approximately \$1,125,000 for the university proper budget. The recruitment of high quality faculty is vital to supporting the teaching and research mission of SDSU. The proposed resources, in combination with departmental resources, would offer attractive start-up and retention packages for tenure-track faculty, which support new faculty and improve the university's ability to recruit.

Additional graduate assistant (GA) positions will help to support both the teaching and research mission of the university. GA's will assist in increasing research with priority given to faculty members needing release time to develop large competitive grant proposals and as part of start-up offers to new faculty. Additional graduate teaching assistant (GTA) positions will assist in teaching, which frees up faculty time and GRA positions will assist in the research. These students will receive the benefit of a tuition waiver, which will help to support their own education.

SDSU would also use the proposed resources for the addition of professional advisors in key programs. Work associated with undergraduate advising is not evenly distributed throughout the year. It tends to be concentrated during two or three week periods in the fall and spring. This pattern of "spike" workload is especially disruptive to research programs, which require blocks of uninterrupted time. Professional advisors will not only improve the student experience, but will also allow faculty to remain focused on research.

The approval of this proposal would allow SDSU to stay competitive among higher education institutions. The support of faculty in recruitment and throughout their careers, would greatly enhance the important mission of teaching and research. These investments will allow SDSU to maintain their high standard of excellence.

#### USD Tuition Increase

USD is requesting a tuition increase of \$5 per credit hour for all on-campus credit hours. This would result in additional net revenue of approximately \$550,000. USD recruits faculty in a nationally, sometimes internationally, competitive salary market. Additionally, competitive start-up packages (such as lab renovations and equipment) is an essential tool for recruiting new faculty. USD has historically been able to rely on salary savings resulting from turnover to fund start-up packages; however, that is no longer possible. USD requests the increase to begin to address the salaries and start-up packages in disciplines that are most significantly behind market.

#### USD Indian University of North America

USD is requesting that any student that completes the summer program offered at the Indian University of North America in Custer will get in-state tuition rates. This will only impact a handful of students, but USD would like to build some incentives into the completion of the program and grow the number of students that matriculate to a bachelor's program.

#### **Mandatory Fees**

Each student pays the campus' general activity fee (GAF) per credit hour and students at DSU and SDSM&T pay the mandatory laptop fee each semester. These are the fees included when determining the average mandatory cost increase for students.

#### **General Activity Fee (GAF)**

The GAF supports student functions related to the co-curricular activities and operations of the student union buildings, including student organizations, cultural events,

homecoming, student government, student newspapers, athletics, intramural activities, fine arts, and debt on student unions. Per Board policy, committees composed of a majority of student representatives are to recommend changes in the GAF to the presidents.

#### Comparable GAF Rates

Some of the universities have financed debt related to food service operations by including a facility fee on food service rates. In order to make an apple-to-apple comparison on student support related to student services and student unions, the facility fee needs to be included in the calculation. In the chart below, the projected facility revenue for BHSU, SDSM&T, SDSU, and USD was divided by the number of projected credit hours for each institution. The quotient was then added to the FY19 proposed GAF so the numbers are comparable.

Comparable GAF Rate Review				
	FY19 <u>Proposed Rate</u>	Additional Increase <u>Requested</u>	Facility Fee Converted to <u>Per Cr Hr Rate</u>	Comparable <u>FY19 Rate</u>
BHSU	\$36.90	\$0.00	\$5.90	\$42.15
DSU	\$39.70	\$0.00		\$39.70
NSU	\$36.95	\$1.00		\$37.95
SDSM&T	\$48.45	\$0.00	\$1.25	\$49.70
SDSU	\$43.75	\$1.30	\$4.65	\$49.70
USD	\$53.65	\$0.00	\$2.40	\$56.05

#### NSU GAF

NSU is requesting a \$3.00 increase and the Executive Director is recommending a \$1.00 GAF increase above inflation for FY19. Last year NSU received a \$6.00 above inflation increase on their GAF. Enrollment declines have depleted the funding needed to support the increased costs of programming for student organizations and departments responsible for cultural, social, educational, recreational, athletic, and fine arts programs.

The NSU Student Budget and Appropriations Committee (SBAC) receives more than 30 requests for funding during the annual budget request presentations each spring. Budget presentations include detailed information about how the GAF allocation will be used, how many students are served and if the organization is involved in any fundraising activities. The members of SBAC are very diligent in working through their budget process to appropriately allocate the GAF funds.

Over the past few years, funding for several organizations has been reduced and in some cases eliminated entirely. Providing opportunities for students to do things like attend conferences and present papers, participate in competitions, attend social activities on campus and participate in intramural activities are important aspects of student life. A vibrant campus life can improve student engagement, resulting in a better all-around educational experience. Students who have the ability to participate in a variety of cultural, social, recreational and educational activities can become more motivated to attend class,

complete assignments and participate in group activities all of which can lead to a successful college career.

Throughout the fall of 2017, members of SBAC met with leaders of student clubs and organizations who receive GAF funding to measure the level of interest in requesting an increase in GAF beyond CPI. The results of those meetings indicated that students were in favor of pursuing this increase.

In January of 2018, student senators scheduled activities to educate the student body about the potential fee increase. Information sessions were held and coaches talked to student-athletes, encouraging them to vote on the proposal. On January 23, an informational video was posted on SBAC's Facebook page and the link to the video was emailed to all students. The video received 13 likes, 6 shares, 4 comments and over 1,000 views. Student leaders also shared a Power Point presentation at their information and tabling sessions showing a six year history of GAF funding allocations and the trend line for total GAF revenue. Funding for groups such as the speech and debate team and the NSU Honors Program along with creating a student travel fund making it possible for students to attend conferences are priorities for revenue generated as a result of this fee increase. A portion of the funds would also be used to finance a campus activities app to help keep students informed about campus events and activities.

Voting took place January 30 through February 1. Student senators made a computer available in the Student Union to make voting easily accessible to students. All also students received an email with the voting link. The proposed fee increase passed with 150 students voting in favor of the increase and 75 students casting votes in opposition to the increase.

FY18 Rate	Inflation	Above Inflation	Proposed FY19 Rate	% Increase
\$36.30	\$0.65	\$1.00	\$37.95	4.5%
Projected Credit Hours or Student Base			37,000	
Projected Revenue for Inflation			\$24,050.00	
Projected Revenue Above Inflation			\$37,000.00	
Total Projected Revenue for FY19			\$1,418,670.00	
Cost Increase Per Student per Credit Hour			\$1.65	
Cost Increase Per Student per Semester			\$24.75	

### SDSU GAF

At the March 2017 meeting, the Board supported SDSU's proposal to phase out the bond and utility component of their food service rates over a four-year period and implement a GAF component that will increase over the same time period. The purpose of the change is to distribute the bond and utility fee burden evenly over more students through the GAF. This is the fairest approach to students that have already paid the full bond and utility fee as sophomores and juniors.

	<u>FY18</u>	<u>FY19</u>	<u>FY20</u>	<u>FY21</u>
Bond and Utility Fee Rate	\$143.30	\$102.65	\$61.95	\$0.00
GAF Rate	\$1.95	\$3.25	\$4.55	\$6.55
GAF Increase	\$1.95	\$1.30	\$1.30	\$2.00

FY19 is the second year of the four-year plan. The plan is revenue neutral for SDSU.

### **Computer Lease Fees**

DSU launched its mobile computing initiative at the start of the FY05 fall semester AND request no increase for FY19. SDSM&T launched its mobile computing initiative starting with the freshmen class in FY07. The per-semester fee is used to cover the cost to lease laptop/tablet PC's for full-time, on-campus students. The cost of the mobile computing programs at DSU and SDSM&T are part of the mandatory costs paid by students.

### **IMPACT AND RECOMMENDATIONS**

The recommended FY19 tuition and mandatory fee increases provide necessary funding to cover the salary policy and inflation on the operating budgets. Additional discretionary funds are provided to both SDSU and USD to address higher costs driven by their research missions and the related opportunities provided to students. NSU's increase reflects the recommended \$1.00 above inflation on the GAF. The impact to students within the system will range from \$129.00 to \$286.50 more per year, and will be an average cost increase of \$251.82 per year or 2.9%.

<u>Proposed FY19 Resident Undergraduate Mandatory Tuition and Fee Increase</u>				
	<u>FY18 Cost</u>	<u>FY19 Cost</u>	<u>\$ Increase</u>	<u>% Increase</u>
Black Hills State University	\$8,601.00	\$8,733.00	\$132.00	1.5%
Dakota State University	\$9,147.00	\$9,276.00	\$129.00	1.4%
Northern State University	\$8,280.00	\$8,437.50	\$157.50	1.9%
SD School of Mines & Technology	\$8,808.00	\$8,944.50	\$136.50	1.5%
South Dakota State University	\$8,440.50	\$8,761.50	\$321.00	3.8%
University of South Dakota	\$8,772.00	\$9,058.50	\$286.50	3.3%
System Weighted Cost	\$8,614.19	\$8,866.01	\$251.82	2.9%

### **ATTACHMENTS**

Attachment I – Proposed FY19 On-Campus Tuition and Mandatory Fee Schedule



**South Dakota Board of Regents**  
**Proposed FY19 On-Campus Tuition and Mandatory Fees**

ATTACHMENT I 8

	Current Rate	\$ Increase	% Increase	FY19 Rate
<b>Black Hills State University</b>				
<b>Undergraduate - Per Credit Hour</b>				
Resident	\$250.45	\$3.75	1.5%	\$254.20
State Employee, ROTC, Teacher Certification	\$125.25	\$1.85	1.5%	\$127.10
Over Sixty-Five	\$137.75	\$2.05	1.5%	\$139.80
Remedial <sup>(8)</sup>	\$335.00	\$5.05	1.5%	\$340.05
Western Undergraduate Exchange <sup>(2)</sup>	\$350.45	\$5.25	1.5%	\$355.70
Nonresident	\$350.45	\$5.25	1.5%	\$355.70
Wyoming Student Attending BHSU <sup>(3)</sup>	\$250.45	\$3.75	1.5%	\$254.20
Child of Alumni <sup>(4)</sup>	\$250.45	\$3.75	1.5%	\$254.20
Montana Students Attending BHSU <sup>(6)</sup>				\$254.20
Colorado Students Attending BHSU <sup>(6)</sup>				\$254.20
Minnesota Reciprocity - SU2018 - BHSU				\$275.75
<b>Graduate - Per Credit Hour</b>				
Resident	\$323.35	\$4.85	1.5%	\$328.20
State Employee, Teacher Certification	\$161.70	\$2.40	1.5%	\$164.10
Graduate Assistant	\$171.35	\$2.60	1.5%	\$173.95
Over Sixty-Five	\$177.85	\$2.65	1.5%	\$180.50
Nonresident	\$603.35	\$9.05	1.5%	\$612.40
Nonresident Graduate Assistant	\$203.70	\$3.05	1.5%	\$206.75
Minnesota Reciprocity - SU2018 - BHSU				\$454.15
Western Regional Graduate Program <sup>(7)</sup>	\$323.35	\$4.85	1.5%	\$328.20
<b>Dakota State University, Northern State University</b>				
<b>Undergraduate - Per Credit Hour</b>				
Resident	\$239.70	\$3.60	1.5%	\$243.30
State Employee, ROTC, Teacher Certification	\$119.85	\$1.80	1.5%	\$121.65
Over Sixty-Five	\$131.85	\$2.00	1.5%	\$133.85
Remedial <sup>(9)</sup>	\$335.00	\$5.05	1.5%	\$340.05
Western Undergraduate Exchange <sup>(2)</sup>	\$337.35	\$5.05	1.5%	\$342.40
Nonresident	\$337.35	\$5.05	1.5%	\$342.40
N.D. Student Attending NSU	\$239.70	\$3.60	1.5%	\$243.30
Child of Alumni <sup>(4)</sup>	\$239.70	\$3.60	1.5%	\$243.30
Iowa Students Attending DSU, NSU <sup>(5)</sup>	\$239.70	\$3.60	1.5%	\$243.30
Nebraska Students Attending DSU, NSU <sup>(6)</sup>				\$243.30
Montana Students Attending DSU <sup>(6)</sup>				\$243.30
Colorado Students Attending DSU <sup>(6)</sup>				\$243.30
Minnesota Reciprocity - SU2018 - DSU				\$246.80
Minnesota Reciprocity - SU2018 - NSU				\$275.70
<b>Graduate - Per Credit Hour</b>				
Resident	\$314.70	\$4.70	1.5%	\$319.40
State Employee, Teacher Certification	\$157.35	\$2.35	1.5%	\$159.70
Graduate Assistant	\$166.80	\$2.50	1.5%	\$169.30
Over Sixty-Five	\$173.10	\$2.60	1.5%	\$175.70
Nonresident	\$587.50	\$8.80	1.5%	\$596.30
Nonresident Graduate Assistant	\$198.25	\$2.95	1.5%	\$201.20
Minnesota Reciprocity - SU2018 - DSU				\$451.40
Minnesota Reciprocity - SU2018 - NSU				\$454.10
Western Regional Graduate Program - DSU <sup>(7)</sup>	\$314.70	\$4.70	1.5%	\$319.40

**South Dakota Board of Regents**  
**Proposed FY19 On-Campus Tuition and Mandatory Fees**

ATTACHMENT I 9

	Current Rate	\$ Increase	% Increase	FY19 Rate
<b>South Dakota School of Mines &amp; Technology</b>				
<b>Undergraduate - Per Credit Hour</b>				
Resident	\$246.00	\$3.70	1.5%	\$249.70
State Employee, ROTC, Teacher Certification	\$123.00	\$1.85	1.5%	\$124.85
Over Sixty-Five	\$135.30	\$2.05	1.5%	\$137.35
Remedial <sup>(9)</sup>	\$335.00	\$5.05	1.5%	\$340.05
Western Undergraduate Exchange <sup>(2)</sup>	\$369.05	\$5.55	1.5%	\$374.60
Nonresident	\$385.30	\$5.80	1.5%	\$391.10
Child of Alumni <sup>(4)</sup>	\$246.00	\$3.70	1.5%	\$249.70
Nebraska Students Attending SDSM&T <sup>(6)</sup>				\$249.70
High-Achieving Colorado Students Attending SDSM&T <sup>(9)</sup>				\$249.70
Minnesota Reciprocity - SU2018 - SDSM&T				\$246.00
<b>Graduate - Per Credit Hour</b>				
Resident	\$320.05	\$4.80	1.5%	\$324.85
State Employee, Teacher Certification	\$160.05	\$2.40	1.5%	\$162.45
Graduate Assistant	\$169.65	\$2.55	1.5%	\$172.20
Over Sixty-Five	\$176.05	\$2.65	1.5%	\$178.70
Nonresident	\$642.35	\$9.65	1.5%	\$652.00
Nonresident Graduate Assistant	\$201.65	\$3.00	1.5%	\$204.65
Minnesota Reciprocity - SU2018 - SDSM&T				\$442.80
Western Regional Graduate Program - SDSM&T <sup>(7)</sup>	\$320.05	\$4.80	1.5%	\$324.85
<b>South Dakota State University, University of South Dakota</b>				
<b>Undergraduate - Per Credit Hour</b>				
Resident	\$239.70	\$8.65	3.6%	\$248.35
State Employee, ROTC, Teacher Certification	\$119.85	\$4.30	3.6%	\$124.15
Over Sixty-Five	\$131.85	\$4.75	3.6%	\$136.60
Remedial <sup>(9)</sup>	\$335.00	\$5.05	1.5%	\$340.05
Western Undergraduate Exchange <sup>(2)</sup>	\$347.95	\$12.55	3.6%	\$360.50
Nonresident	\$347.95	\$12.55	3.6%	\$360.50
Child of Alumni <sup>(4)</sup>	\$239.70	\$8.65	3.6%	\$248.35
Nonresident Indian University of North America - USD				\$248.35
Iowa Students Attending SDSU, USD <sup>(5)</sup>	\$239.70	\$8.65	3.6%	\$248.35
Nebraska Students Attending SDSU, USD <sup>(6)</sup>				\$248.35
Montana Students Attending SDSU, USD <sup>(6)</sup>				\$248.35
Colorado Students Attending SDSU, USD <sup>(6)</sup>				\$248.35
Minnesota Reciprocity - SU2018 - SDSU				\$270.35
Minnesota Reciprocity - SU2018 - USD				\$259.30
<b>Graduate - Per Credit Hour</b>				
Resident	\$314.70	\$11.35	3.6%	\$326.05
State Employee, Teacher Certification	\$157.35	\$5.65	3.6%	\$163.00
Graduate Assistant - USD	\$166.80	\$6.00	3.6%	\$172.80
Over Sixty-Five	\$173.10	\$6.25	3.6%	\$179.35
Nonresident	\$605.05	\$21.80	3.6%	\$626.85
Nonresident Graduate Assistant - USD	\$198.25	\$7.15	3.6%	\$205.40
Minnesota Reciprocity - SU2018 - SDSU				\$448.75
Minnesota Reciprocity - SU2018 - USD				\$437.70
Western Regional Graduate Program SDSU <sup>(7)</sup>	\$314.70	\$11.35	3.6%	\$326.05

**South Dakota Board of Regents**  
**Proposed FY19 On-Campus Tuition and Mandatory Fees**

ATTACHMENT I 10

		Current Rate	\$ Increase	% Increase	FY19 Rate
<b>South Dakota State University, University of South Dakota</b>					
<b>Pharmacy &amp; Allied Health Programs <sup>(8)</sup></b>					
Resident - Per Semester		\$4,718.00	\$167.00	3.5%	\$4,885.00
Nonresident - Per Semester		\$10,122.00	\$328.00	3.2%	\$10,450.00
Nonresident - Per Credit Hour		\$821.60	\$29.60	3.6%	\$851.20
Minnesota Reciprocity - SU2018 - Semester					\$7,428.00
Minnesota Reciprocity - SU2018 - Credit Hour					\$592.35
<b>Law School</b>					
Resident - Semester		\$5,429.00	\$195.00	3.6%	\$5,624.00
Graduate Assistant - Credit Hour		\$191.80	\$6.90	3.6%	\$198.70
Nonresident - Per Semester		\$14,467.00	\$521.00	3.6%	\$14,988.00
Nonresident w/ LSAT 155 or Higher - Per Semester					\$5,624.00
Nonresident Graduate Assistant		\$228.05	\$8.20	3.6%	\$236.25
Minnesota Reciprocity - SU2018 - Semester					\$9,320.50
Minnesota Reciprocity - SU2018 - Credit Hour					\$621.35
<b>Medical School</b>					
Resident & INMED Program - Annual		\$29,703.00	\$1,069.00	3.6%	\$30,772.00
Nonresident - Annual		\$71,178.00	\$2,562.00	3.6%	\$73,740.00
Minnesota Reciprocity - Annual					\$34,167.00
<b>FY19 Mandatory Fees <sup>(1)</sup></b>					
General Activity Fee - Credit Hour	BHSU	\$36.25	\$0.65	1.8%	\$36.90
	DSU	\$39.00	\$0.70	1.8%	\$39.70
	NSU	\$36.30	\$1.65	4.5%	\$37.95
	SDSM&T	\$47.60	\$0.85	1.8%	\$48.45
	SDSU	\$41.65	\$2.10	5.0%	\$43.75
	USD	\$52.70	\$0.95	1.8%	\$53.65
Computer Lease Fee - Semester	DSU	\$393.00	\$0.00	0.0%	\$393.00
	SDSM&T	\$409.50	\$7.50	1.8%	\$417.00

- Notes:** All rates are effective at the end of the 2018 spring term.  
SD National Guard members may be eligible for a benefit of 50% of the in-state resident tuition after federal tuition benefits are applied, but the benefits in total may not exceed 100% of the tuition cost. The graduate benefit is limited to 32 credit hours
- (1) The mandatory fees are added to the on-campus tuition cost for a total cost per credit hour. Special discipline fees may also apply to certain courses and are in addition to on-campus tuition and mandatory fees.
  - (2) States participating in the Western Undergraduate Exchange program: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, North Dakota, Oregon, Utah, Washington, and Wyoming. The SDSM&T rate is available only to new freshman and first-time transfers starting the summer of 2016.
  - (3) The BHSU rate is available only to new Wyoming freshmen and first-time transfers starting the summer of 2013.
  - (4) Starting summer 2015, participation in the program is limited to new freshmen or first-time transfers attending the same university from which one of their parents or legal guardian received a degree. Eligibility criteria apply and differ between institutions.
  - (5) Tuition rate for new Iowa freshmen and first-time transfers attending DSU, NSU, SDSU & USD starting summer of 2016.
  - (6) Tuition rate for Nebraska, Montana, and Colorado freshmen and first-time transfers starting summer of 2018.
  - (7) This rate applies to students from WICHE states enrolled in the SDSM&T: M.S. and Ph.D. degrees in Materials and Engineering and Science, Paleontology and Atmospheric Sciences or Computational Sciences and Robotics; BHSU: Integrative Genomics; DSU: M.S. Health Informatics; SDSU: M.S. Chemistry - Chemistry Education Specialization and M.S. in Athletic Training.
  - (8) These rates are the total per credit hour cost. No additional fees will be assessed.
  - (9) Tuition for Colorado freshmen and first-time transfers meeting high-achieving criteria established by SDSM&T starting summer of 2018.

**SOUTH DAKOTA BOARD OF REGENTS**

**Budget and Finance**

**REVISED  
AGENDA ITEM: 7 – I  
DATE: March 27-29, 2018**

\*\*\*\*\*

**SUBJECT:**

**FY19 System, Discipline, Delivery, and Vehicle Registration Fees**

**CONTROLLING STATUTE, RULE, OR POLICY**

[SDCL 13-53-6](#)

[BOR Policy 5:5 Tuition and Fees: General Procedures](#)

[BOR Policy 5:5:5 Tuition and Fees: Fees](#)

**BACKGROUND/DISCUSSION**

Outside of tuition and mandatory fees, students will be assessed specific fees for services and may pay additional fees for higher cost disciplines. The services could include processing applications, testing for credit, assessment fees, late fees, parking fees or similar services. Discipline fees are used to support high-cost disciplines in the areas of salaries and/or operating expenses.

The Fees for Service are summarized below into the following categories: 1) System Fees, 2) Discipline Fees, 3) Delivery Fees, and 4) Vehicle Registration Fees. A justification is included for any new fee or fee being increased above inflation.

**System Fees**

Application Fee

The universities retain the revenues from the application fee to support work in the admissions offices. The undergraduate application fee is \$20.00 and the graduate application fee is \$35.00. The rates are not increasing for FY19.

Transcript Fee

The universities retain the transcript fee revenue to support the work in providing transcripts. The transcript fee was restructured in FY16 when the system purchased software for processing electronic transcripts and created an e-Transcript Center. The current fee is \$9.00 per transcript. No increase is being recommended.

(Continued)

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**DRAFT MOTION: 20180327\_7-I:**

I move to approve the FY19 System, Discipline, Delivery, and Vehicle Registration Fees as presented in Attachment I.

Challenge by Exam

The Challenge by Exam, formerly known as Exam for Credit, covers the costs of the College Level Examination Program (CLEP) exams. The cost is \$90.75 per exam. No increase is requested.

International Student Fee

The international student fee was restructured starting in FY13 to a per semester fee with the fee being waived for the summer semester. The semester fee helps to offset the costs of any international student orientation programs, the on-going compliance support related to the Student and Exchange Visitor Information System (SEVIS), and the continuing compliance required of U.S. universities from the time an international student enrolls until the time he/she either graduates, finishes post-graduation training, or terminates his/her academic program and returns home. The fee currently is set at \$100 per semester. No increase is being recommended.

Testing Fees

Testing costs are to be covered with tuition revenues unless the Board has approved a specific fee. Retest fees have been approved for the COMPASS and the Technology Literacy exams at \$18.00 per exam. Students will individually register for and pay the PRAXIS Principles of Learning & Teaching or the PRAXIS II Content test fees directly to Education Testing Services. There is no increase to the exam fee for the COMPASS or the Technology Retest.

USD contracts with HESI to administer the nursing assessment test for the Associate of Science and Bachelor of Science nursing candidates. The testing costs are paid directly by the student. SDSU contracts with Assessments Technology Institute. Since these are electronic assessments, SDSU purchases the student codes insuring the students receive the correct assessment each time. The two institutions note no increase to their fees for FY19.

**Discipline Fees**

South Dakota has traditionally assessed program fees to support incremental costs of instructional equipment and other operating costs, including salary enhancement, for the benefit of students enrolled in higher cost disciplines. Courses assessing the discipline fees must be approved by the Board.

DSU – Computer Science Discipline Fee

(Course prefixes: CSC, DAD, GAME, CIS, HIMS, INFA, INFS, and SCTC)

DSU requests an increase to the per-credit hour Computer Science Discipline Fee from \$45.30 to \$57.15 with inflation applied. This fee increase will impact 41% of the credit hours delivered on campus.

FY18 Rate	Inflation	Above Inflation	Proposed FY19 Rate	% Increase
\$45.30	\$0.80	\$11.05	\$57.15	26.2%

Projected Credit Hours or Student Base	11,886
Projected Revenue from Inflation	\$9,509.00
Projected Revenue Above Inflation	\$131,340.00
Total Projected Revenue for FY19	\$679,285.00
Projected Cost Increase Per Student per Semester	\$165.75

The fee increase will generate additional revenue to support the high cost program of computer science and related fields. The additional revenue will specifically go toward the cost of faculty and to the academic technology needed to support these programs.

SDSU – Exercise Science Discipline Fee

SDSU requests that the EXS prefix for the Health and Wellness discipline fee be set to \$20.60 due to the alignment with similar programs at USD. Certain PE prefix courses will migrate to the new EXS prefix.

NSU Exchange Program Fee

NSU's foreign exchange program agreements provide that the students pay mandatory fees and not tuition. NSU assesses an exchange program fee to the students on exchange attending at NSU. Because the exchange program is not balanced (students coming and going), assessing the exchange fee provides a mechanism to recoup some of the educational costs. Students also pay the general activity fee (GAF).

**Delivery Fees**

Universities may assess a program delivery fee to support the incremental costs of additional equipment, support staff, space or facilities, student services, business services or library and related services for all courses in a program offered in an off-campus location. For FY19, only inflation will be applied to delivery fees.

Nonresident Online Computer Science, Cyber Operations & Network and Security Administration Delivery Fee

DSU delivers high quality online computing programs including Computer Science, Cyber Operations, and Network Security Administration. Students enrolled in these programs are degree seeking and able to complete the program 100% online.

Currently the \$125.60 per credit fee is assessed on nonresident undergraduate online courses. DSU request that this fee now be assessed on the graduate nonresident online courses as well. With the expansion of the fee assessment, DSU requests that the fee be reduced to \$106.50. The overall impact is revenue neutral to the university. This fee will not be applied to active military to keep their per credit hour cost at \$250.

#### SDSU/USD Nursing

SDSU and USD uniformly assess the student costs for the off-campus nursing programs. All off-campus and internet delivered nursing courses are charged on-campus tuition because of the state funding received for the two programs. The nursing delivery fee is also the same for both programs and will be \$44.50 for FY19.

#### USD Masters of Social Work Delivery Fee

A delivery fee equivalent to the nursing delivery fee is assessed to deliver the Masters of Social Work program off campus.

#### USD Allied Health and School of Medicine Delivery Fee

A delivery fee equivalent to the nursing delivery fee is assessed to deliver Allied Health and School of Medicine programs off campus.

#### SDSU/USD Masters of Public Health

For FY19 the delivery fee for the Masters of Public Health will be \$140.60.

#### SDSU Medical Laboratory Science Delivery Fee

The semester fee for delivery of the Medical Laboratory Science program off campus will be \$1,078.05.

#### pMBA

USD delivers a hybrid professional MBA program offered face-to-face in Vermillion and in Sioux Falls with classes scheduled to meet the needs of working professionals. Students taking this hybrid program can take online, face-to-face, and hybrid classes. The delivery fee is assessed to those courses offered via distance and at the University Center.

#### Nonresident Online Masters in Engineering Delivery Fee

SDSM&T offers three specialized professional masters degrees – Mining Engineering and Management, Engineering Management, and Construction Management. While SDSM&T offers these programs in person on campus, the primary market is working professionals who are taking the programs by distance.

#### **Vehicle Registration**

Vehicle registration fees are assessed to all students and faculty that choose to park on the university properties. The fees are used to pay for acquiring, maintaining, and improving appropriate parking facilities and for associated administration costs.

DSU requests an additional \$8 increase to fund the installation of eighty-three additional parking spots to the north parking lot. The rate increase will raise an additional \$12,266.

SDSU is not asking for an increase in vehicle registration fees for FY19. The vehicle registration fees for the remaining four institutions have been inflated by CPI and rounded to the nearest dollar.

#### **IMPACT AND RECOMMENDATIONS**

The Legislature funded a 1.2% salary policy increase for state employees and no increase to the employer paid health care benefit. The Bureau of Finance and Management calculated the annual Consumer Price Index (CPI) for the last fiscal year at 1.8%. This inflationary increase to the fees presented herein is sufficient to cover the salary policy increase and the increase on operating expenses. Justification has been provided for those fees increasing above inflation.

#### **ATTACHMENTS:**

Attachment I – Proposed Fee Schedule for FY19.



**South Dakota Board of Regents**  
**Proposed FY19 System, Discipline, Delivery and Vehicle Registration Fees**

	Current Rate	\$ Increase	% Increase	FY19 Rate
<b>System Fees</b>				
Application Fee - Undergraduate	\$20.00			\$20.00
Application Fee - Graduate	\$35.00			\$35.00
Transcript	\$9.00			\$9.00
Challenge by Exam - Course	\$90.75			\$90.75
International Student Fee - Fall & Spring	\$100.00			\$100.00
Testing Fees				
COMPASS, Technology Re-test	\$18.00			\$18.00
SDSU Nursing Assessment - - Semester	\$214.00			\$214.00
USD Nursing Assessment (ASN)	\$228.00			\$228.00
USD Nursing Assessment (BSN)	\$185.50			\$185.50
NSU Exchange Program Fee - Per Credit Hour	\$111.00	\$2.00	1.80%	\$113.00
<b>Discipline Fees - Credit Hour</b> <i>(Unless Stated Otherwise)</i>				
<b>Black Hills State University</b>				
BHSU has an all-inclusive tuition structure				
<b>Dakota State University</b>				
Science/Technology/Engineering/Math				
Biology/Microbiology/Anatomy	\$20.15	\$0.35	1.74%	\$20.50
Chemistry	\$20.15	\$0.35	1.74%	\$20.50
Physics	\$20.15	\$0.35	1.74%	\$20.50
Computer Science	\$45.30	\$11.85	26.16%	\$57.15
Mathematics/Statistics	\$15.10	\$0.25	1.66%	\$15.35
Fine Arts	\$15.10	\$0.25	1.66%	\$15.35
Business				
Undergraduate	\$28.85	\$0.50	1.73%	\$29.35
Graduate	\$51.75	\$0.95	1.84%	\$52.70
Respiratory Care	\$50.35	\$0.90	1.79%	\$51.25
<b>Northern State University</b>				
Science/Technology/Engineering/Math				
Biology/Microbiology/Anatomy	\$20.15	\$0.35	1.74%	\$20.50
Chemistry	\$20.15	\$0.35	1.74%	\$20.50
Physics	\$20.15	\$0.35	1.74%	\$20.50
Computer Science	\$45.30	\$0.80	1.77%	\$46.10
Mathematics/Statistics	\$15.10	\$0.25	1.66%	\$15.35
Counselor Education	\$25.00	\$0.45	1.80%	\$25.45
Fine Arts	\$15.10	\$0.25	1.66%	\$15.35
Business				
Undergraduate	\$28.85	\$0.50	1.73%	\$29.35
Graduate	\$51.75	\$0.95	1.84%	\$52.70
E-Learning	\$20.15	\$0.35	1.74%	\$20.50

**South Dakota Board of Regents**  
**Proposed FY19 System, Discipline, Delivery and Vehicle Registration Fees**

	Current Rate	\$ Increase	% Increase	FY19 Rate
<b>Discipline Fees - Credit Hour</b> <i>(Unless Stated Otherwise)</i> Continued				
<b>South Dakota School of Mines &amp; Technology</b>				
Science/Technology/Engineering/Math				
Atmospheric & Environmental Science	\$80.55	\$1.45	1.80%	\$82.00
Biology/Microbiology/Anatomy	\$40.25	\$0.70	1.74%	\$40.95
Chemistry	\$80.55	\$1.45	1.80%	\$82.00
Geology/Nanoscience/Paleontology	\$80.55	\$1.45	1.80%	\$82.00
Physics	\$80.55	\$1.45	1.80%	\$82.00
Other Sciences	\$20.15	\$0.35	1.74%	\$20.50
Computer Science	\$67.00	\$1.20	1.79%	\$68.20
Engineering	\$80.55	\$1.45	1.80%	\$82.00
Mathematics/Statistics	\$40.25	\$0.70	1.74%	\$40.95
Fine Arts	\$15.10	\$0.25	1.66%	\$15.35
<b>South Dakota State University</b>				
Science/Technology/Engineering/Math				
Biology/Microbiology/Anatomy	\$40.25	\$0.70	1.74%	\$40.95
Chemistry	\$40.25	\$0.70	1.74%	\$40.95
Physics	\$80.55	\$1.45	1.80%	\$82.00
Other Sciences	\$20.15	\$0.35	1.74%	\$20.50
Computer Science	\$67.00	\$1.20	1.79%	\$68.20
Engineering	\$80.55	\$1.45	1.80%	\$82.00
Mathematics/Statistics	\$40.25	\$0.70	1.74%	\$40.95
Allied Health				
Undergraduate	\$98.35	\$1.75	1.78%	\$100.10
Graduate	\$216.15	\$3.90	1.80%	\$220.05
Counselor HR Development	\$25.00	\$0.45	1.80%	\$25.45
Health and Wellness	\$20.25	\$0.35	1.73%	\$20.60
Fine Arts	\$20.25	\$0.35	1.73%	\$20.60
Business				
Undergraduate	\$28.85	\$0.50	1.73%	\$29.35
Graduate	\$51.75	\$0.95	1.84%	\$52.70
Architecture	\$443.85	\$8.00	1.80%	\$451.85
Animal Science	\$61.35	\$1.10	1.79%	\$62.45
Aviation Education	\$40.00	\$0.70	1.75%	\$40.70
Dairy Science/Food Science	\$78.35	\$1.40	1.79%	\$79.75
Dietetics Internship - Per Semester	\$4,530.15	\$81.55	1.80%	\$4,611.70
Medical Laboratory Science - Per Semester	\$1,698.00	\$30.55	1.80%	\$1,728.55
Neonatal Care - Annual	\$7,576.40	\$136.40	1.80%	\$7,712.80
Nutrition	\$28.20	\$0.50	1.77%	\$28.70
Interior Design /Landscape Design	\$28.20	\$0.50	1.77%	\$28.70
Pharmacy	\$198.95	\$3.60	1.81%	\$202.55
Pharmacy - Semester	\$3,352.00	\$68.90	2.06%	\$3,420.90
Range Science	\$44.65	\$0.80	1.79%	\$45.45
Veterinary Science	\$61.35	\$1.10	1.79%	\$62.45

**South Dakota Board of Regents**  
**Proposed FY19 System, Discipline, Delivery and Vehicle Registration Fees**

	Current Rate	\$ Increase	% Increase	FY19 Rate
<b>Discipline Fees - Credit Hour</b> <i>(Unless Stated Otherwise)</i> Continued				
<b>University of South Dakota</b>				
Science/Technology/Engineering/Math				
Biology/Microbiology/Anatomy	\$40.25	\$0.70	1.74%	\$40.95
Biochemistry/Biomedical Engineering/Physiology/Sustainability	\$40.25	\$0.70	1.74%	\$40.95
Chemistry	\$40.25	\$0.70	1.74%	\$40.95
Physics	\$80.55	\$1.45	1.80%	\$82.00
Other Sciences	\$20.15	\$0.35	1.74%	\$20.50
Computer Science	\$67.00	\$1.20	1.79%	\$68.20
Mathematics/Statistics	\$40.25	\$0.70	1.74%	\$40.95
Allied Health				
Undergraduate	\$98.35	\$1.75	1.78%	\$100.10
Graduate	\$98.35	\$1.75	1.78%	\$100.10
Counselor Education/ Counselor HR Development	\$25.00	\$0.45	1.80%	\$25.45
Health and Wellness	\$20.25	\$0.35	1.73%	\$20.60
Fine Arts	\$20.25	\$0.35	1.73%	\$20.60
Business				
Undergraduate	\$28.85	\$0.50	1.73%	\$29.35
Graduate	\$51.75	\$0.95	1.84%	\$52.70
Medical Laboratory Science - Per Semester	\$1,537.50	\$27.70	1.80%	\$1,565.20
Communication Disorders	\$102.85	\$1.85	1.80%	\$104.70
Law - Per Semester	\$1,562.00	\$28.00	1.79%	\$1,590.00
<b>Delivery Fees</b>				
<b>South Dakota State University, University of South Dakota</b>				
Nursing - Credit Hour	\$43.70	\$0.80	1.83%	\$44.50
Allied Health Off-Campus - Credit Hour	\$43.70	\$0.80	1.83%	\$44.50
School of Medicine Off-Campus - Credit Hour	\$43.70	\$0.80	1.83%	\$44.50
Medical Laboratory Science - Semester	\$1,059.00	\$19.05	1.80%	\$1,078.05
Masters of Social Work - Credit Hour	\$43.70	\$0.80	1.83%	\$44.50
Masters of Public Health - Credit Hour	\$138.10	\$2.50	1.81%	\$140.60
pMBA (Sioux Falls) - Credit Hour	\$366.70	\$6.60	1.80%	\$373.30
<b>Dakota State University</b>				
Non-Resident Online Computer Science, Cyber Operations, & Network and Security Administration	\$125.60	-\$19.10	-15.21%	\$106.50
<b>South Dakota School of Mines &amp; Technology</b>				
Non-Resident Online Masters in Engineering	\$169.90	\$3.05	1.80%	\$172.95
<b>Professional Education Majors</b>				
<b>Black Hills State University, Dakota State University, Northern State University, South Dakota State University, University of South Dakota</b>				
Soph/Junior Field Experience - Semester	\$170.00	\$0.00		\$170.00
Senior Field Experience - Semester	\$340.00	\$0.00		\$340.00
Master's Level Internship - One Time	\$170.00	\$0.00		\$170.00
<b>University of South Dakota</b>				
Specialist Level Intern - One Time	\$345.00	\$0.00		\$345.00
Doctoral Level Intern - One Time	\$517.00	\$0.00		\$517.00

**South Dakota Board of Regents**  
**Proposed FY19 System, Discipline, Delivery and Vehicle Registration Fees**

	Current Rate	\$ Increase	% Increase	FY19 Rate
<b>Vehicle Registration Fees</b>				
<b>Black Hills State University</b>				
Automobile - Annual	\$90.00	\$2.00	2.22%	\$92.00
Automobile - Annual - University Center	\$32.00	\$1.00	3.13%	\$33.00
Motorcycle - Annual	\$10.00	\$1.00	10.00%	\$11.00
<b>Dakota State University</b>				
Automobile - Annual	\$62.00	\$10.00	16.13%	\$72.00
<b>Northern State University</b>				
Automobile - Annual	\$71.00	\$2.00	2.82%	\$73.00
<b>South Dakota School of Mines and Technology</b>				
Automobile - Annual Primary Vehicle	\$119.00	\$3.00	2.52%	\$122.00
Automobile - Annual Secondary Vehicle	\$16.00	\$1.00	6.25%	\$17.00
Motorcycle - Annual Primary Vehicle	\$36.00	\$1.00	2.78%	\$37.00
Motorcycle - Annual Secondary Vehicle	\$16.00	\$1.00	6.25%	\$17.00
Commuter - Annual	\$119.00	\$3.00	2.52%	\$122.00
Rocker & Place Lots - Annual	\$174.00	\$4.00	2.30%	\$178.00
<b>South Dakota State University</b>				
Resident - Academic Year	\$153.00	\$0.00		\$153.00
Reserved - Academic Year	\$285.00	\$0.00		\$285.00
Commuter - Academic Year	\$153.00	\$0.00		\$153.00
Commuter - Summer	\$34.00	\$0.00		\$34.00
Remote - Paved - Academic Year	\$69.00	\$0.00		\$69.00
Remote - Gravel - Academic Year	\$5.00	\$0.00		\$5.00
Motorcycle - Annual	\$34.00	\$0.00		\$34.00
Gated - Per Hour	\$2.00	\$0.00		\$2.00
<b>University of South Dakota</b>				
Automobile - Annual	\$159.00	\$3.00	1.89%	\$162.00
Automobile - Annual - University Center	\$31.00	\$1.00	3.23%	\$32.00
Motorcycle - Annual	\$44.00	\$1.00	2.27%	\$45.00
Reserved - Annual	\$268.00	\$5.00	1.87%	\$273.00
Remote - Annual	\$75.00	\$2.00	2.67%	\$77.00

**SOUTH DAKOTA BOARD OF REGENTS**

**Budget and Finance**

**REVISED  
AGENDA ITEM: 7 – J  
DATE: March 27-29, 2018**

\*\*\*\*\*

**SUBJECT:**

**FY19 Off-Campus Tuition Rates**

**CONTROLLING STATUTE, RULE, OR POLICY**

[SDCL 13-53-6 Tuition Rates and Fees](#)

[SDCL 13-51-1.2 Tuition Rates at Off-Campus Locations](#)

[BOR Policy 5:5 Tuition and Fees: General Procedures](#)

[BOR Policy 5:5:2 Off-Campus Tuition](#)

**BACKGROUND/DISCUSSION**

Off-Campus Tuition

All courses delivered off campus, including those at the University Centers and electronically delivered courses, are offered at the Board approved off-campus tuition rates. Remedial courses, though offered on campus, are also charged the off-campus tuition rate. The off-campus tuition rate includes a HEFF component of 11.5%. All off-campus tuition rates are charged per credit hour. A complete listing of off-campus tuition rates with the proposed increases for FY19 can be found in Attachment I.

Technical Institutes

The Board of Regents has established tuition rates for students that take general education courses at the technical institutes. The technical institute rates are set equal to the highest tuition and mandatory fee cost at our comprehensive universities.

Great Plains Interactive Distance Education Alliance (IDEA)

The Great Plains Interactive Distance Education Alliance (IDEA) is a consortium of eleven predominantly land grant institutions across the Great Plains. The mission of the alliance is to promote distance education master's degrees in the human sciences. The IDEA tuition rates are determined by the GPIDEA consortium to which SDSU belongs. The rates for FY19 have not yet been determined.

(Continued)

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**DRAFT MOTION: 20180327\_7-J:**

I move to approve the FY19 Off-Campus Tuition Rates as presented in Attachment I.

Externally Supported Tuition

The externally supported tuition rate, as authorized by Board Policy 5:5.3 (1.E), Special Course Types, is currently set at \$40.00 per credit hour. The Externally Supported Tuition Rate will remain at \$40.00 for FY19 to compete with other non-regental providers.

Dual Credit Courses

The Governor's initiative to increase the number of qualified public high school students participating in dual credit courses offered in person or at the University Centers and Technical Institutes continues to assist students with the cost of tuition while still attending high school. The FY19 Dual Credit Rate will remain at \$145 per credit. The students will pay \$48.33 per credit hour and the state will provide \$96.67.

**IMPACT AND RECOMMENDATIONS**

The proposed rate increase for off-campus tuition is commensurate with the 1.5% increase for on-campus tuition at the comprehensive universities. The increase is sufficient to cover salary policy and inflation on operating expenses.

**ATTACHMENTS:**

Attachment I – Proposed FY19 Off-Campus Tuition Rates

**South Dakota Board of Regents  
Proposed FY19 Off-Campus Tuition**

		Current Rate	\$ Increase	% Increase	FY19 Rate
Undergraduate		\$335.00	\$5.05	1.5%	\$340.05
Undergraduate State Employee at Centers	BHSU	\$209.75	\$3.15	1.5%	\$212.90
	DSU, NSU	\$215.15	\$3.25	1.5%	\$218.40
	SDSM&T	\$212.00	\$3.20	1.5%	\$215.20
	SDSU, USD	\$215.15	\$0.75	0.3%	\$215.90
Undergraduate Teacher Certification at Centers & Internet	BHSU	\$209.75	\$3.15	1.5%	\$212.90
	DSU, NSU	\$215.15	\$3.25	1.5%	\$218.40
	SDSM&T	\$212.00	\$3.20	1.5%	\$215.20
	SDSU, USD	\$215.15	\$0.75	0.3%	\$215.90
UC-SF Associates Degree Program (Lower Division)		\$271.35	\$4.05	1.5%	\$275.40
National Guard and Active Duty Military Personnel at Centers		\$250.00	\$0.00	0.0%	\$250.00
Graduate		\$444.25	\$6.65	1.5%	\$450.90
Graduate State Employee at Centers	BHSU	\$282.55	\$4.25	1.5%	\$286.80
	DSU, NSU	\$286.90	\$4.30	1.5%	\$291.20
	SDSM&T	\$284.20	\$4.25	1.5%	\$288.45
	SDSU, USD	\$286.90	\$1.00	0.3%	\$287.90
Graduate Teacher Certification at Centers & Internet	BHSU	\$282.55	\$4.25	1.5%	\$286.80
	DSU, NSU	\$286.90	\$4.30	1.5%	\$291.20
	SDSM&T	\$284.20	\$4.25	1.5%	\$288.45
	SDSU, USD	\$286.90	\$1.00	0.3%	\$287.90
Graduate Assistant at Centers & Internet	BHSU	\$296.35	\$4.45	1.5%	\$300.80
Technical Institute - Resident Undergraduate		\$278.70	\$4.30	1.5%	\$283.00
Technical Institute - Nonresident Undergraduate		\$376.35	\$5.75	1.5%	\$382.10
Great Plains IDEA (Undergraduate)		\$405.00	(not available)		\$405.00
Great Plains IDEA (Graduate)		\$565.00	(not available)		\$565.00
Externally-Supported		\$40.00			\$40.00
Dual Credit Courses <sup>(1)</sup>		\$145.00			\$145.00

*Offered to qualified public high school students participating in dual credit courses taken in person or at the University Centers. \$96.67 of the rate is provided by the SD Department of Education and applied towards the student's account.*

**SOUTH DAKOTA BOARD OF REGENTS**

**Budget and Finance**

**AGENDA ITEM: 7 – K**

**DATE: March 27-29, 2018**

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**SUBJECT**

**FY19 Housing and Food Service Rates**

**CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 5:5:4 – Tuition and Fees: Fees](#)

**BACKGROUND / DISCUSSION**

**Residence Hall Rates**

The residence hall rates are charged on a per semester basis to fund the ongoing operations of the residence halls as well as major repairs, renovations, and debt service. The proposed increase for FY19 is the Consumer Price Index (CPI) of 1.8% which will provide the necessary funds needed to cover inflation on operating expenses (OE). Attachment I provides the recommended rates for FY19. New rates and increases above inflation are highlighted below.

Northern State University

NSU new residence halls will be coming on-line for FY19. Great Plains East and Great Plains West are designed in a pod or suite style, along with some traditional rooms. Both designs foster community growth and learning/living environments for the students.

NSU New Residence Halls

Great Plains East - Double Occupancy	\$2,300.00
Great Plains East – Single Occupancy	\$2,800.00
Great Plains West - 4 Bedroom Suite (1 occupant per bedroom)	\$2,950.00
Great Plains West - 4 Person Suite (2 occupants per bedroom)	\$2,800.00
Great Plains West - 2 Person Semi-Suite (1 occupant per bedroom)	\$2,900.00
Great Plains West - 4 Person Semi-Suite (2 occupants per bedroom)	\$2,575.00

South Dakota School of Mines and Technology

SDSM&T requested a 4.13% to 4.97% increase in the single rates for their traditional halls. This adjustment brings their single rate more in-line with other universities.

(Continued)

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**DRAFT MOTION 20180327\_7-K:**

I move approval of the FY19 Housing and Food Service Plan rates as presented in Attachments I & II.



## SDSM&amp;T Traditional Halls

	<u>FY18 Rate</u>	<u>\$ Increase</u>	<u>% Increase</u>	<u>Proposed FY19 Rate</u>
Single Occupancy	\$2,141.00	\$88.40	4.13%	\$2,229.40

South Dakota State University

At the October 2017 meeting, the Board approved SDSU's 2% maintenance and repair plan which would move housing rates to 1.5% above inflation for FY19 and FY20. To meet the M&R needs, SDSU's rates are scheduled to increase 3.3% for FY19. The projected revenue increase above inflation is \$264,057.

SDSU purchased the Skyline/Huggins apartments as part of the Auxiliary System. The rates for the two and three bedroom apartments have been added to the schedule.

## SDSU Skyline/Huggins Apartments

	<u>FY18 Rate</u>	<u>\$ Increase</u>	<u>% Increase</u>	<u>Proposed FY19 Rate</u>
2/3Bedroom Apt.	\$415.00	\$13.70	3.30%	\$428.70

University of South Dakota

USD is requesting a new resident hall rate for a 2-Bedroom apartment in McFadden Hall. Renovations are taking place in the summer of 2018 which involve turning the current office in McFadden into the Residence Hall Director (RHD) apartment and moving the office to the study room. Doing so will result in the current RHD apartment to be a "rentable" 2-Bedroom unit. Currently McFadden Hall consists of 25 4-Bedroom units with an occupancy of 100 and this addition will increase the occupancy to 102 units. Keeping with the current residence hall rate structure for Coyote Village, this will provide the same percentage price differential between a 2-Bedroom and 4-Bedroom apartment.

**Food Service Plans**

Food Service rates are charged on a per semester basis to cover the costs of administering the food service plans on the university campus through contracted food service providers. There are numerous food service plans available to students.

In FY06, the Board approved the guidelines of applying the "Meals Away From Home" CPI, used by the food service industry, when determining the rate increase for food service plans. The 2.85% CPI has been applied to all meal plan rates.

Freshman students are required to carry specific plans at some of the schools. The institutions have identified the minimum level meal plan all freshmen living on campus must purchase their first semester.

## FY19 Housing and Food Service Rates

March 27-29, 2018

Page 3 of 3

	FY18 Required Plans		FY19 Required Plans	
BHSU	Yellow Jacket	\$1,676.35	Yellow Jacket	\$1,724.15
DSU	Dakota 145	\$1,531.00	Dakota 145	\$1,574.65
NSU	Wolf 150	\$1,825.35	Wolf 150	\$1,877.35
SDSM&T	Hardrock 125	\$1,672.80	Hardrock 125	\$1,719.05
SDSU	100 Block	\$1,678.35	100 Block	\$1,618.60
USD	Yote Pack 70	\$1,779.00	Yote Pack 70	\$1,829.75

Attachment II provides the recommended food service plan rates for FY19. New rates and increases above inflation are highlighted below.

### Northern State University

NSU requests approval for additional plans to better serve and meet the dining needs and desires of students.

	Number of Meals per Semester	Flex Dollars per Plan	Semester Cost
Wolf Unlimited	Unlimited	\$250.00	\$2,161.75
Wolf 170	170	\$400.00	\$1,877.35
Wolf 115	115	\$600.00	\$1,590.40
Wolf 85	85	\$720.00	\$1,460.45
Commuter Maroon	35	\$120.00	\$397.10

### SDSM&T

In order to keep costs for meal plans as affordable as possible, SDSM&T requests no increase in the Rocker Square Flex rates for FY19. This plan is 100% flex dollars and is only available for Rocker Square apartment residents.

### South Dakota State University

SDSU has submitted a request to add a summer flex plan. Due to the staggered start and end times of many summer courses and the Summer Bridge program which brings selected students to campus a month before the beginning of fall semester, students and families have requested the availability of a summer meal plan that would roll over into fall and allow students more flexibility where they purchase food. The rate indicated is computed for the 27-day Summer Bridge program and provides approximately \$14/day for meal purchases. The proposed summer flex program is an improvement for students because it represents a cost savings over ala carte purchases and the “carry forward” feature of a meal plan allows students to expend any unused funds in fall semester.

## **IMPACT AND RECOMMENDATIONS**

The proposed housing and food service rates for FY19 allow the universities to address an inflationary increase on operating expenses, to fund the salary increase, to meet M&R needs, and to cover the required debt service.

## **ATTACHMENTS**

Attachment I – FY19 Proposed Housing Rates

Attachment II – FY19 Proposed Food Service Rates

**FY19 Proposed Housing Rates**

	<b>FY18 Rate</b>	<b>\$ Incr</b>	<b>% Incr</b>	<b>FY19 Rate</b>
<b><u>BHSU</u></b>				
Traditional Halls (Heidepreim, Thomas, Humbert, and Wenona Cook)				
Single Occupancy	\$2,264.40	\$40.80	1.80%	\$2,305.20
Double Occupancy	\$1,733.85	\$31.20	1.80%	\$1,765.05
Double Room - Single Occupancy	\$2,534.85	\$45.60	1.80%	\$2,580.45
Yellow Jacket Apartments				
Apartment - Single Occupancy	\$2,940.95	\$52.90	1.80%	\$2,993.85
Apartment - Double Occupancy	\$2,245.70	\$40.40	1.80%	\$2,286.10
Apartment- Suite Double - Single Occupancy	\$3,296.80	\$59.30	1.80%	\$3,356.10
Family 2BD/Month	\$748.40	\$13.50	1.80%	\$761.90
Crow Peak				
Single (Bordeaux Hall)	\$3,508.30	\$63.10	1.80%	\$3,571.40
Double Occupancy (Bordeaux Hall)	\$2,476.50	\$44.60	1.80%	\$2,521.10
Summer				
Summer Double Occupancy- Week	\$112.25	\$2.00	1.78%	\$114.25
Summer Single Occupancy - Week	\$167.65	\$3.00	1.79%	\$170.65
<b><u>DSU</u></b>				
Traditional Halls (Emry, Higbie, Richardson, and Zimmerman)				
Single Occupancy	\$2,289.80	\$41.20	1.80%	\$2,331.00
Double Occupancy	\$1,828.75	\$32.90	1.80%	\$1,861.65
Triple Occupancy	\$1,518.40	\$27.30	1.80%	\$1,545.70
University Apartments				
University Apartments Single Occupancy	\$2,500.00	\$45.00		\$2,545.00
University Apartments Double Occupancy	\$2,212.55	\$39.80	1.80%	\$2,252.35
Summer				
Summer Double Occupancy- Week	\$80.60	\$1.50	1.86%	\$82.10
Summer Single Occupancy - Week	\$99.00	\$1.80	1.82%	\$100.80
Courtyard				
Courtyard Single Occupancy	\$2,389.80	\$43.00	1.80%	\$2,432.80
Courtyard Double Occupancy	\$1,928.75	\$34.70	1.80%	\$1,963.45
Courtyard Single Suite Occupancy	\$2,425.00	\$43.70	1.80%	\$2,468.70
Courtyard Double Suite Occupancy	\$2,150.00	\$38.70	1.80%	\$2,188.70

**FY19 Proposed Housing Rates**

	<b>FY18 Rate</b>	<b>\$ Incr</b>	<b>% Incr</b>	<b>FY19 Rate</b>
<b><u>NSU</u></b>				
Traditional Halls (Briscoe and McArthur-Welsh Halls)				
Single Occupancy	\$2,315.25	\$41.70	1.80%	\$2,356.95
Double Occupancy	\$1,820.10	\$32.80	1.80%	\$1,852.90
Suites				
Wolves Memorial 2 Person Suite	\$2,950.00	\$53.10	1.80%	\$3,003.10
Wolves Memorial 4 Person Suite	\$2,850.00	\$51.30	1.80%	\$2,901.30
Wolves Memorial 4 Person Semi-Suite	\$2,550.00	\$45.90	1.80%	\$2,595.90
Great Plains East - Double Occupancy - New				\$2,300.00
Great Plains East - Singles - New				\$2,800.00
Great Plains West - 4 Bedroom Suite ( 1 occupant per bedroom) - New				\$2,950.00
Great Plains West - 4 Person Suite ( 2 occupants per bedroom) - New				\$2,800.00
Great Plains West - 2 Person Semi-Suite (1 occupant per bedroom) - New				\$2,900.00
Great Plains West - 4 Person Semi-Suite (2 occupants per bedroom) - New				\$2,575.00
Kramer Hall and Steele Hall - Single Occupancy	\$3,095.05	\$4.95	0.16%	\$3,100.00
Kramer Hall and Steele Hall - Double Occupancy	\$2,445.65	\$44.00	1.80%	\$2,489.65
Kramer Hall and Steele Hall - Semi Suite - Double Occpncy	\$2,328.80	\$41.90	1.80%	\$2,370.70
Summer				
Summer Double Occupancy- Week	\$103.30	\$1.90	1.84%	\$105.20
Summer Single Occupancy - Week	\$115.15	\$2.10	1.82%	\$117.25
Summer Double Occupancy - Suite - Week	\$138.90	\$2.50	1.80%	\$141.40
Summer Single Occupancy - Suite - Week	\$158.10	\$2.80	1.77%	\$160.90
<b><u>SDSM&amp;T</u></b>				
Traditional Halls (Peterson, Palmerton, Connolly)				
Single	\$2,141.00	\$88.40	4.13%	\$2,229.40
Double Occupancy	\$1,833.00	\$33.00	1.80%	\$1,866.00
Triple Occupancy	\$1,833.00	\$33.00	1.80%	\$1,866.00
Quad	\$2,050.00	\$36.90	1.80%	\$2,086.90
Deluxe/Study Quad	\$2,200.00	\$39.60	1.80%	\$2,239.60
Connolly Upperclassmen & Graduate - Single Occupancy	\$2,439.05	\$43.90	1.80%	\$2,482.95
Placer Hall Single	\$2,718.10	\$48.90	1.80%	\$2,767.00
Placer Hall Double	\$2,365.70	\$42.60	1.80%	\$2,408.30
Rocker Square Apartments				
Rocker Square II Apartment Single - Semester	\$2,833.90	\$51.00	1.80%	\$2,884.90
Rocker Square I Apartment - Semester	\$2,938.60	\$52.90	1.80%	\$2,991.50
Summer				
Summer Double Occupancy- Week-New Location	\$138.00	\$2.50	1.81%	\$140.50
Summer Single Occupancy - Week-New Location	\$160.00	\$2.90	1.81%	\$162.90

**FY19 Proposed Housing Rates**

	<b>FY18 Rate</b>	<b>\$ Incr</b>	<b>% Incr</b>	<b>FY19 Rate</b>
<b><u>SDSU</u></b>				
Traditional Halls				
Single - Tier One (Hansen, Waneta)	\$2,422.65	\$79.90	3.30%	\$2,502.55
Single - Tier One (Brown)	\$2,786.10	\$91.90	3.30%	\$2,878.00
Single - Tier Two (Binnewies, Pierson, Young)	\$2,474.85	\$81.70	3.30%	\$2,556.55
Single - Tier Three (Mathews)	\$2,646.15	\$87.30	3.30%	\$2,733.45
Single - Tier Four (Caldwell, Jackrabbit Village [Spencer, Thorne, Abbott])	\$3,269.80	\$107.90	3.30%	\$3,377.70
Single - Tier Five (Jackrabbit Grove [Ben Reifel, Hyde, Honors, Schultz])	\$3,239.05	\$106.90	3.30%	\$3,345.95
Designed Single - Tier Four (Jackrabbit Village)	\$2,816.10	\$92.90	3.30%	\$2,909.00
Double (Hansen, Waneta)	\$1,684.10	\$55.60	3.30%	\$1,739.70
Double (Brown)	\$2,214.70	\$73.10	3.30%	\$2,287.80
Double (Binnewies, Pierson, Young)	\$1,854.65	\$61.20	3.30%	\$1,915.85
Double (Mathews)	\$1,983.10	\$65.40	3.30%	\$2,048.50
Double (Caldwell, Jackrabbit Village [Spencer, Thorne, Abbott])	\$2,616.00	\$86.30	3.30%	\$2,702.30
Double (Jackrabbit Grove [Ben Reifel, Hyde, Honors, Schultz])	\$2,742.00	\$90.50	3.30%	\$2,832.50
University Apartments				
Meadows North & Meadows South	\$2,616.00	\$86.30	3.30%	\$2,702.30
State Court - Month	\$352.00	\$11.60	3.30%	\$363.60
Family 1BD/Month	\$466.45	\$15.40	3.30%	\$481.85
Family 2BD/Month	\$555.70	\$18.30	3.29%	\$574.00
Skylight/Huggins 2&3BD/Month	\$415.00	\$13.70	3.30%	\$428.70
Summer				
Summer Double Occupancy- Week	\$69.50	\$2.30	3.31%	\$71.80
Summer Single Occupancy - Week	\$93.15	\$3.10	3.33%	\$96.25
Summer Apartment - Week	\$137.95	\$4.60	3.33%	\$142.55

**USD**

Traditional Halls				
Single Occupancy - (Norton, Burgess, Beede, Mickelson, Richardson, Olson)	\$2,504.05	\$45.10	1.80%	\$2,549.15
Double Occupancy (Norton, Burgess, Beede, Mickelson, Richardson, Olson)	\$2,056.75	\$37.00	1.80%	\$2,093.75
Triple Occupancy - (Norton, Burgess, Beede, Mickelson, Richardson, Olson)	\$1,764.55	\$31.80	1.80%	\$1,796.35
Double Room - Single Occupancy (Brookman)	\$2,540.10	\$45.70	1.80%	\$2,585.80
Double Room - Single Occupancy (Norton, Burgess, Beede, Mickelson, Richardson, Olson)	\$2,673.95	\$48.10	1.80%	\$2,722.05
Triple Room - Double Occupancy (Norton, Burgess, Beede, Mickelson, Richardson, Olson)	\$2,293.95	\$41.30	1.80%	\$2,335.25

**FY19 Proposed Housing Rates**

	<b>FY18 Rate</b>	<b>\$ Incr</b>	<b>% Incr</b>	<b>FY19 Rate</b>
<b><u>USD Continued</u></b>				
University Apartments				
McFadden Apartment 2BD - New				\$3,739.25
McFadden Apartment 4BD	\$3,042.25	\$54.80	1.80%	\$3,097.05
Coyote Village Apartment 2BD	\$3,810.95	\$68.60	1.80%	\$3,879.55
Coyote Village Apartment 4BD	\$3,156.45	\$56.80	1.80%	\$3,213.25
Suites				
Single Suite 2BD - (Coyote Village Super Suite)	\$3,579.15	\$64.40	1.80%	\$3,643.55
Single Suite 4BD (Coyote Village Super Suite)	\$2,982.85	\$53.70	1.80%	\$3,036.55
Summer				
Summer Double Occupancy- Week	\$108.25	\$1.90	1.76%	\$110.15
Summer Single Occupancy - Week	\$131.45	\$2.40	1.83%	\$133.85
Summer - Single (Norton, Burgess, Brookman, Beede, Mickelson, Richardson, Olson)	\$1,262.55	\$22.70	1.80%	\$1,285.25
Summer - Coyote Village Super Suite 2BD	\$715.85	\$12.90	1.80%	\$728.75
Summer - Coyote Village Super Suite 4BD	\$596.60	\$10.70	1.79%	\$607.30
Summer - Coyote Village Apartment 2BD	\$762.30	\$13.70	1.80%	\$776.00
Summer - Coyote Village Apartment 4BD	\$631.25	\$11.40	1.81%	\$642.65

**FY19 Proposed Food Service Rates**

	FY18 Rate	FY18 Facility Fee	FY18 Total	\$ Increase	% Increase	FY19 Plan Rate
<b>BHSU</b>						
Yellow Jacket	\$1,463.40	\$212.95	\$1,676.35	\$47.80	2.85%	\$1,724.15
Swarm 180	\$1,661.90	\$212.95	\$1,874.85	\$53.45	2.85%	\$1,928.30
Suite Deal	\$796.85	\$109.90	\$906.75	\$25.85	2.85%	\$932.60
20 Block	\$172.95	\$0.00	\$172.95	\$4.95	2.86%	\$177.90
40 Block	\$302.25	\$0.00	\$302.25	\$8.60	2.85%	\$310.85
<b>DSU</b>						
Big Blue	\$1,881.40	\$0.00	\$1,881.40	\$53.60	2.85%	\$1,935.00
Trojan Basic	\$1,328.50	\$0.00	\$1,328.50	\$37.85	2.85%	\$1,366.35
Dakota 225	\$1,800.00	\$0.00	\$1,800.00	\$51.30	2.85%	\$1,851.30
Dakota 145	\$1,531.00	\$0.00	\$1,531.00	\$43.65	2.85%	\$1,574.65
Trojan Upper Class	\$975.00	\$0.00	\$975.00	\$27.80	2.85%	\$1,002.80
Little Blue - Apartment	\$350.00	\$0.00	\$350.00	\$10.00	2.86%	\$360.00
<b>NSU</b>						
Wolf Unlimited	\$2,101.85	\$0.00	\$2,101.85	\$59.90	2.85%	\$2,161.75
Wolf 170	\$1,825.35	\$0.00	\$1,825.35	\$52.00	2.85%	\$1,877.35
Wolf 115	\$1,546.35	\$0.00	\$1,546.35	\$44.05	2.85%	\$1,590.40
Wolf 85	\$1,420.00	\$0.00	\$1,420.00	\$40.45	2.85%	\$1,460.45
Commuter Maroon	\$386.10	\$0.00	\$386.10	\$11.00	2.85%	\$397.10
Commuter Gold	\$386.10	\$0.00	\$386.10	\$11.00	2.85%	\$397.10
Wolf All Flex	\$1,420.00	\$0.00	\$1,420.00	\$40.45	2.85%	\$1,460.45
<b>SDSM&amp;T</b>						
Gold Rush	\$1,837.30	\$50.90	\$1,888.20	\$53.80	2.85%	\$1,942.00
Hardrocker 160	\$1,626.35	\$45.05	\$1,671.40	\$47.65	2.85%	\$1,719.05
Hardrocker 125	\$1,626.35	\$45.05	\$1,671.40	\$47.65	2.85%	\$1,719.05
Hardrocker 75	\$939.20	\$26.05	\$965.25	\$27.50	2.85%	\$992.75
Hardrocker Flex	\$1,057.80	\$30.75	\$1,088.55	\$31.05	2.85%	\$1,119.60
Rocker Square Flex	\$512.75	\$15.40	\$528.15	\$0.00	0.00%	\$528.15
50/50	\$432.95	\$12.00	\$444.95	\$12.70	2.85%	\$457.65
25/25	\$222.05	\$6.15	\$228.20	\$6.55	2.87%	\$234.75
<b>SDSU</b>						
Premier	\$1,888.85	\$143.30	\$2,032.15	\$16.15	0.79%	\$2,048.30
100 Block	\$1,473.95	\$143.30	\$1,617.25	\$4.30	0.27%	\$1,621.55
50 Block	\$1,473.95	\$143.30	\$1,617.25	\$4.30	0.27%	\$1,621.55
Silver Flex	\$1,473.95	\$143.30	\$1,617.25	\$4.30	0.27%	\$1,621.55
Bronze Flex	\$1,267.45	\$143.30	\$1,410.75	-\$1.60	-0.11%	\$1,409.15
West Flex	\$737.05	\$143.30	\$880.35	-\$16.70	-1.90%	\$863.65
Summer Flex - New Plan						\$400.95
<b>USD</b>						
Yote Pack 55	\$1,483.20	\$93.70	\$1,576.90	\$44.95	2.85%	\$1,621.85
Yote Pack 70	\$1,685.30	\$93.70	\$1,779.00	\$50.75	2.85%	\$1,829.75
Yote Pack 120	\$1,603.70	\$93.70	\$1,697.40	\$48.40	2.85%	\$1,745.80
Coyote 10	\$1,483.15	\$93.70	\$1,576.85	\$44.95	2.85%	\$1,621.80
Coyote 17	\$1,864.80	\$93.70	\$1,958.50	\$55.85	2.85%	\$2,014.35
Paw Pleaser (Flex A)	\$1,483.25	\$93.70	\$1,576.95	\$44.95	2.85%	\$1,621.90
Paw Pride (Flex B)	\$821.05	\$51.80	\$872.85	\$24.90	2.85%	\$897.75
Paw Print (Flex C)	\$409.85	\$26.20	\$436.05	\$12.45	2.86%	\$448.50

**SOUTH DAKOTA BOARD OF REGENTS**

**Budget and Finance**

**AGENDA ITEM: 7 – L**  
**DATE: March 27-29, 2018**

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**SUBJECT:**

**FY19 Special Schools Nonresident Tuition**

**CONTROLLING STATUTE, RULE, OR POLICY**

[SDCL 13-53-6](#)

[BOR Policy 5:5 Tuition and Fees: General Procedures](#)

[BOR Policy 5:5:4 Tuition and Fees: Fees](#)

**BACKGROUND/DISCUSSION**

Nonresident Tuition

The South Dakota School for the Blind and Visually Impaired (SDSB&VI) annually reviews its instructional and residential costs to determine an appropriate tuition rate for nonresident students who may attend the school. The residential costs are based on annual food service, residential, and nursing costs for each resident student. The instructional costs are based on annual superintendent, principal, business office, instruction, library, and physical plant costs for all students.

The South Dakota School for the Deaf (SDSD) has only day students currently participating in the Harrisburg School District program. The contract expires at the end of the 2018 school year.

The current tuition rate at SDSB&VI is \$35,789 for instructional costs and \$14,466 for residential care. This rate is reflective of the current costs for these areas. An inflationary increase is applied.

**Special Schools Tuition and Residential Rates**

	FY18 Rate	\$ Increase	% Increase	Proposed FY19 Rate
Instructional	\$35,789.00	\$644.00	1.80%	\$36,433.00
Residence	<u>\$14,466.00</u>	<u>\$260.00</u>	1.80%	<u>\$14,726.00</u>
Total	\$50,255.00	\$904.00		\$51,159.00

(Continued)

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**DRAFT MOTION 20180327\_7-L:**

I move to approve the FY19 nonresident instructional tuition rate to be \$36,433 and the residence cost to be set at \$14,726 for the School for the Blind and Visually Impaired as presented in the item.



**IMPACT AND RECOMMENDATIONS**

The Bureau of Finance and Management calculated the annual Consumer Price Index (CPI) for the last fiscal year at 1.8%. This inflationary increase is sufficient to cover the salary policy increase and the increase on operating expenses while meeting the needs of the students.

**ATTACHMENTS**

None

# **SOUTH DAKOTA BOARD OF REGENTS**

## **Budget and Finance**

**AGENDA ITEM: 7 – M**  
**DATE: March 27-29, 2018**

\*\*\*\*\*

### **SUBJECT:**

**FY19 Graduate Assistant Stipends**

### **CONTROLLING STATUTE, RULE, OR POLICY**

[SDCL 13-53-6](#)

[BOR Policy 5:5 Tuition and Fees: General Procedures](#)

[BOR Policy 5:22 Graduate Assistants and Fellows](#)

### **BACKGROUND/DISCUSSION**

#### Graduate Assistant Stipends

The Board annually establishes a minimum stipend to be paid to graduate assistants. Graduate assistants are expected to work a full semester to receive the full semester compensation. Graduate assistants are expected to work the full four-week summer session to receive the full four-week session compensation. The minimum compensation may be prorated accordingly if the graduate student does not work the full semester or four-week session.

SDSU currently waives tuition and fees for their graduate assistants and fellows as compensation for their work. Therefore, the salary minimum does not apply to SDSU.

### **IMPACT AND RECOMMENDATIONS**

The Board has traditionally increased the minimum amount of the graduate assistant stipends by the rate of increase in resident graduate tuition. The increase is rounded to the nearest dollar.

Black Hills State University, Dakota State University, Northern State University				
Graduate Assistant Stipends	<u>FY18 Rate</u>	<u>\$ Increase</u>	<u>% Increase</u>	<u>FY19 Rate</u>
Per Semester	\$3,702.00	\$56.00	1.50%	\$3,758.00
Per 4-Week Session	\$925.00	\$14.00	1.50%	\$939.00

(Continued)

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### **DRAFT MOTION 20180327\_7-M:**

I move approval of BHSU, DSU, and NSU FY19 minimum graduate assistant stipends in the amount of \$3,758 per semester and \$939 per four-week session; SDSM&T FY19 minimum graduate assistant stipends in the amount of \$3,907 per semester and \$976 per four-week session; and USD FY19 minimum graduate assistant stipends in the amount of \$3,898 per semester and \$974 per four-week session.

FY19 Graduate Assistant Stipends

March 27-29, 2018

Page 2 of 2

South Dakota School of Mines & Technology

Graduate Assistant Stipends	<u>FY18 Rate</u>	<u>\$ Increase</u>	<u>% Increase</u>	<u>FY19 Rate</u>
Per Semester	\$3,849.00	\$58.00	1.50%	\$3,907.00
Per 4 Week Session	\$962.00	\$14.00	1.50%	\$976.00

University of South Dakota

Graduate Assistant Stipends	<u>FY18 Rate</u>	<u>\$ Increase</u>	<u>% Increase</u>	<u>FY19 Rate</u>
Per Semester	\$3,763.00	\$135.00	3.60%	\$3,898.00
Per 4 Week Session	\$940.00	\$34.00	3.60%	\$974.00

**ATTACHMENTS**

None

**SOUTH DAKOTA BOARD OF REGENTS**

**Budget and Finance**

**AGENDA ITEM: 7 – N (1)**

**DATE: March 27-29, 2018**

\*\*\*\*\*

**SUBJECT**

**BOR Policy 5:5:2 – Tuition and Fees: Off-Campus Tuition (First Reading)**

**CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 5:5:2 – Tuition and Fees: Off-Campus Tuition](#)

**BACKGROUND/DISCUSSION**

The substantive change is the addition of three paragraphs in Section 2 that require the commitment of off-campus revenue from credit hours taken by on-campus students to support on-campus priorities. The priorities include the salary competitiveness plan, maintenance and repair, and technology. We required a similar commitment to GAF in the past. As more and more on-campus students take distance credit hours, on-campus revenues for these priorities are diminished.

BAC started discussing this change in March of 2017 and have been given an entire budget year to plan.

Attachment I is the policy with the recommended changes.

**IMPACT AND RECOMMENDATIONS**

The policy has been reviewed by the Business Affairs Council. The staff at the central office recommends the policy as presented in Attachment I.

**ATTACHMENTS**

Attachment I – BOR Policy 5:5:2 – Tuition and Fees: Off-Campus Tuition

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**DRAFT MOTION 20180327\_7-N(1):**

I move to approve the first reading of BOR Policy 5:5:2 – Tuition and Fees: Off-Campus Tuition.

# SOUTH DAKOTA BOARD OF REGENTS

## Policy Manual

**SUBJECT:** Tuition and Fees: Off-Campus Tuition

**NUMBER:** 5:5:2

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### **A. PURPOSE**

To establish the tuition structure for off-campus student; to document approved tuition reduction programs; and to delineate the distribution of tuition components.

### **B. DEFINITIONS**

1. **Off-Campus Tuition:** The per credit hour charge that is assessed to students taking courses delivered off-campus for the support of instruction and administrative costs.
2. **Remedial Courses:** Courses delivered either on- or off-campus to students requiring additional assistance in the areas of English, Reading, or Mathematics in an effort to achieve expected competencies in these core academic skill areas.

### **C. POLICY**

#### **1. Off-Campus Tuition**

All courses offered off campus and at the Centers will be at off-campus tuition rates established by the Board unless on-campus rates have been specifically authorized by the Board.

- 1.1. **Standard Off-Campus Tuition Rates:** The Board sets tuition rates each spring that are effective for the following summer, fall and spring terms. This rate is comprised of the off-campus tuition rate plus an eleven and one-half percenter (11.5%) HEFF component, and a surcharge for the support of the Electronic University Consortium (EUC).
- 1.2. **Per Credit Hour Rates:** The off-campus tuition rates are per credit hour rates for undergraduate and graduate students. There is no distinction between resident and non-resident students as there is with on-campus tuition.
- 1.3. **Remedial On-Campus Courses:** These courses will be assessed an amount equal to the undergraduate off-campus tuition rate. No fees are to be charged in addition to this rate.

#### **2. Tuition Allocations**

- 2.1. All off-campus tuition collected shall be deposited 88.5% into the BOR system tuition fund and 11.5% into the higher education facilities fund.

- 2.2. General Activity Fee: The campuses are required to allocate the equivalent of the per credit hour General Activity Fee (GAF) to the institution's GAF pool of funds for all off-campus credit hours taken by on-campus students.
- 2.3. Salary Competitiveness: The Board will identify the per credit hour amount that is to be committed to the enhancement of salaries as part of the annual tuition and fee setting process. The campuses are required to allocate the equivalent of the per credit hour amount to enhance faculty and non-faculty exempt salaries. The annual revenue committed to salary enhancement from off-campus tuition applies to all off-campus credit hours taken by on-campus students.
- 2.4. Institutional Maintenance and Repair: The Board will identify the per credit hour amount that is to be committed to maintenance and repair (M&R), as well as the critical deferred maintenance bonds, as part of the annual tuition and fee setting process. The campuses are required to allocate the equivalent of the per credit hour amount to be committed to local M&R. The campus M&R dollars are retained locally in a separate fund and the revenue can only be expended on Board approved projects. The annual revenue committed to M&R from off-campus tuition applies to all off-campus credit hours taken by on-campus students.-
- 2.5. Technology Funds: The Board will identify the per credit hour amount that is to be committed to technology investments as part of the annual tuition and fee setting process. The campuses are required to allocate the equivalent of the per credit hour amount to be committed to technology investments. The technology investments include the amounts needed to support Regents Information Systems and the System Technology Fund, as well as campus technology. The annual revenue committed to technology investments from off-campus tuition applies to all off-campus credit hours taken by on-campus students.

### **3. Off-Campus Reduced Tuition Programs**

Legislated and Board approved tuition and fee reductions and waivers apply only to on-campus courses and programs except where noted below. (SDCL §13-55-23)

- 3.1. Reduced Tuition Benefit for South Dakota National Guard Members (SDCL §33-6-5): The undergraduate and graduate off-campus tuition rates assessed to members of the South Dakota National guard may be reduced by the tuition benefit provided for on-campus courses, the adjust being one-half of the resident on-campus tuition rate. This benefit is applied after the federal tuition benefits and may not exceed 100% of the tuition costs.
- 3.2. Reduced Tuition Benefit for Employees of the State of South Dakota: State employees attending a University Center, who meet the eligibility requirements for reduced tuition, will receive the same tuition reduction as that provided for on-campus courses up to a maximum of six credit hours per semester. The benefit will equal one-half the resident on-campus tuition rate for undergraduate or graduate courses for any face-to-face course at a Center.
- 3.3. Reduced Tuition Benefit for Elementary or Secondary Teacher or Vocational Instructor (SDCL §13-55-24): Certain elementary and secondary school teachers and vocational instructors pursuing any undergraduate or graduate off-campus course,

distance education course, or other course not subsidized by the general fund, will receive the same tuition reduction as that provided for on-campus courses. The benefit will equal one-half the resident on-campus tuition rate.

Eligibility is limited to teachers and vocational instructors who:

- are bona fide residents of South Dakota;
- are employed by an accredited school as a teacher as defined in Title 13;
- are required by state law, administrative rules or an employment contract to attend college as a condition of employment or to maintain a certificate to teach;
- are certified as eligible for this program by the school district or private school by which they are employed; and
- maintain an average academic grade of 3.0 or better.

The right of any teacher or vocational instructor to participate in this tuition reduction is limited to the space available, as determined by the President or designee; in any course after all of the full-time or full tuition paying students have registered.

An eligible teacher or vocational instructor may receive the tuition reduction for a maximum of six credit hours per academic year. For the purposes of this section, the academic year shall begin with the fall semester and include all of the following summer.

## **FORMS / APPENDICES:**

None

## **SOURCE:**

BOR October 2004; BOR June 2011; BOR April 2013; BOR May 2013; BOR December 2014; BOR May 2016; BOR June 2017: \_\_\_\_\_

**SOUTH DAKOTA BOARD OF REGENTS**

**Budget and Finance**

**AGENDA ITEM: 7 – N (2)**

**DATE: March 27-29, 2018**

\*\*\*\*\*

**SUBJECT**

**BOR Policy 5:21 – System Collection Policy Revisions (First Reading)**

**CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 5:21 – System Collection Policy](#)  
[SDCL 54-3-16](#)

**BACKGROUND/DISCUSSION**

BOR Policy 5:21 – System Collection Policy was last updated in December 2016. The substantive change in paragraph 1.2. clarifies that a hold is to be placed on a student's account if the student is no longer enrolled at the university and the account balance is less than \$250. The policy has been reformatted to meet policy standards. Attachment I is the policy with those recommended changes.

**IMPACT AND RECOMMENDATIONS**

The staff at the central office recommends the policy as it is presented in Attachment I.

**ATTACHMENTS**

Attachment I – BOR Policy 5:21 – System Collection Policy

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**DRAFT MOTION 20180327\_7-N(2):**

I move to approve the first reading of BOR Policy 5:21 – System Collection Policy as presented.



# SOUTH DAKOTA BOARD OF REGENTS

## Policy Manual

**SUBJECT:** System Collection Policy

**NUMBER:** 5:21

### A. PURPOSE

To establish the collection procedures for student, employee, vendor and customer receivables.

### B. DEFINITIONS

None

### C. POLICY

#### 1. System Collection Procedure

The following system-Standard collection procedure shall be used for student, employee, vendor and customer receivables including, but not limited to, tuition and fees, institutional student loans, traffic fines, library fines, daycare, housing fines, student health and other student charges of whatever kind or character; except that student obligations arising from participation in federal student financial aid programs shall be collected in the manner specified under federal regulation.

#### 1. Delinquent Accounts and Holds

~~A.~~—A commercial or vendor account shall become delinquent 45 days after the established due date. A student account shall become delinquent when a balance remains after the established deadlines. The debtor shall be informed that if the account is not satisfied in full or appropriate arrangements made by the due date, the account shall be ~~handled as follows~~referred to collections and will be subject to late fees.

1.1. 1)—All student accounts with an accounts receivable (AR) balance of \$250 or more shall have a ~~HOLD~~hold placed on them as soon as they become delinquent. The hold will stop a student from registering, adding or dropping classes, or obtaining an official transcript from the institution. ~~The HOLD shall not be removed until the account is satisfied in full. The institution recognizing the receivable may exercise discretion and override the hold upon consultation with the other institution.~~

- 1.2 All student accounts with an accounts receivable balance less than \$250 shall have a hold placed on them when the student is no longer enrolled at the university or when the debt is over 180 days delinquent.
- 1.3 A hold shall not be removed until the account is satisfied in full. The institution recognizing the receivable may exercise discretion and override the hold upon consultation with the other institution.
- 1.4 The hold shall remain on a debtor's record even after the account is written-off, which shall stop the debtor from receiving services from the institution until the debt is satisfied.
- 1.52. 2) ———For all commercial or vendor accounts that become delinquent, the university shall discontinue their services until accounts are paid in full.

## 2. Collection of Student, Commercial or Vendor Debt

- 2.1. —B.——Collection of student, commercial or vendor accounts that are less than \$250 shall proceed according to the following schedule:

————— 1) ——— Accounts less than \$250:

- a.● Accounts that are less than \$250 shall be handled using in-house collection procedures, which shall consist of a minimum of three contacts to the debtor, with at least two of them being in writing. Debtors shall be responsible for all collection fees incurred where permitted under law.
- b.● When in-house collection efforts are exhausted, the account may be referred to the State of South Dakota's Obligation Recovery Center.
- c.● When collection efforts are exhausted and the account is at least two years delinquent, the account will be submitted to the Board of Finance to be written off in accordance with procedures established by the Board of Finance.
- d. ——— The HOLD may remain on a debtor's record even after the account is approved for write-off, which will stop the debtor from receiving services from the institution in the future.

- 2.2. Collection of Student, Commercial or Vendor Accounts that are \$250 or more shall proceed according to the following schedule:

~~2) Accounts that are \$250 or more:~~

- ~~a.~~ a. Accounts that are \$250 or more shall be handled using in-house collection procedures, which shall consist of a minimum of three contacts to the debtor, with at least two of them being in writing, one by registered mail. The collection process on accounts \$250 or more shall be completed within 180 days from the date the account became delinquent. Debtors shall be responsible for all collection fees incurred where permitted under law.
- ~~b.~~ b. When an account is not in repayment or in-house collection efforts are exhausted, the account shall be referred to the State of South Dakota's Obligation Recovery Center for collection efforts.
- ~~c.~~ c. When the collection efforts by the Obligation Recovery Center have been exhausted and the debt has been referred back to the university, it will be submitted to the Board of Finance for write-off in accordance with procedures established by the Board of Finance.
- ~~d.~~ d. ~~The HOLD shall remain on a debtor's record even after the account is written off, which shall stop the debtor from receiving services from the institution until the debt is satisfied.~~

### 3. Employee Debt Collection

~~C.~~ Employee debts to their institutions may be satisfied through voluntary or involuntary deductions from salary, or they may be referred to a collection agency.

~~1)~~ 3.1. Employees shall be billed for debts to their employers in the same manner as others who owe monies to the employing institution.

~~2)~~ 3.2. Where employees fail to respond to demands for payment, an institution may refer the matter to a collection agency, ~~or it may:~~

3.3. Employers may use involuntary salary deductions following these steps:

- ~~a.~~ a. Notify the debtor-employee that his or her monthly salary shall be reduced to cover the amount owed ~~ing~~ plus interest beginning with the salary earned during the month following that in which the notice is sent.

- ~~b.~~—The notice sent to debtor-employees shall fix a time for an informal meeting between the institution's chief financial officer or that person's designee and the employee to discuss the debt and its resolution.
  - ~~i.~~—The meeting shall be scheduled no later than ten working days prior to the date of the first deduction.
  - ~~e.~~—If the debtor-employee contacts the institution in response to such notice, the institution may work out mutually acceptable terms for the use of salary deductions to repay all sums owed~~ing~~.
  - ~~d.~~—If the debtor-employee fails to respond to the notice, or if no mutually acceptable agreement is reached, the institution may recoup its claim from the debtor-employee's salary beginning with the installment payable for services provided during the month following that in which the notice was sent.
- 3.3.1 ~~e.~~ Deduction from salary may be in such amounts needed to satisfy the debtor-employee's obligations to the institution; provided ~~that~~ the deductions from salary shall comply with the priorities and limitations on deductions from wages established by SDCL chapter 21-18.
- 3.3.2 ~~3)~~—Debtor-employees may challenge such deductions under grievance procedures established in Board policy or, where pertinent, collective bargaining agreements.
- 3.3.3 ~~a.~~ If an employee succeeds in showing the deduction to have been improper, the institution shall make a lump sum payment of the amount deducted, plus 4% annual interest (Category E Rate SDCL 54-3-16)—from the time of the deduction.

#### 4. Late Fees

~~D.~~—Late fees established by the Board may be assessed against delinquent accounts or interest may be assessed on delinquent accounts at the category F rate specified in SDCL 54-3-16.

### FORMS/APPENDICES:

None

**SOURCE:**

~~BOR~~, BOR December 1995; ~~BOR~~ May 1996; ~~BOR~~ June 2001; ~~BOR~~ May 2003; ~~BOR~~ March 2006;  
~~BOR~~ December 2010; ~~BOR~~ May 2012; ~~BOR~~ December 2015; ~~BOR~~ December 2016;  
\_\_\_\_\_.

**SOUTH DAKOTA BOARD OF REGENTS**

**Budget and Finance**

**AGENDA ITEM: 7 – N (3)**

**DATE: March 27-29, 2018**

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**SUBJECT**

**BOR Policy 5:25 – Auxiliary Revenue System Revisions (First Reading)**

**CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 5:25 – Auxiliary Revenue System](#)

**BACKGROUND/DISCUSSION**

Changes to BOR Policy 5:25 were approved at the March 2017 Board meeting. At that time, the Board felt that some of the definitions contained detail that should be put in the body of the policy and not in the definitions. Those changes have been made.

**IMPACT AND RECOMMENDATIONS**

The board office recommends that BOR Policy 5:25 be approved with the definition changes noted in Attachment I.

**ATTACHMENTS**

Attachment I – BOR Policy 5:25 Auxiliary Revenue System.

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**DRAFT MOTION 20180327\_7-N(3):**

I move to approve the first reading of the revisions made to BOR Policy 5:25 – Auxiliary Revenue System.

# SOUTH DAKOTA BOARD OF REGENTS

## Policy Manual

**SUBJECT:** Auxiliary Revenue System

**NUMBER:** 5:25

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### **A. PURPOSE**

To establish the necessary fund structure and the appropriate flow of funds generated by the Auxiliary System to capture the appropriate financial information necessary for continuing disclosure.

### **B. DEFINITIONS**

1. **Auxiliary System:** On October 21, 2004, the Board established a combined system of housing and auxiliary facilities for all six universities to leverage the strength of the system for bonding purposes, this is referred to as the Auxiliary System.
2. **Board:** The Board means the South Dakota Board of Regents.
3. **Bond or Bonds:** A series of housing and auxiliary facilities system revenue bonds.
4. **Bond and Interest Sinking Fund Account:** An account of that name established for each Institutional System pursuant to the requirements of each bond resolution. ~~See Section C.1.3 below for the restrictions and uses of Bond and Interest Sinking Fund accounts.~~
5. **Capitalized Interest Subaccount:** A separate and special ~~fund account~~ must be created with each bond issue at each Institution into which ~~bond an amount equal proceeds equal~~ to the interest costs ~~over a designated period shall be deposited on a portion of the bonds shall be deposited. The monies in the capitalized interest subaccount that are not needed for expenditures may be invested and reinvested in permitted investments. Interest from such investments prior to completion of the project(s) shall be deposited in the capitalized interest subaccount as it is part of the construction fund.~~
6. **Construction Fund:** A separate and special ~~fund account~~ created with each bond issue at each institution in which the proceeds of the bond issue ~~applicable to construction of the project~~ will be deposited. ~~All monies held in the construction fund shall be used or held for use solely for the payment of the cost of construction for the project(s) approved by the Board. The moneys in the construction fund that are not needed for expenditures may be invested and reinvested in permitted investments. Interest from such investments prior to completion of the project(s) shall be deposited in the construction fund. Upon completion of the project(s), if the proceeds from the sale of the bonds plus earned interest exceed the cost of the project(s), any surplus shall be:~~

- ~~Paid into the Bond and Interest Sinking Fund account and used for the payment of the next interest payment of the bond, or~~
  - ~~Used for any purpose approved by bond counsel.~~
- 7. Debt Service Reserve Account:** ~~A fund~~~~The account~~ of that name established for each institutional system pursuant to the requirements of each bond resolution. A debt service reserve account is not required by all bond resolutions. ~~See Section C.1.3 below for the restrictions and uses of the debt service reserve account.~~
- 8. Debt Service Reserve Requirements:** ~~If required upon issuance of a series of bonds, means the lesser of:~~
- ~~Maximum Annual Debt Service on the bonds which are secured by the Debt Service Reserve Account;~~
  - ~~125% of average Annual Debt Service on the bonds which are secured by the Debt Service Reserve account; or~~
  - ~~10% of the original principal amount of the bonds which are secured by the Debt Service Reserve account.~~
- 8. 9. Electronic Municipal Market Access (EMMA):** The Municipal Securities Rulemaking Board's (MSRB) Electronic Municipal Market Access system for municipal securities or any other electronic format or system prescribed by the MSRB.
- 9. 10. Gross Revenues:** All fees, rentals, and other charges from students, staff members, and others using or being served by any portion of the facilities comprising an institutional system.
- 10. 11. Institution:** Institution means Black Hills State University, Dakota State University, Northern State University, South Dakota State University, South Dakota School of Mines and Technology, University of South Dakota, and any other institution which becomes part of the system.
- 11. 12. Institutional System:** ~~for each institution, each and all of the following: The existing facilities of each institution as described in Exhibit A of the most recent Bond Resolution.~~
- ~~Any facilities financed with the proceeds of bonds issued for such institution or purchased with auxiliary system funds;~~
  - ~~The existing facilities of each institution as described in Exhibit A of the most recent Bond Resolution;~~
  - ~~All repairs, replacements, alterations, extensions, betterments, developments, and improvements acquired, constructed, or installed for the institutional system, that have not been converted to non-economic use and occupancy or abandoned for non-economic feasibility as determined by resolution of the Board.~~
- 12. 13. Net Revenues:** The portion of gross revenues of an institution remaining after providing sufficient funds for the reasonable and necessary cost of currently maintaining, repairing, insuring, and operating the institutional system, including the related operating reserve.



**13.14. Operating Reserve:** Such amount as is adequate and necessary for working capital for operation of the institutional system, provided such operating reserve shall not exceed one-fourth of the operating and maintenance expenses of such institutional system for the preceding 12 months.

**14.15. Permitted Investments:** Any investments permitted by the laws of the State of South Dakota for the investment of public funds.

**15.16. Pledge of Revenues:** All revenues generated by the Auxiliary system are deemed as pledged towards the payment of the bonds.~~All revenue bonds are payable from and secured by a pledge of and lien on the following sources in the following order of priority:~~

- ~~• The net revenues of each institutional system;~~
- ~~• Uncommitted funds of the Repair and Replacement Reserve accounts of each Institution;~~
- ~~• Net revenues of the other institutions, but only after provision for payment of interest due on the next interest payment date and one-half of the principal due on the bonds issued on behalf of each Institution within the succeeding 12 months;~~
- ~~• Uncommitted funds of the Repair and Replacement Reserve accounts of the other institutions, in an amount, and from such institutions as determined by the Executive Director; and~~
  - Such other funds which may be pledged or used as authorized by state law.

**16.17. Project(s):** Facilities to be constructed with a series of bonds.

**17.18. Repair and Replacement Reserve Account (RRR):** The account of that name for each institutional system established pursuant to the requirements of a bond resolution. Dollars required for RRR requirement are deposited in this account.

**18.19. Revenue Fund:** The fund of that name established for each institutional system pursuant to the requirements of a bond resolution.

~~**20. RRR Requirement:** Varies from bond issue to bond issue, but typically means 10% of the amount transferred to the Bond and Interest Sinking Fund account for an institutional system until~~ An amount equal to 5% of the cost of construction, furnishing and equipping of all facilities in such institutional system. ~~has been accumulated.~~

**21. Maximum Annual Debt Service:** The largest amount of debt service due in any single fiscal year over the life of the bond.

## C. POLICY

On October 21, 2004, the Board established a combined system of housing and auxiliary facilities for all six universities to leverage the strength of the system for bonding purposes, this is referred to as the Auxiliary System. Under this resolution and authority in South Dakota statute, the Board may issue bonds for the purposes of financing the construction, acquisition, or modification of revenue generating facilities. The Auxiliary System provides that each

institution can continue to operate its existing auxiliaries with central oversight, but the revenues are subject to cross-collateralization to avoid a potential default on any bond issued on behalf of any institution. The bond covenants and required due diligence establish the requirements for the operation and longevity of the Auxiliary System. The flow of funds and the reporting of financial information are the focus of this policy.

## **1. Bond Proceeds Deposited into Either a Construction Fund or a Capitalized Interest Fund at the Campus Level**

### **1.1. -Construction Fund**

All monies held in the construction fund shall be used or held for use solely for the payment of the cost of construction for the project(s) approved by the Board. The monies in the construction that are not needed for expenditures may be invested and reinvested in permitted investments. Interest from such investments prior to completion of the project(s), if the proceeds from the sale of the bonds plus earned interest exceed the cost of the project(s), shall be:

- Paid into the Bond and Interest Sinking Fund and used for the payment of the next interest payment of the bond, or
- Used for any purpose approved by the Board and bond counsel.

### **1.2. Capitalized Interest Fund**

The Capitalized Fund is made up of bond proceeds to be used for the payment of interest on a bond for which the pledged revenue stream has not begun or is temporarily halted due to construction. The monies in the capitalized interest fund may be invested and reinvested in permitted investments. Interest from such investments prior to completion of the project(s) shall be deposited in the construction fund.

## **1.2.Flow of Funds from Pledged Revenues**

### **1.1.2.1. Revenue Fund**

The gross revenue of each institution will be credited to a special account for each institution known as the Housing and Auxiliary Facilities Revenue Fund. Each revenue fund shall be maintained as a special account, separate and apart from all other funds of the institution and shall be maintained by the institution so long as any bonds are outstanding. The monies in each revenue fund shall be used and expended first to maintain the institution's operating reserve. Funds shall be applied to pay when due all necessary operating expenses, which include current maintenance charges, expenses of reasonable upkeep and repairs, properly allocated share of charges for insurance, and all other expense incident to the operation of the institutional system, but shall exclude depreciation, all general administrative expenses of the institution not allocable to the institutional system, and the payments required to be made into the institution's RRR account.

### **1.1.2.2. Bond and Interest Sinking Fund Account and Debt Service Account**

A separate account for each institution shall be established and maintained. On or before each March 25 and September 25 (or other date if provided by a specific series

of bonds) after payment of operation and maintenance expenses of the institutional system due, the chief financial officer of the institution shall transfer to the Bond and Interest Sinking Fund account such amounts which, when added to the balance therein, will be sufficient to equal the interest then due on the bonds and one-half of the principal due within the next 12 months. The funds necessary to pay the principal and interest on the bonds due on the immediately following payment date shall be immediately transferred to a separate account, known as the Debt Service Account. All monies credited to the Debt Service Account are irrevocably pledged to and shall be used solely for the payment of principal and interest on the bonds of the institution.

#### 1.3.2.3. Debt Service Reserve Account

Irrevocably pledged to and solely used as described by the bond resolution. Not all bond issues require a debt service reserve. If required, a separate subaccount is created for each series of bonds. The amount of funds to be deposited in the account is the lesser of the maximum annual debt service, 125% of the average annual debt service, or 10% of the original principal amount of the bonds. Funds on deposit in such a subaccount may be transferred to the related institution's debt service account and used to pay debt service on the bonds secured by such subaccount in the event funds on deposit are insufficient for bond and interest payment. In the event the amounts of deposits exceed the debt service reserve requirement, the excess may be withdrawn and used to pay debt service on the bonds they are securing. If on any April 1 or October 1, the amount on deposit in the debt service reserve account is less than the debt service reserve requirement, the Board shall transfer funds from the related institution's revenue fund and deposit into such subaccount no later than the next interest payment date on such bonds in an amount not less than that necessary to restore the subaccount to the debt service reserve requirement.

#### 1.4.2.4. Repair and Replace Reserve

On or before the close of each fiscal year, a minimum of 10% of the amount transferred to each Institution's Bond and Interest Sinking Fund shall be transferred from each institution's revenue fund to the RRR ~~Reserve~~ account until an amount equal to the RRR requirement of each institution has been ~~accumulated. If bonds are issued for additional improvements to the related institutional system, such amount shall be increased by 5% of the cost of additional improvements. Such~~ Transfers accumulated. Transfers need not be made at any time when funds and investments in the RRR account exceed the RRR requirement. All moneys and investments held in the RRR shall be used and held for use to pay the cost of unusual or extraordinary maintenance or repairs, renewals, renovations and replacements, and renovating or replacement of the furniture and equipment not paid as part of the ordinary maintenance and operation of the institutional system.

#### 1.5.2.5. Disposition of Residual Funds in the Revenue Fund

At the close of each fiscal year and after all transfers and maximum deposits described above have been made, and after any deficiencies in any such transfers and deposits which may exist from any previous fiscal year have been remedied, the balance of any excess funds in each revenue fund then remaining may be used by the Board:

1.5.1.2.5.1. To redeem, on the next interest payment date, the bonds of the related Institution then outstanding, which are subject to redemption prior to maturity,

1.5.2.2.5.2. For any expenditures, including the payment of debt service, relating to improving or restoring any existing facilities of the related Institutional System, and

1.5.3.2.5.3. For any other lawful purpose of the related institutional system.

1.6.2.6. Pledges of Revenues and Income

The bonds of an institution are payable from and secured by a pledge of and lien on the following sources in the following order of priority:

- The net revenues of the related institution;
- Debt Service Reserve of the related institution, if applicable to such series of bonds;
- Uncommitted funds of the RRR account for the related institution;
- Net revenues of the other institutions, but only after provision for payment of interest due on the next interest payment date and one-half of the principal due on the bonds issued on behalf of such institution within the succeeding 12 months;
- Uncommitted funds in the RRR of the other institutions, in an amount and from such institutions as determined by the Executive Director; or
- Such other funds which may be pledged or used as authorized by the Act.

**2.3.Continued Requirements**

2.1.3.1. Each institution shall notify the Board at least 30 days prior to each interest or principal payment date either:

- That it has sufficient net revenue available from the institutional system to make the interest and principal payment on such payment date, or
- That it does not have sufficient net revenues available from the institutional system to make the interest and principal payment, specifying the amount of such deficiency.

2.2.3.2. The rates, rents, charges, and fees (including the General Activity Fee) chargeable to the occupants of, and students, faculty members, and others using or being served by the system, shall be fixed and revised from time to time so that the:

- Ratio of Net Revenues to Annual Debt Service in each fiscal year shall be at least equal to 120% of the Annual Debt Service for each fiscal year; and
- The ratio of Net Revenues of each institutional system to Annual Debt Service of the bonds of that Institution in each fiscal year will be at least 120% of the Annual Debt Service for such fiscal year.
- Failure to satisfy the rate covenant will not cause a default event if the Board engages an independent management consultant within 30 days to prepare a

report with recommendations for meeting the required coverage ratio. The report will be prepared within 45 days of engagement. The Board, to the extent legally permissible, will implement the consultant's recommendation.

- In no event may the coverage described above fall below 100% of Annual Debt Service on all bonds in each fiscal year.

2.3.3.3. The Board must maintain property and casualty and liability insurance as recommended by an independent insurance consultant at least once a year. The Board may self-insure subject to periodic review by an independent actuarial consultant and maintenance of funding at levels recommended by the consultant.

2.3.1.3.3.1. In the event of an insurable event, the proceeds from any insurance related to the event will be credited to the RRR account to be used to reconstruct, repair, or rehabilitate the part of the institutional system damaged.

2.4.3.4. The Board will provide the following via posting on the EMMA website:

- A copy of any annual or period report with respect to the System prepared for the Board;
- A notice of any threatened termination of any accreditation material to the activities of an Institution or the commencement of any litigation or other governmental or judicial proceeding in which an outcome adverse to the Board could result in a judgment in excess of available insurance coverage within five business days after the Board has such knowledge;
- Within 270 days of the end of the fiscal year, or as soon as available, a copy of the Comprehensive Annual Financial Report (CAFR) for the State of South Dakota;
- Within 270 days of the end of the fiscal year, a copy of the unaudited financial statements for each Institution;
- Unaudited Financial Statements of the Housing and Auxiliary Facilities System Revenue Bond Funds will be provided upon completion;
- Audited Financial Statements, if and when prepared by the Board, will be provided within 30 days after availability to the Board. Audited Financial Statements are not currently prepared, and
- By the end of October, the historical and projected worksheet for the system.

2.5.3.5. If any part of the information described in Section C.2.4 above can no longer be generated because the operations to which it is related have been materially changed or discontinued, the Board will provide a statement to such effect as part of its filing for the year in which such event first occurs.

2.6.3.6. Reportable events will be disseminated by the Board not more than 10 business days after occurrence via the EMMA website. Reportable events are:

- Principal and interest payment delinquencies;
- Non-payment related defaults, if material;

- Unscheduled draws on debt service reserve reflecting financial difficulties;
- Unscheduled draws on credit enhancements reflecting financial difficulties;
- Substitution of credit or liquidity providers, or their failure to perform;
- Adverse tax opinions, the issuance by the Internal Revenue Service of proposed or final determinations of taxability, Notices of Proposal Issue (IRS Form 5701-TEB) or other material notices or determinations with respect to the tax status of the security, or other material events affecting the tax-exempt status of the security;
- Modifications to the rights of security holders, if material;
- Bond calls, if material, and tender offers;
- Defeasances;
- Release, substitution or sale of property securing repayment of the securities, if material;
- Rating changes;
- Bankruptcy, insolvency, receivership or similar event of the Board;
- The consummation of a merger, consolidation, or acquisition involving the Board, or the sale of all or substantially all the assets of the Board, other than in the ordinary course of business, the entry into a definitive agreement to undertake such an action or the termination of a definitive agreement relating to any such actions, other than pursuant to its terms, if material; and
- Appointment of a successor or additional trustee or the change of name of a trustee, if material.

### **3.4. Addition/Removal of Project from the Institutional System**

**3.1.4.1.** The description of a project may be supplemented or amended at any time by the Board without the consent of a bondholder, as long as the facilities are authorized by State Statute and upon receipt of a favorable opinion of bond counsel with respect to such supplement or amendment.

**3.2.4.2.** Prior to the use of bond monies for the supplemented or amended project and if the facilities to be so included are not already part of the institutional system, the Board shall adopt a resolution which describes the new facilities and include the facilities in the Institutional System.

**3.3.4.3.** No property, plant, and equipment that is used to generate net revenue may be sold or otherwise disposed of unless:

- The property, plant, and equipment is obsolete or worn out
- Fair market value is received in return, or,

- The market value of all property, plant, and equipment disposed of in any fiscal year does not exceed five percent of the total market value of all such property, plant, and equipment.

~~3.4.4.4.~~ Prior to the removal of property, plant and equipment from the institutional system, the Board shall adopt a resolution which describes the facilities being removed and the reason of such removal.

~~3.5.4.5.~~ No accounts receivable that are a source of net revenues may be sold, pledged, factored, or otherwise disposed of under any circumstances.

#### **~~4.5.~~ Educating Staff Involved in Institutional System Reporting**

Each institution's Chief Financial Officer will inform their staff of the Board's policies and procedures for financial reporting of the Institutional System and monitor compliance.

### **FORMS / APPENDICES:**

None

### **SOURCE:**

BOR June 2012; BOR March 2017-; ~~BOR~~\_\_\_\_\_.

**SOUTH DAKOTA BOARD OF REGENTS**

**Budget and Finance**

**AGENDA ITEM: 7 – N (4)**

**DATE: March 27-29, 2018**

\*\*\*\*\*

**SUBJECT**

**BOR Policy 6:3 – Higher Education Facilities Fund Revisions (First and Final Reading)**

**CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 6:3 – Higher Education Facilities Fund](#)

**BACKGROUND / DISCUSSION**

The first reading to BOR Policy 6:3 – Higher Education Facilities Fund was approved by the Board at the March-April 2016 meeting.

**IMPACT AND RECOMMENDATIONS**

Attached are the proposed changes to BOR Policy 6:3 – Higher Education Facilities Fund. The policy has been updated to include the purpose of the policy, definitions, and put in the new format. No substantive changes have been made.

**ATTACHMENTS**

Attachment I – BOR Policy 6:3 – Higher Education Facilities Fund Revised

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**DRAFT MOTION 20180327\_7-N(4):**

I move to approve the first and final reading of the formatting changes made to BOR Policy 6:3 – Higher Education Facilities Fund.



# SOUTH DAKOTA BOARD OF REGENTS

## Policy Manual

**SUBJECT:** Higher Education Facilities Fund

**NUMBER:** 6:3

---

### A. PURPOSE

~~Add Policy Purpose here. This should be a “To provide guidance for the use of the Higher Education Facilities Fund...” statement and should be a short and succinct statement.~~

### B. DEFINITIONS

~~—NoneWord/Phrase: [Define word/phrase here]. Defined words/phrases should be in alphabetical order.~~

### C. POLICY

#### 1. Funding

1.1. SDCL § 13-53-15 provides that of the tuition and fees collected, eighty-eight and one-half percent (88.5%) shall be deposited in the BOR system tuition and fee fund and eleven and one-half percent (11.5%) shall be deposited into the higher education facilities fund (HEFF).

1.2. SDCL § 13-53-15.3 requires that the first one hundred seventy-five thousand dollars (\$175,000) of medical school higher education facilities fund shall be deposited in the BOR system tuition and fee fund. The remaining state medical school tuition collected~~ed~~ion in each fiscal year shall be allocated in accordance with § 13-53-15.

#### 2. Restrictions

2.1. As provided in § 13-51-2 expenditures from HEFF are restricted to the following categories as authorized by the Legislature~~:-~~:

- A.—Lease-purchase payments to the South Dakota Building Authority;
- B.—Maintenance and Repair for existing facilities;
- C.—Maintenance and Repair for the Sanford School of Medicine in Sioux Falls;
- D.—Appropriated rent payments to other private or public parties for educational facilities; and
- E.—Build and equip new facilities.

2.2. No funding may be provided in any year ~~for to pay rent payments or to build and equip new facilities (D) or (E)~~ until the level of annual appropriations reaches fifteen million dollars (\$15,000,000) for maintaining and repairing existing facilities per § 13-51-2.

### **3. Oversight**

In conjunction with the budget request cycle, the Board shall review the cash flow and the unobligated cash balance of the HEFF to determine the appropriate level of funding for each category.

3.1. The Board has established a \$1,000,000.0 ~~million~~ minimum balance in unobligated cash for emergencies.

### **FORMS/APPENDICES:**

None

### **SOURCE:**

BOR; January 1981; April 1992; October 1996; December 2003, December 2011; March-April 2016;

\_\_\_\_\_.

# **SOUTH DAKOTA BOARD OF REGENTS**

## **Budget and Finance**

**AGENDA ITEM: 7 – O**  
**DATE: March 27-29, 2018**

\*\*\*\*\*

### **SUBJECT**

**Residence Hall Occupancy Report for Fall 2017 / Spring 2018**

### **CONTROLLING STATUTE, RULE, OR POLICY**

None

### **BACKGROUND/DISCUSSION**

Each year the Board office collects information on the fall utilization numbers for each of the campuses' residence halls. This information is then summarized by the campus and put in the fact book. Last year the Board office began collecting the information for the spring semester as well. The capacity, types of housing available, and number of students boarded can be found in Attachment I for fall 2017, and in Attachment II for spring 2018.

### **IMPACT AND RECOMMENDATIONS**

The tables below and on the next page show the utilization percentages for both 2017 and 2018 academic years. The table below shows a comparison of the two fall and spring percentages. The table on the next page shows the change in the percentage from fall to spring.

<b>Table 1</b>						
<i>South Dakota Board of Regents</i>						
<i>Campus Housing Utilization</i>						
<i>Comparison of Prior Year to Current Year</i>						
	Fall 2016	Fall 2017	Change	Spring 2017	Spring 2018	Change
BHSU	87.56%	93.57%	6.01%	80.31%	85.48%	5.17%
DSU	101.53%	94.23%	-7.30%	91.15%	83.99%	-7.16%
NSU	73.37%	71.66%	-1.71%	65.33%	65.93%	0.60%
SDSMT	88.23%	92.21%	3.98%	80.26%	83.95%	3.69%
SDSU	95.27%	92.53%	-2.74%	87.73%	84.75%	-2.98%
USD	94.64%	96.72%	2.08%	87.05%	87.77%	0.72%
System	92.36%	91.76%	-0.60%	84.54%	83.65%	-0.89%

(Continued)

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### **INFORMATIONAL ITEM**

<b>Table 2</b> <i>South Dakota Board of Regents</i> <i>Campus Housing Utilization</i> <i>Change from Fall to Spring Prior and Current Years</i>						
	Fall 2016	Spring 2017	Change	Fall 2017	Spring 2018	Change
BHSU	87.56%	80.31%	-7.25%	93.57%	85.48%	-8.09%
DSU	101.53%	91.15%	-10.38%	94.23%	83.99%	-10.24%
NSU	73.37%	65.33%	-8.04%	71.66%	65.93%	-5.73%
SDSMT	88.23%	80.26%	-7.97%	92.21%	83.95%	-8.26%
SDSU	95.27%	87.73%	-7.54%	92.53%	84.75%	-7.78%
USD	94.64%	87.05%	-7.59%	96.72%	87.77%	-8.95%
System	92.36%	84.54%	-7.82%	91.76%	83.65%	-8.11%

In Table 2, the percentage drop from fall 2017 to spring 2018 of 8.11% for the system represents a total of 828 students who did not return to the residence halls the second semester. For the prior year, 775 students did not return for the spring semester. NSU had the best retention rate from fall to spring for the current year.

Table 1 shows a slight decline in the system occupancy rate in both the fall and spring terms. Looking at the detail behind the university percentages, five of the six campuses actually showed an increase in the number of students housed. NSU and DSU increased the number of available beds this year. These increases outpaced student growth which resulted in a lower rate for those campuses. SDSU was the only campus to see lower student numbers in their housing system when comparing the current terms to the prior year and those reductions were very small.

It should be mentioned that when campuses prepare financial information for new residence halls, 90% occupancy is used to develop the financial pro forma. As a rule of thumb, the system needs to remain above 90% to maintain financial stability. As campuses dip below that figure for an extended period of time, they begin to put pressure on other areas to maintain their 1.2 coverage ratio.

## ATTACHMENTS

Attachment I – Fall 2017 Residence Hall Occupancy Report

Attachment II – Spring 2018 Residence Hall Occupancy Report

## Campus Housing Utilization

### Fall 2017

Black Hills State University - Current Capacity 778							
Room Type	Singles	Doubles	Triples	Quads	Quints	Students	Utilization %
Traditional	36	197	10	0	0	429	93.26%
Suite-Style	0	96	0	0	0	184	95.83%
Apartments	42	42	0	0	0	115	91.27%
Leased Property*	0	0	0	0	0	0	0.00%
Transition**						0	
<b>Totals</b>	78	335	10	0	0	728	93.57%
Dakota State University - Current Capacity 762							
Room Type	Singles	Doubles	Triples	Quads	Quints	Students	Utilization %
Traditional	54	308	0	0	0	632	94.33%
Suite-Style	0	0	0	5	0	20	100.00%
Apartments	0	0	0	0	0	0	0.00%
Leased Property*	0	0	0	8	8	66	91.67%
Transition**						0	
<b>Totals</b>	54	308	0	13	8	718	94.23%
Northern State University - Current Capacity 907							
Room Type	Singles	Doubles	Triples	Quads	Quints	Students	Utilization %
Traditional	51	278	0	0	0	383	63.10%
Suite-Style	7	23	9	54	0	263	88.85%
Apartments	4	0	0	0	0	4	100.00%
Leased Property*	0	0	0	0	0	0	0.00%
Transition**						0	
<b>Totals</b>	62	301	9	54	0	650	71.66%
South Dakota School of Mines and Technology - Current Capacity 1078							
Room Type	Singles	Doubles	Triples	Quads	Quints	Students	Utilization %
Traditional	30	215	3	0	0	414	88.27%
Suite-Style	5	3	0	38	0	146	89.57%
Apartments	0	0	0	0	0	0	0.00%
Leased Property*	338	54	0	0	0	434	97.31%
Transition**						0	
<b>Totals</b>	373	272	3	38	0	994	92.21%
South Dakota State University - Current Capacity 4459							
Room Type	Singles	Doubles	Triples	Quads	Quints	Students	Utilization %
Traditional	481	1,536	0	0	0	3,313	93.25%
Suite-Style	0	231	0	0	0	411	88.96%
Apartments	51	18	11	81	0	402	90.54%
Leased Property*	0	0	0	0	0	0	0.00%
Transition**						0	
<b>Totals</b>	532	1,785	11	81	0	4,126	92.53%
University of South Dakota - Current Capacity 2224							
Room Type	Singles	Doubles	Triples	Quads	Quints	Students	Utilization %
Traditional	154	687	16	0	0	1,503	95.37%
Suite-Style	0	53	0	77	0	406	98.07%
Apartments	0	21	0	48	0	232	99.15%
Leased Property*	0	0	0	0	0	0	0.00%
Transition**						10	
<b>Totals</b>	154	761	16	125	0	2,151	96.72%

Current Capacity - Designed capacity adjusted for permanent changes, including changing rooms to alternate uses and offering doubles as singles.

\* Leased Property - This is property leased and managed by the campuses Residence Life staff.

\*\* Transition - Refers to students assigned to spaces not designed or planned as sleeping rooms

## Campus Housing Utilization Spring 2018

Black Hills State University - Current Capacity 778							
Room Type	Singles	Doubles	Triples	Quads	Quints	Students	Utilization %
Traditional	36	197	10	0	0	388	84.35%
Suite-Style	0	96	0	0	0	168	87.50%
Apartments	42	42	0	0	0	109	86.51%
Leased Property*	0	0	0	0	0	0	0.00%
Transition**						0	
<b>Totals</b>	78	335	10	0	0	665	85.48%
Dakota State University - Current Capacity 762							
Room Type	Singles	Doubles	Triples	Quads	Quints	Students	Utilization %
Traditional	54	308	0	0	0	562	83.88%
Suite-Style	0	0	0	5	0	18	90.00%
Apartments	0	0	0	0	0	0	0.00%
Leased Property*	0	0	0	8	8	60	83.33%
Transition**						0	
<b>Totals</b>	54	308	0	13	8	640	83.99%
Northern State University - Current Capacity 907							
Room Type	Singles	Doubles	Triples	Quads	Quints	Students	Utilization %
Traditional	51	278	0	0	0	328	54.04%
Suite-Style	7	23	9	54	0	266	89.86%
Apartments	4	0	0	0	0	4	100.00%
Leased Property*	0	0	0	0	0	0	0.00%
Transition**						0	
<b>Totals</b>	62	301	9	54	0	598	65.93%
South Dakota School of Mines and Technology - Current Capacity 1078							
Room Type	Singles	Doubles	Triples	Quads	Quints	Students	Utilization %
Traditional	30	215	3	0	0	382	81.45%
Suite-Style	5	3	0	38	0	130	79.75%
Apartments	0	0	0	0	0	0	0.00%
Leased Property*	338	54	0	0	0	393	88.12%
Transition**						0	
<b>Totals</b>	373	272	3	38	0	905	83.95%
South Dakota State University - Current Capacity 4459							
Room Type	Singles	Doubles	Triples	Quads	Quints	Students	Utilization %
Traditional	481	1,536	0	0	0	3,045	85.70%
Suite-Style	0	231	0	0	0	381	82.47%
Apartments	51	18	11	81	0	353	79.50%
Leased Property*	0	0	0	0	0	0	0.00%
Transition**						0	
<b>Totals</b>	532	1,785	11	81	0	3,779	84.75%
University of South Dakota - Current Capacity 2224							
Room Type	Singles	Doubles	Triples	Quads	Quints	Students	Utilization %
Traditional	154	687	16	0	0	1,344	85.28%
Suite-Style	0	53	0	77	0	390	94.20%
Apartments	0	21	0	48	0	218	93.16%
Leased Property*	0	0	0	0	0	0	0.00%
Transition**						0	
<b>Totals</b>	154	761	16	125	0	1,952	87.77%

Current Capacity - Designed capacity adjusted for permanent changes, including changing rooms to alternate uses and offering doubles as singles.

\* Leased Property - This is property leased and managed by the campuses Residence Life staff.

\*\* Transition - Refers to students assigned to spaces not designed or planned as sleeping rooms to deal with over-crowding.

# **SOUTH DAKOTA BOARD OF REGENTS**

## **Budget and Finance**

**AGENDA ITEM: 7 – P**  
**DATE: March 27-29, 2018**

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### **SUBJECT**

**FY17 CAFR Review**

### **CONTROLLING STATUTE, RULE, OR POLICY**

[SDCL 4-11-2](#) – Annual Audit of State Accounts

### **BACKGROUND/DISCUSSION**

The FY17 Statewide Comprehensive Annual Financial Report (CAFR) was released in December. The Board of Regents (BOR) is considered a component unit of the state of South Dakota in the CAFR. The Department of Legislative Audit (DLA) is charged with providing an audit opinion on the CAFR and performs an audit of the BOR financial statements to help arrive at this opinion. For FY17 there were no audit findings or mandatory adjustments for the BOR system.

### **IMPACT AND RECOMMENDATIONS**

The accounting staff at each campus is to be congratulated for the continued commitment to excellence. Listed below are the controllers and board office staff who had a major hand in completing this year's financial statements.

Rob Houdek – BHSU  
Brandon Bentley – BHSU  
Amy Dockendorf – DSU  
Kay Fredrick – NSU  
Heather Forney – SDSMT  
Deb Rowse – SDSMT  
Karen Jastram – SDSU  
Jim Rogness – SDSU  
Shelley Brunick – USD

Justin Norens - USD  
Claudean Hluchy – Special Schools  
Michelle Elkin – RIS  
Dennis Konkler – RIS  
Mary Ellen Garrett – BOR  
Sara Brainard – BOR  
Justin Nagel – BOR  
Sherri Stahl – BOR  
Scott Van Den Hemel – BOR

With every audit there are always areas that are identified as places for improvement. The board office will visit with DLA and the controllers and continue to look for ways to improve our internal controls and other processes. We will also review any findings DLA identified that did not meet material reporting thresholds. These smaller findings can be

(Continued)

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### **INFORMATIONAL ITEM**

very helpful in identifying procedures and controls that need to be adjusted before they become bigger problems down the line.

The number of mandatory audit adjustments for the last five years, the dollar value associated with those adjustments and their impact on BOR's net position are listed below.

<b>Fiscal Year</b>	<b># of Audit Adjustments</b>	<b>Dollar Value of Adjustments</b>	<b>Impact on Net Position</b>
2013	5	\$3,021,544.72	0.23%
2014	11	\$188,588,386.54	0.00%
2015	0	\$0.00	0.00%
2016	0	\$0.00	0.00%
2017	0	\$0.00	0.00%

## **ATTACHMENTS**

None



**SOUTH DAKOTA BOARD OF REGENTS**

**Budget and Finance**

**AGENDA ITEM: 7 – Q**  
**DATE: March 27-29, 2018**

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**SUBJECT**

**SDSU Stadium Financials**

**CONTROLLING STATUTE, RULE, OR POLICY**

None

**BACKGROUND/DISCUSSION**

At the December 2013 Board meeting, the Board approved the financing for the SDSU football stadium. That item included a pro forma provided by SDSU showing revenue and expenditure estimates for the first ten years after the stadium's completion. The Board requested annual updates on the financial picture of the stadium, specifically asking for comparisons of actuals to the pro forma. Attachment I shows the numbers from the pro forma and the actuals for fiscal year 2017.

The stadium approval included a requirement that SDSU set aside funds in a debt service reserve account equal to the largest annual debt service due on bonded debt associated with the stadium. The amount to be set aside is \$2,592,525. At the end of FY17, SDSU had \$1.35 million in the fund. Currently that fund has a balance of \$2.65 million.

Attachment II is a cash flow statement for the SDSU stadium fund. This statement is being provided because there is some cash activity not reflected on the income statement. This is cash being collected by SDSU for future years that is available for immediate use. This cash is not reflected in the revenue and expenditure statement for FY17 as it is revenue being collected in advance for FY18 premium leases (unearned revenue). SDSU is tracking this and moving the appropriate amount of revenue to the income statement when it is applicable.

**IMPACT AND RECOMMENDATIONS**

When comparing the pro forma to the actual results, the net operating results from the stadium reflect a decrease of (\$1,025,000). Revenues were down by almost \$1 million. A high level review immediately identifies foundation gifts as the major contributor to the lower number. The foundation gifts were removed from the pro forma by SDSU when the debt service came in \$300,000 lower than expected. The elimination of the gifts removed \$400,000 each year for six years.

(Continued)

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**INFORMATIONAL ITEM**

Another factor was lower than estimated ticket sales. The demand games and premium seating leases did not meet pro forma projections. The sales total for the premium seats looks close but that number includes approximately \$379,000 of sales for the fall 2016 season. When this total is removed, it shows that the premium seat total was approximately 80% of projected. The demand game totals were only 60% of projected. Revenues were aided by concessions being higher than projected. There was a concert at the beginning of the school year and Aramark donated all of the concession proceeds back to SDSU.

SDSU's expenditures were a little higher than outlined in the pro forma if you include the additional transfer of \$280,000. The transfer covered approximately \$50,000 in expenses that were indirect in nature (such as janitorial costs) and the remaining \$230,000 was designated for non-football athletic operating expenses. SDSU's utility expenditures were lower than what had been estimated. This is partially due to the fact that the electricity used by the stadium is paid for by general funds.

A requirement of the pro forma was a commitment by SDSU to set funds aside 2% for M&R. Assuming 20% of the facility value is to be covered each year for the first five years, the total M&R commitment for year one is \$208,000. The total used for this calculation was the \$52 million construction cost. That total includes the field and other non-building costs. SDSU feels that 2% of the total facility cost is more than what is needed to maintain the facility and will be requesting a change to the base number used for the 2% calculation. The board office has recommended that SDSU set up a separate fund to hold the M&R funds and pay for future M&R expenditures.

The impact of lower revenues has reduced the coverage ratio from a projection of 1.25 to an actual result of 1.07 for FY17. While this is only the first year of operation, SDSU will need to continue to monitor the stadium operations to ensure that debt service requirements as well as M&R needs can be met.

## **ATTACHMENTS**

Attachment I – FY17 Pro Forma to Actual Comparison

Attachment II – FY17 Cash Flow for SDSU Stadium Fund and Debt Service Fund

**SDSU Football Stadium**  
**FY17 Pro Forma to Actual Comparison**

ATTACHMENT I 3

	<b>2016-17 Pro Forma*</b>	<b>2016-17 Actuals</b>	<b>Difference</b>
<b>Operating Revenue</b>			
Ticket Sales - SDSU Football	410,000	446,712	36,712
Ticket Sales - SDSU Football (sixth game)	137,000	141,321	4,321
Ticket Sales - SDSU Football - Demand Games	1,193,000	712,079	(480,921)
Facility Fee (\$2/ticket sold)	97,000	82,589	(14,411)
Premium Seating Leases	2,251,000	2,168,942	(82,058) (1)
Foundation Gifts	400,000	0	(400,000) (2)
Advertising & Sponsorship	43,000	0	(43,000) (3)
Ticket Sales - Other Events	53,000	0	(53,000)
Gross Concessions	115,000	217,176	102,176
Net Catering	35,000	43,966	8,966
Net Novelties	3,000	0	(3,000)
Gross Game Day Parking	58,000	29,252	(28,748)
Other Revenue	77,000	46,537	(30,463)
<b>Total Revenue</b>	<b>4,872,000</b>	<b>3,888,574</b>	<b>(983,426)</b>
<b>Resources Designated for non-football Athletic</b>			
<b>Operating Expenses</b>			
Existing Football Ticket Sales	(649,000)	(649,000)	0
Existing Football Concessions	(40,000)	(40,000)	0
Existing Football Event Parking	(38,000)	(38,000)	0
Additional Transfer to Athletic Operations	0	(280,000)	(280,000) (4)
<b>Net Resources Available to Stadium</b>	<b>4,145,000</b>	<b>2,881,574</b>	<b>(1,263,426)</b>
<b>Operating Expenses</b>			
Salary Permanent Staff	(80,000)	0	80,000 (4)
Benefits Permanent Staff	(26,000)	0	26,000 (4)
General and Administrative	(68,000)	(28,742)	39,258
Utilities	(160,000)	(48,389)	111,611
Annual Maintenance & Repairs	(12,000)	(18,745)	(6,745)
Stadium Capital Expenditures	0	(141,769)	(141,769)
Event Insurance	(20,000)	0	20,000 (4)
Advertising	(36,000)	0	36,000 (4)
Miscellaneous	(20,000)	(23,098)	(3,098)
Gameday Expenses	(128,000)	(57,085)	70,915
Insurance/Service Fee (3% SDBA)	(84,000)	(77,737)	6,263
<b>Total Operating Expenses</b>	<b>(634,000)</b>	<b>(395,566)</b>	<b>238,434</b>
Operating Gain (Loss)	3,511,000	2,486,008	(1,024,992)
Plus: Interest Earned on Bonded Funds	0	201,192	201,192 (5)
Amount Available For Debt Service	3,511,000	2,687,200	(823,800)
Annual Debt Service	2,813,000	2,513,500	(299,500)
<b>Coverage Ratio</b>	<b>1.25</b>	<b>1.07</b>	
Excess of Gain (Loss) over Debt Service	698,000	173,700	(524,300)
M&R Requirement	(208,000)	(208,000)	0 (6)
Remaining Funds	490,000	(34,300)	(524,300)

\* taken from the December 2013 Board Item where the pro-forma numbers were presented. There was a footing error of \$200,000 in Total Revenue in the December item. That error has been corrected above.

(1) This revenue source would generally be collected in March and April for the next years football season. This year there were some funds collected for both the Fall 2016 and Fall 2017 football seasons. The amount that is applicable to the Fall 2016 season was \$379,000. This figure is being disclosed to allow future year comparisons.

(2) The pro forma included annual gifts for 6 years of \$400,000 from the foundation. SDSU and their Foundation decided that the gifts were no longer needed when actual debt service numbers came in \$300,000 under estimated. This decision eliminates a total of \$2.4 million from the pro forma spread-out over six fiscal years.

(3) There were no adversting dollars in FY17. The increases will begin in FY18.

(4) These expenses were not specifically separated out for the stadium. They are blended in with the overall expenditures for athletics. It is to be assumed that part of the additional \$280,000 that was transfered will cover these expenses.

(5) SDSU received interest income on their bond funds from the South Dakota Building Authority. SDSU used these funds to make a portion of the debt service payment in FY17. These are one time funds.

(6) SDSU M&R requirement is calculated by taking 20% of the hard building cost and multiplying that by 2%. The hard construction cost of \$52,037,000 was determined in the December 2013 Board Item. SE SDSU feels that 2% of the total facility cost is more than what is needed to maintain the facility and will be requesting a change to the base number used for the 2% calculation.

**SDSU Football Stadium Operating Fund  
Cash Flow for FY17**

**Cash Flows from Operating Activities**

Current Year Ticket Sales	\$1,300,112	
Future Years Ticket Sales	\$0	
Current Year Premium Leases	\$2,168,942	
Future Year Premium Leases*	\$167,430	
Facility Use Fee	\$82,589	
Parking	\$29,252	
Concessions	\$217,176	
Advertising & Sponsorship	\$0	
Other Event Ticket Sales	\$0	
Catering	\$43,966	
Other Revenue	\$46,537	
Expenditures for Personal Services	\$0	
Expenditures for Travel	\$0	
Expenditures for Contractual	(\$276,962)	
Expenditures for Supplies and Materials	(\$90,151)	
Expenditures for Capital Outlay	(\$28,453)	
Transfer to Athletics	(\$1,007,000)	
Transfer to M&R Fund	\$0	
Net Cash Flows from Operating Activities		\$2,653,437

**Debt Service Activities**

Transfer for FY17 Debt Service	(\$2,310,749)	
Transfer for Debt Service Reserve Fund	(\$481,991)	
Total Cash Used for Debt Service Activities		(\$2,792,740)
Fiscal Year 2017 Change in Cash		(\$139,303)
Fiscal Year 2017 Beginning Cash		\$335,173
Fiscal Year 2017 Ending Cash		\$195,871

\* These ticket sales are not reflected on the revenue and expenditure statement because they are for future years. The cash is available for use because the tickets are non-refundable. At the end of FY17, SDSU had \$651,240 in unearned revenue on the balance sheet for this fund.

**Cash Flow for the Debt Service Reserve Fund**

Beginning Cash Balance 7/1/16	\$871,966
FY17 Contributions from Stadium Fund	\$481,991
Ending Balance 6/30/17	\$1,353,957

# **SOUTH DAKOTA BOARD OF REGENTS**

## **Budget and Finance**

**AGENDA ITEM: 7 – R**  
**DATE: March 27-29, 2018**

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### **SUBJECT**

**DSU Athletics Master Plan**

### **CONTROLLING STATUTE, RULE, OR POLICY**

None

### **BACKGROUND / DISCUSSION**

The Dakota State University Athletics Master Plan is a vision for the future of the DSU Athletics Department and its student-athletes, coaches and staff. The master plan also envisions an improved experience for students, fans and alumni as well as opportunities to build relationships with the DSU community on and off campus. The DSU Athletics Master Plan aligns with the current mission and future vision of the DSU Athletics Department.

The existing athletic facilities have functioned through important collaborations between Dakota State University, the Madison Central School District, the City of Madison, the Trojan Athletic Club and the South Dakota National Guard. Intercollegiate athletic activities bring the Dakota State University community together and bring awareness to the academic opportunities offered at DSU. Currently, about 30 percent of students at Dakota State University participate in athletics as both scholarship and non-scholarship athletes, and this number is expected to increase over the next decade.

### **IMPACT AND RECOMMENDATIONS**

This master plan provides an opportunity to make informed decisions about existing facilities and plans for future growth.

Using specific architectural and planning principles, the master plan establishes a clear identity for DSU athletics, an identity which brings all DSU sports together in one area, keeping the following goals in mind: engagement, excellence in performance, facilitative facilities, reputation and relevance, and identity. Additionally, consolidation of programs and shared use promotes more efficient utilization of resources.

Three of the major program components—the events center, indoor practice facility and football field - are connected by a two-level shared facility which will house support programs for current and future athletic and academic programs. This building would

(Continued)

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### **INFORMATIONAL ITEM**

connect to the existing Community Center and provide efficiencies through program adjacencies and consolidated spaces. This design approach creates opportunities for collaboration and camaraderie between the staff, coaches and athletes of different sport programs.

The proposed master plan could occur in multiple phases and, as designed, allows for fundraising and continued use of existing outdoor facilities until the shared facility and football upgrades are underway. Completion of the proposed project would be an asset for Dakota State University and the Madison community. It would enhance the experience of student-athletes and coaches, improve the health and wellness of faculty, students and community, and serve as a tool for recruitment and retention of new students and student-athletes.

## **ATTACHMENTS**

Attachment I – DSU Athletics Master Plan



The Dakota State University Athletics Master Plan is a vision for the future of the DSU Athletics Department and its student-athletes, coaches and staff. The master plan also envisions an improved experience for students, fans and alumni as well as opportunities to build relationships with the DSU community on-and off-campus. The DSU Athletics Master Plan aligns with the current mission and future vision of the DSU Athletics Department.

**MISSION:** *The mission of Dakota State University Intercollegiate Athletics is to provide a positive, quality athletic experience that will develop student-athletes intellectually, emotionally, physically, and socially. Our athletic program is broad-based and strives for excellence in all sports.*

<https://amp.dsuathletics.com/>  
1062

**DSU ATHLETICS ARE RISING**



**STEERING COMMITTEE**

Dr. José-Marie Griffiths, President

Dr. Richard Hanson, Provost and Vice President for Academic Affairs

Stacy Krusemark, Vice President for Business & Administrative Services

Jeff Dittman, Athletic Director

Corey Braskamp, Director of Physical Plant/Facilities Management

Representatives for DSU Athletics

- Baseball
- Basketball (Men's and Women's)
- Football
- Softball
- Track and Field/Cross Country (Men's and Women's)
- Volleyball

**OTHER DSU STAKEHOLDERS**

DSU Facilities

DSU Intramural Sports

Athletic Training

**OTHER STAKEHOLDERS**

Lake Area Improvement Corporation

Madison Central School District

Madison Community Center

South Dakota National Guard

Trojan Athletic Club

City of Madison

**MASTER PLAN STUDY TEAM**

JLG Architects

## PROCESS



Phase One:  
Focus Groups and Interviews



Phase Two:  
Data Gathering and Analysis



Phase Three:  
Alternative Concepts and  
Selection of Preferred  
Concepts



Phase Four:  
Final Master Plan

The planning process was organized into four phases and involved close interaction with the Dakota State University Athletics Master Plan steering committee as well as coaches and athletes from individual sports, athletics staff, related academic faculty, other university staff and important stakeholders from the Madison community.

## MASTER PLAN GOALS AND INITIATIVES

The existing athletic facilities have functioned through important collaborations between Dakota State University, the Madison Central School District, the City of Madison, the Trojan Athletic Club and the South Dakota National Guard. Intercollegiate athletic activities bring the Dakota State University community together and bring awareness to the academic opportunities offered at DSU. Currently, about 30 percent of students at Dakota State University participate in athletics as both scholarship and non-scholarship athletes, and this number is expected to increase over the next decade. The following goals have been identified by the steering committee and have guided program and design decisions throughout the master planning process:

### ENGAGEMENT

Connect students, faculty, and the community to create mutually-beneficial relationships between campus athletics and academics.

### EXCELLENCE IN PERFORMANCE

Promote athletic and academic excellence through state-of-the-art facilities.

### FACILITATIVE FACILITIES

Meet academic and community needs through creative and strategic programming initiatives.

### REPUTATION AND RELEVANCE

Elevate the reputation and relevance of Dakota State University outside of the region.

### IDENTITY

Consolidate and bring clarity to the DSU athletics brand.

### ACKNOWLEDGEMENTS

The Dakota State University Athletics Master Plan has been a team effort led by a dedicated group of individuals consisting of members of the Dakota State University staff, student-athlete representatives and the Madison community.

Dakota State University Athletics is affiliated with the National Association of Intercollegiate Athletics (NAIA) and is a member of the North Star Athletic Association (NSAA). The Trojans are represented by twelve athletic teams:

- Baseball
- Basketball (Men's and Women's)
- Cross Country (Men's and Women's)
- Football
- Softball
- Indoor Track and Field (Men's and Women's)
- Outdoor Track and Field (Men's and Women's)
- Volleyball

Additional sports under consideration include men's and women's soccer, golf and e-sports. Existing sports would see growth with the addition of junior varsity athletic programs.

## **EXISTING DAKOTA STATE UNIVERSITY ATHLETICS SPORTS VENUES**

Dakota State University Athletics currently occupies multiple locations in the City of Madison. The primary location is at the northeast corner of 11th St. NE and Washington Ave. N. This is the location of DSU Memorial Fieldhouse (basketball, volleyball) and Trojan Field (football, track/field). These facilities are also adjacent to the Madison Community Center, which serves as a campus recreation center for DSU. Madison High School is located to the southeast of this site and the Dakota Prairie Playhouse is located to the west. The existing parking lots and angled street parking near the Community Center and Fieldhouse currently accommodate over 200 vehicles. This area is located two blocks north of Dakota State University's campus. Flynn Field (baseball) and the Thue Softball Complex (softball) are located more than one mile southwest of Dakota State University's campus at the intersection of 8th St. SW and Egan Ave. S.

### **DSU MEMORIAL FIELDHOUSE (BASKETBALL, VOLLEYBALL)**

The DSU Memorial Fieldhouse is where both indoor collegiate and intramural sports are played. This facility also houses the Athletic Department. It was renovated in 2013 with upgrades to the flooring, bleachers, lobby and press box.





## TROJAN FIELD (FOOTBALL, TRACK/FIELD)

Trojan Field has a football field, all-weather track and lighted stadium.



## FLYNN FIELD (BASEBALL)



## THUE SOFTBALL COMPLEX (SOFTBALL)



## ADDITIONAL FACILITIES

### Community Center

The Community Center is the result of a collaborative effort between the City of Madison and Dakota State University. DSU students are members of the Community Center through student fees. The facility includes the following amenities: swimming pool, hot tub, sauna, double gym with wood floor and a multipurpose gym, fitness area, racquetball courts, aerobics and spin classroom, walking track, and a climbing wall.

## PROGRAM NEEDS

Below is a list of program and facility needs being considered; the Athletics Master Plan has been designed to be flexible with regard to the program elements, based on Dakota State's shifting needs and opportunities.

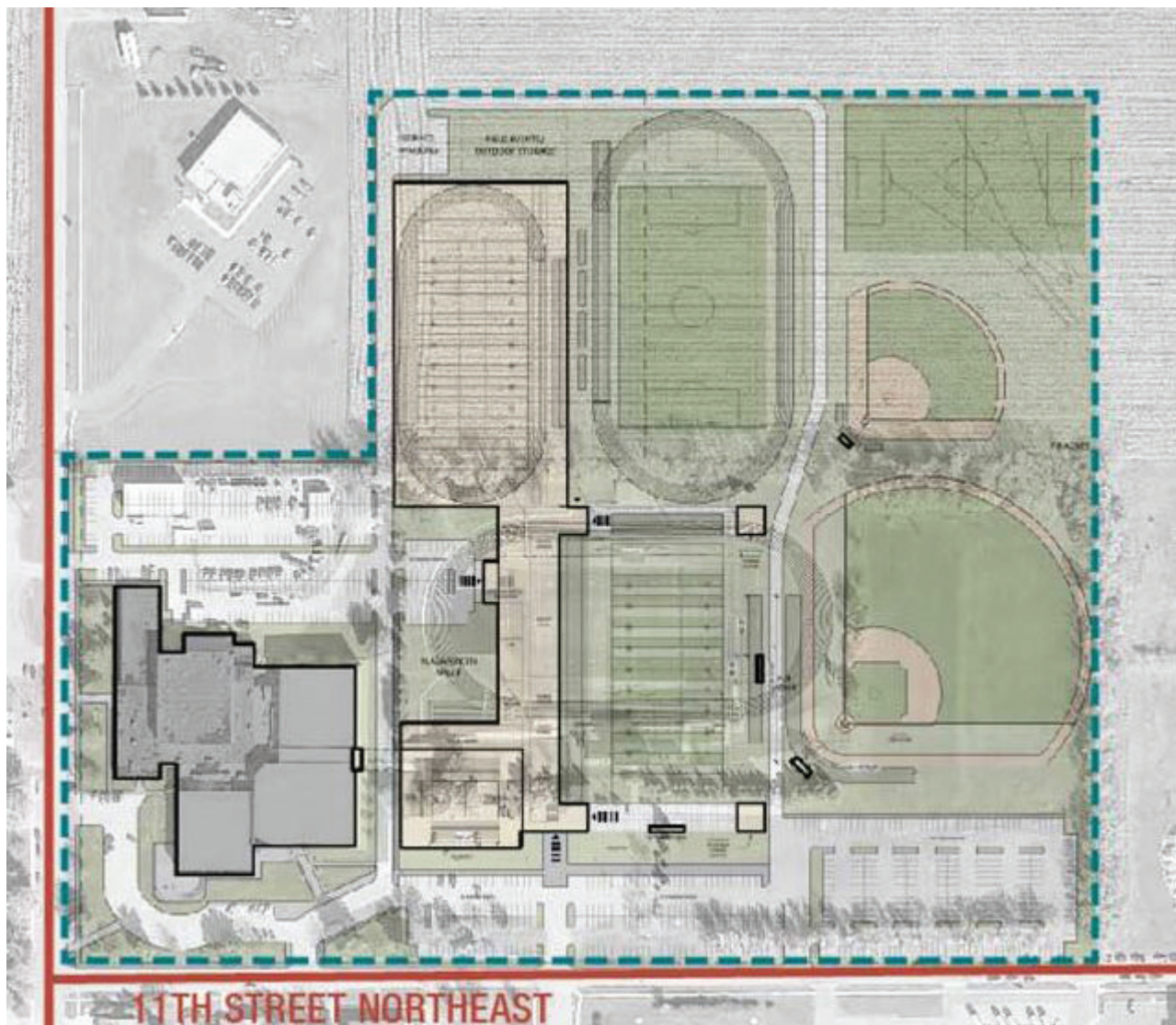
1. Renovation of Fieldhouse
2. Relocation of South Dakota National Guard
3. Events Center (basketball/volleyball)
4. Indoor Practice Facility
5. Football
6. Shared Facility
7. Exterior Fields
  - Football field with artificial turf
  - 400m track with soccer and lacrosse field with grass
  - Additional practice soccer field with track field events area
  - Softball field
  - Baseball field
8. Parking Reconfiguration and Addition

Additional sports under consideration include men's and women's soccer, golf and e-sports. Existing sports would see growth with the addition of junior varsity athletic programs.

## PROPOSED CONCEPT

Using specific architectural and planning principles, the master plan establishes a clear identity for DSU Athletics, an identity which brings all DSU sports together in one district, keeping the following goals in mind: Engagement, Excellence in Performance, Facilitative Facilities, Reputation and Relevance, and Identity. Additionally, consolidation of programs and shared use promotes more efficient utilization of resources.

Three of the major program components—the events center, indoor practice facility and football field—are connected by a two-level shared facility which will house support programs for current and future athletic and academic programs. This building would connect to the existing Community Center and provide efficiencies through program adjacencies and consolidated spaces. This design approach creates opportunities for collaboration and camaraderie between the staff, coaches and athletes of different sport programs.





This master plan provides an opportunity to make informed decisions about existing facilities and plans for future growth. The proposed master plan could occur in multiple phases and, as designed, allows for fundraising and continued use of existing outdoor facilities until the shared facility and football upgrades are underway. Completion of the proposed project would be an asset for Dakota State University and the Madison community. It would enhance the experience of student-athletes and coaches, improve the health and wellness of faculty, students and community, and serve as a tool for recruitment and retention of new students and student-athletes.

The current athletic facilities are no longer competitive in comparison to other North Star Athletic Association programs and do not meet the academic, athletic, or staff needs of today. One of the priorities of the athletics master plan is to consolidate the location of athletics facilities. The current facilities are not attractive to potential recruits and do not reflect a unified identity for the campus or athletics program. During initial focus group sessions, specific desires and concerns for individual athletic programs and community stakeholders were identified and recorded. The study team, working with the project stakeholders, explored multiple addition and renovation options that would address these needs.

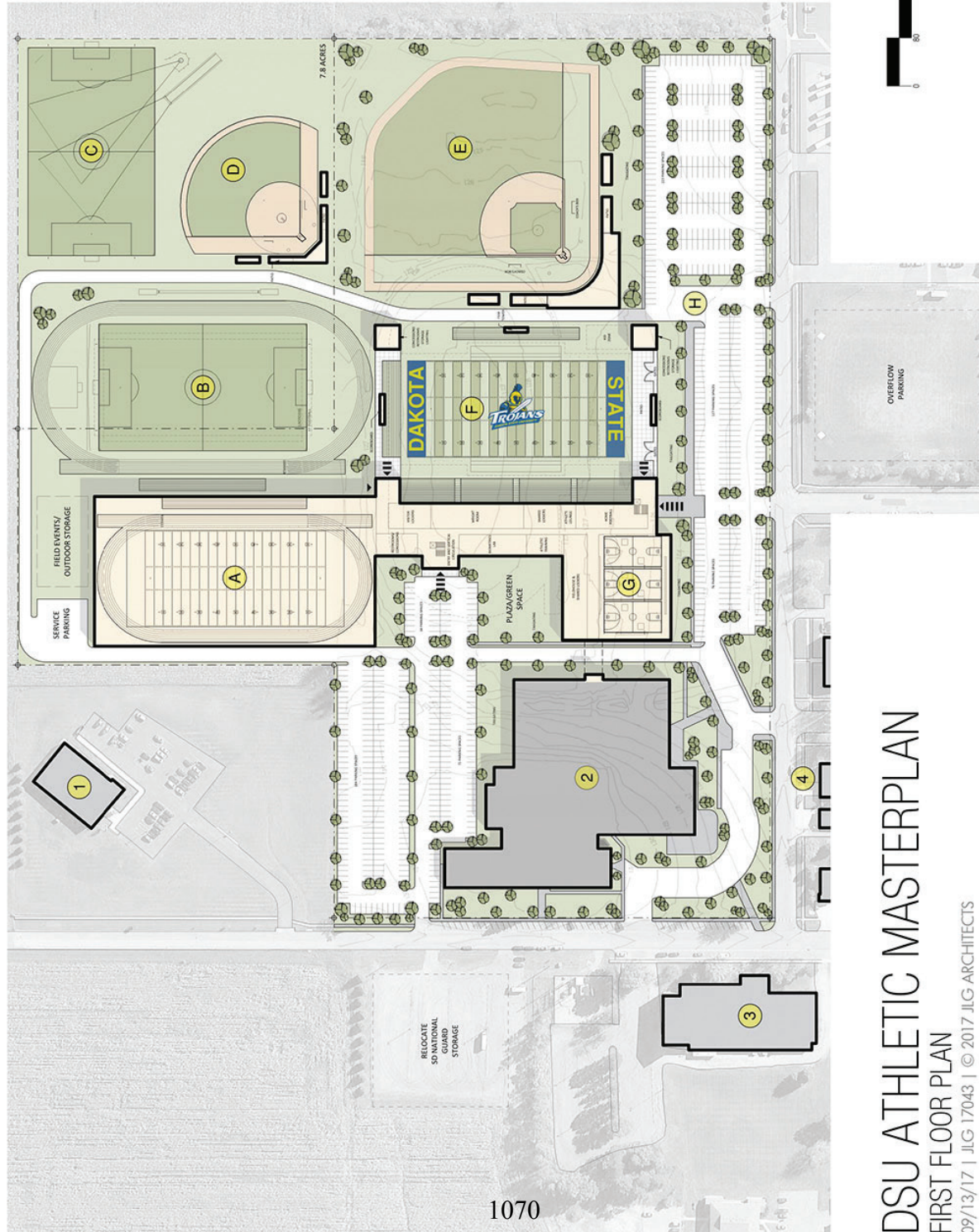
One of the important phases of the master plan is the renovation of the existing Fieldhouse. Eventually it is anticipated this building would accommodate JV basketball programs. The gymnasium space would be reconfigured to accommodate two basketball courts in order to hold two practices simultaneously. Another major adjustment of existing facilities would be the rotation and relocation of the existing football field and outdoor track. Removing the relationship between the football field and the outdoor track allows for an enhanced football fan experience. Another important consideration is the relocation and addition of other exterior athletic fields such as baseball, softball, soccer and lacrosse.

The proposed master plan meets the needs of the building users and provides sufficient space and amenities, allowing for future growth of athletic and academic programs at DSU. The proposed master plan includes four major building components: an events center (volleyball/basketball), an indoor training facility, football field and a shared facility housing additional programs and support for the entire complex. The proposed layout consolidates athletics into a single site and maximizes the building use to serve as many purposes and program needs as possible. The orientation and program placement create an aesthetic entry and clear identity for visiting recruits, current student athletes, coaches and fans.

- EXISTING**
- 1 Technology Building
  - 2 Community Center and DSU Fieldhouse
  - 3 Dakota Prairie Playhouse
  - 4 Single-Family and Multi-Family Housing

**PROPOSED**

- A Indoor Practice Facility  
300m Track  
Turf Field Dimensions 160' x 360'  
1200 Seats
- B Soccer Field with Track  
Grass Field  
Soccer Field Dimensions 210' x 345'  
Football Field Dimensions 160' x 360'  
Lacrosse Field Dimensions 180' x 330'  
400m Track  
1200 Seats
- C Practice Soccer Field  
Soccer Field Dimensions 210' x 345'
- D Softball Field  
220' Minimum to Fence from Home Plate  
500 Seats (Does not include Patios)
- E Baseball Field  
400' to Fence from Home Plate  
1,000 Seats (Does not include Patios)
- F Football  
Turf Field Dimensions 160' x 360'  
6,160 Seats (Does not include VIP)
- G Event Center  
1 Main Court  
3 Cross Courts  
Court Dimensions 50' x 94'  
2,000 Seats (Does not include VIP)
- H Parking  
720 Parking Spaces  
(Does not include existing  
Community Center/Fieldhouse parking)



# DSU ATHLETIC MASTERPLAN FIRST FLOOR PLAN

09/13/17 | JLG 17043 | © 2017 JLG ARCHITECTS

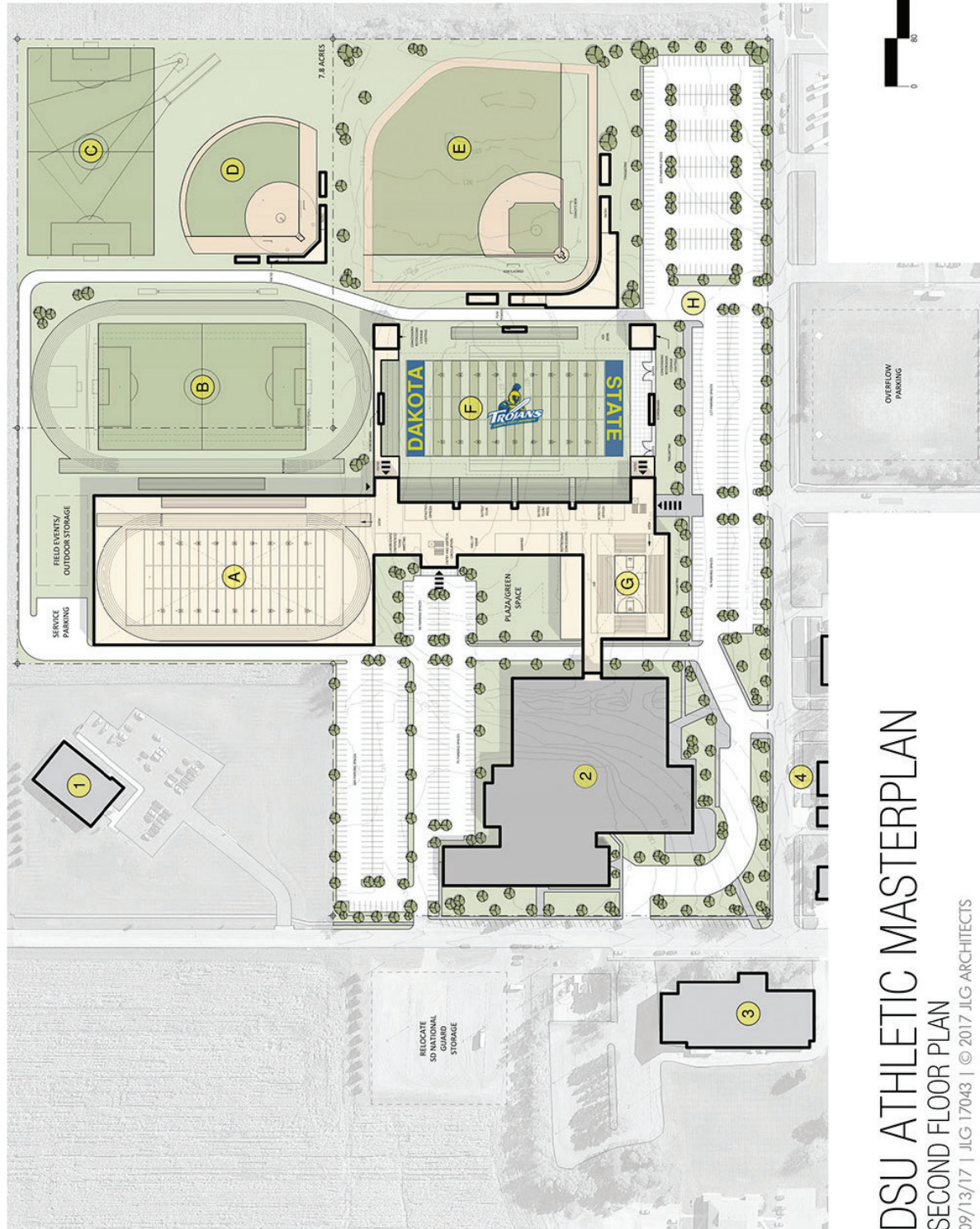




- EXISTING**
- 1 Technology Building
  - 2 Community Center and DSU Fieldhouse
  - 3 Dakota Prairie Playhouse
  - 4 Single-Family and Multi-Family Housing

**PROPOSED**

- A Indoor Practice Facility  
300m Track  
Turf Field Dimensions 160' x 360'  
1200 Seats
- B Soccer Field with Track  
Grass Field  
Soccer Field Dimensions 210' x 345'  
Football Field Dimensions 160' x 360'  
Lacrosse Field Dimensions 180' x 330'  
400m Track  
1200 Seats
- C Practice Soccer Field  
Soccer Field Dimensions 210' x 345'
- D Softball Field  
220' Minimum to Fence from Home Plate  
500 Seats (Does not include Patios)
- E Baseball Field  
400' to Fence from Home Plate  
1,000 Seats (Does not include Patios)
- F Football  
Turf Field Dimensions 160' x 360'  
6,160 Seats (Does not include VIP)
- G Event Center  
1 Main Court  
3 Cross Courts  
Court Dimensions 50' x 34'  
2,000 Seats (Does not include VIP)
- H Parking  
720 Parking Spaces  
(Does not include existing  
Community Center Fieldhouse parking)



# DSU ATHLETIC MASTERPLAN SECOND FLOOR PLAN

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## **SOUTH DAKOTA BOARD OF REGENTS**

### **Budget and Finance**

**AGENDA ITEM: 7 – S**  
**DATE: March 27-29, 2018**

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#### **SUBJECT**

**NSU Unimproved Real Property Purchase in Aberdeen**

#### **CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 6:2 – Acquisition and Disposal of Real Property](#)

#### **BACKGROUND / DISCUSSION**

Northern State University requests approval to purchase unimproved real estate in Brown County, South Dakota. At the [December 2017](#) meeting, the Board approved introduction of legislation during the 2018 Legislative Session that became [House Bill 1062](#) which authorized the Board of Regents to purchase this property on behalf of Northern State University.

Section 1 of House Bill 1062 authorized the purchase of .86 acres, more or less, of unimproved real property known as Lot 1, Young's Railroad Addition to the City of Aberdeen, Brown County, South Dakota.

Section 2 of House Bill 1062 appropriated the sum of twenty-five thousand dollars (\$25,000) in other fund expenditure authority from gifts to the Board of Regents for the purchase of this property.

#### **IMPACT AND RECOMMENDATIONS**

This acquisition will be made in accordance with applicable law and Board of Regent Policy 6:2 regarding the acquisition of real property which requires the following elements that are addressed after each element is identified.

- A. The certificate of the General Counsel that the proposed structure for the transaction conforms to the legal limitations on the Board's authority;

The General Counsel has reviewed the proposed structure for the transactions and is of the opinion that it conforms to the legal limitations on the Board's authority. House

(Continued)

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#### **DRAFT MOTION 20180327\_7-S:**

I move to approve NSU's request to purchase .86 acres, more or less, of unimproved real property known as Lot 1, Young's Railroad Addition to the City of Aberdeen, Brown County, South Dakota. Donations of \$25,000 will be used for this purchase.

Bill 1062 was approved by the 2018 Legislature and signed by the Governor on February 22, 2018, authorizing this purchase.

- B. A statement of the business rationale for the acquisition referencing the land acquisition plan set forth in BOR Policy 6:2(1) and identifying any additional actions or expenditures that shall be needed to make use of the property;

The acquisition of this property is in compliance with NSU's Campus Master Plan completed in 2017 and is supported by the property purchase plan completed in July 2011. This strip of land lies between land owned by NSU and the current SDSBVI campus.

The north part of the property will become part of a parking lot. The purchase of this land and the construction of the parking lot are part of the Great Plains East and Great Plains West residence hall construction project. The south part of the property will be preserved for future development.

- C. A report from an independent appraiser stating a fair market price for the property;

An independent appraisal was completed for the property; the appraised value is listed at \$25,500. The report is available from NSU upon request.

- D. An environmental audit report, including any action plan required to abate identified environmental hazards;

The property will have an environmental assessment completed prior to completion of the purchase. No environmental hazards are anticipated for the property.

- E. A financial plan and acquisition budget addressing (1) the land price; (2) incidental expenses and (3) costs for related improvements or services needed to make the property serviceable;

(1) The land will be purchased from the Northern State University Foundation for \$25,000 using donated funds. House Bill 1062 included an emergency clause so the purchase will occur prior to July 1, 2018.

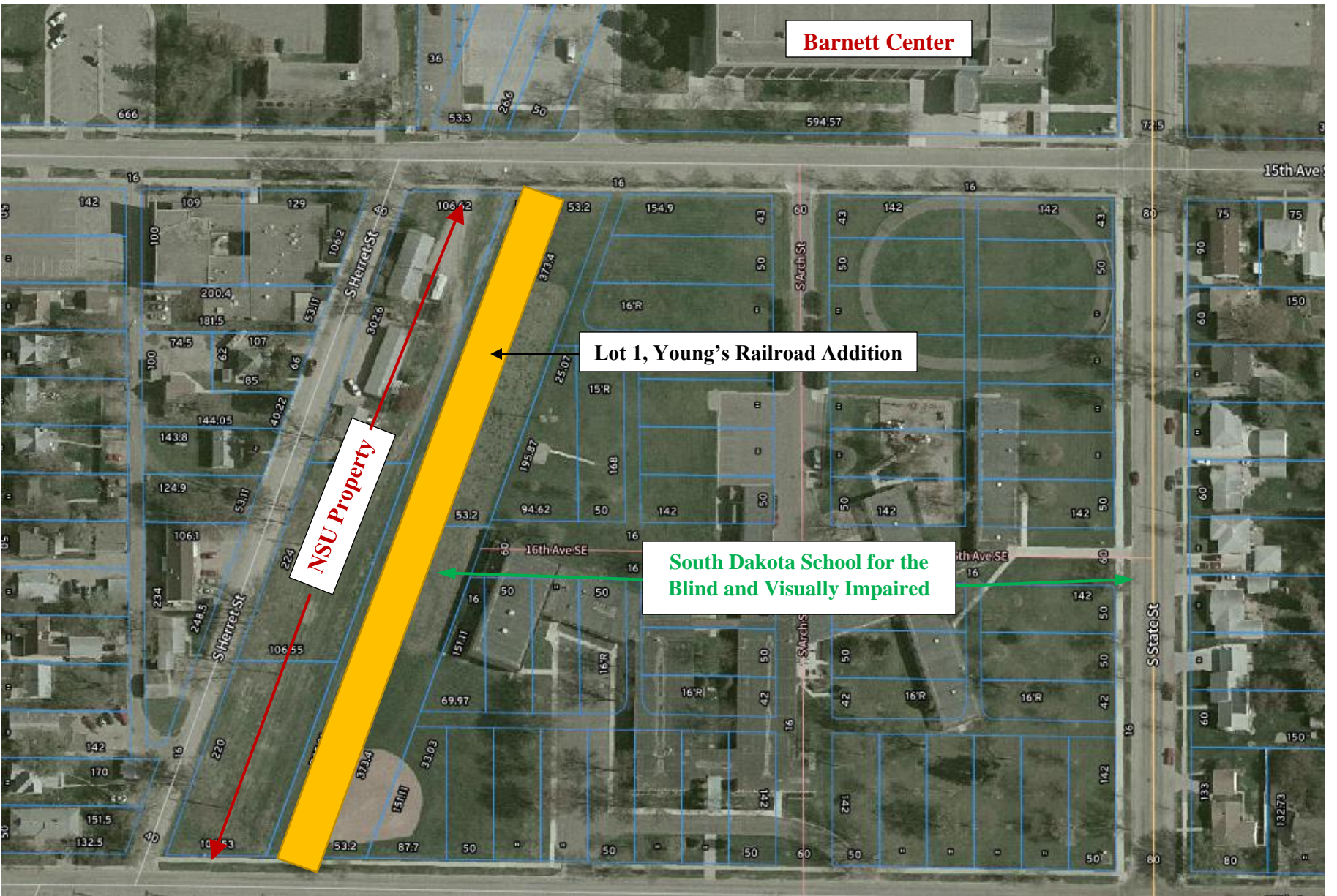
(2) The estimated cost for incidental expenses include: (a) Document recording fee (\$30), (b) Title transfer fee (\$25).

(3) There are no trees or structures to remove from the property. There will be costs to grade the site at the time the parking lot is constructed.

## **ATTACHMENTS**

Attachment I – NSU Map Showing the Land to be Acquired





**SOUTH DAKOTA BOARD OF REGENTS**

**Budget and Finance**

**AGENDA ITEM: 7 – T (1)**

**DATE: March 27-29, 2018**

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**SUBJECT**

**Sioux Valley-South Western Electric Easement Resolution (SDSU)**

**CONTROLLING STATUTE, RULE, OR POLICY**

SDCL [5-2-10](#) & [5-2-11](#).

**BACKGROUND / DISCUSSION**

Sioux Valley-Southwestern Electric is seeking to replace and relocate a section of its existing distribution line that runs across a portion of the land occupied by SDSU. The land in question is located in rural Brookings County and is currently used for cattle grazing. The new location of the distribution line does not unnecessarily interfere with SDSU's use of the land.

**IMPACT AND RECOMMENDATION**

South Dakota State University (SDSU) requests that the Board of Regents adopt the Resolution set forth in Attachment I requesting the grant of an easement to Sioux Valley-Southwestern Electric to place, construct, operate, repair, maintain, relocate and replace thereon an electrical transmission and distribution line or system. The foregoing will allow Sioux Valley-Southwestern Electric to relocate its powerline on SDSU's grassland property near Volga.

Staff recommends approval.

**ATTACHMENTS**

Attachment I – Resolution Requesting the Grant of an Easement to Sioux Valley-Southwestern Electric

Attachment I, Exhibit I – Draft Easement to Sioux Valley-Southwestern Electric

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**DRAFT MOTION 20180327\_7-T(1):**

I move to approve and adopt the Resolution set forth in Attachment I, requesting the Commissioner of School and Public Lands to proceed with the easement as stated therein.

## RESOLUTION

**Resolution requesting the grant of an easement in, on, over, under, and across portions of land occupied by South Dakota State University for the use and benefit of Sioux Valley-Southwestern Electric.**

The South Dakota Board of Regents (hereinafter referred to as "Grantor"), on behalf of South Dakota State University, in consideration of one dollar (\$1) and other good and valuable consideration, and pursuant to the authority vested in Grantor under SDCL § 5-2-11, hereby requests the Commissioner of School and Public Lands to draw up all necessary documents and to forward them to the Governor to request their execution in order to grant to Sioux Valley-Southwestern Electric, an easement to place, construct, operate, repair, maintain, relocate, and replace thereon a distribution line or system in, on, over, under, and across the following described property:

The East 25 feet (25') excluding the Public Right of Way of real property in Brookings, County, South Dakota, described as follows: the (E1/2E1/2) of Section (32) Township (111) North, Range (51) West of the 5<sup>th</sup> P.M; and

The North 25 feet (25') excluding the Public Right of Way of real property in Brookings, County, South Dakota, described as follows: The (E1/2E1/2) of Section (32) Township (111) North, Range (51) West of the 5<sup>th</sup> P.M.

Grantor requests that any grant of easement be consistent with, or responsive to, the issues identified in the draft grant of easement prepared by the Office of School and Public Lands and attached hereto as Exhibit I, without restricting the ability of the parties to further revise and finalize the details of the final document(s).

Grantor requests that any grant of easement provides that Grantor shall not be liable for any personal injury, property damage, or other liability to Grantee, its agents, employees, invitees, or to any other party caused by or related to Grantee's use of the premises, irrespective of how such injury or damage may be caused, whether by action of the elements or acts of negligence of Grantee or any other party, and that Grantee further agree to reimburse Grantor for any judgment against it arising from Grantee's use of the property.

Dated this 29<sup>th</sup> day of March, 2018

SOUTH DAKOTA BOARD OF REGENTS

By 

Bob Sutton

President

**Certification:**

I have compared the foregoing with an action taken by the Board of Regents at a regular meeting of the Board in Spearfish, South Dakota, on the 29<sup>th</sup> day of March, 2018, and I hereby certify that the same is a true, correct, and complete copy thereof and that the same has not been rescinded.

Dated this 29<sup>th</sup> day of March, 2018

SOUTH DAKOTA BOARD OF REGENTS

By 

John W. Bastian

Secretary

**This document prepared by:  
Office of School and Public Lands  
(605)773-3303  
500 East Capitol Avenue  
Pierre, South Dakota 57501-5070**

**EASEMENT  
(RIGHT-OF-WAY FOR ELECTRICAL DISTRIBUTION LINE)**

FOR AND IN CONSIDERATION OF THE SUM OF One (\$1.00) dollar, the receipt of which is hereby acknowledged, the Office of School and Public Lands on behalf of the State of South Dakota Board of Regents (SDBR), hereinafter referred to as Grantor, does hereby grant and convey unto Sioux Valley-Southwestern Electric, a Cooperative, Grantee, of 47092 SD Highway 34, Colman, South Dakota, 57017, an electrical transmission and distribution line easement, subject to the conditions hereinafter set forth, in, on, over, under, and across the following described property:

The East 25 feet (25') excluding the Public Right of Way of real property in Brookings, County, South Dakota, described as follows: the (E1/2E1/2) of Section (32) Township (111) North, Range (51) West of the 5<sup>th</sup> P.M.

The North 25 feet (25') excluding the Public Right of Way of real property in Brookings, County, South Dakota, described as follows: The (E1/2E1/2) of Section (32) Township (111) North, Range (51) West of the 5<sup>th</sup> P.M.

This grant is subject to the following conditions:

1. Such easement shall include the right to enter at any time and from time to time, and to construct, reconstruct, erect, repair, rebuild, operate, patrol, remove, and maintain all necessary equipment, fixtures, and appurtenances and; the right to clear the way and keep it clear of brush, trees, buildings, and fire hazards; and the right to remove trees, if any including but not limited to: electric transmission and/or distribution line or system on or under the above-described lands and/or in, upon or under all streets, roads or highways abutting said lands. Grantor agrees that the rights contained herein are intended to benefit the Grantee, the subtenants of Grantee, and any sub-subtenants, including their successors or assigns.
2. Grantor agrees that this easement may not be modified or revised in a manner that would diminish the rights of Grantee, its successors or assigns.
3. This easement is granted subject to all existing rights of way and easements over and upon the property.



4. Grantor reserves the right to utilize the property for all purposes not inconsistent with the easement rights herein conveyed. Grantor or Grantee may enter upon the above described property for the purposes of effectuating the grant of and reserved rights in this easement.
5. The electric transmission and/or distribution line or system shall be constructed in a good and workmanlike manner, and all disturbed area shall be restored to a finished grade.
6. The Grantee will be responsible for all costs and liabilities regarding the installation, maintenance and use of an electric transmission and/or distribution line or system on or under the above-described easement area. This grant is subject to the further condition that Grantor shall not be liable for any personal injury, property damage, or other liability to Grantee, its agents, employees, invitees, or to any other party caused by or related to Grantee's use of the premises, irrespective of how such injury or damage may be caused, whether by action of the elements or acts of negligence of Grantee or any other party, and that Grantee further agrees to reimburse Grantor for any judgment against it arising from Grantee's use of the property. For any claims arising out of the Grantee's installation, maintenance and use of the electric transmission and/or distribution line or system and above-described easement area, Grantee agrees to indemnify, defend and hold Grantor harmless. Nothing in this agreement shall be read to waive Grantor's sovereign immunity.
7. The Grantee shall maintain the surface area of the easement following construction. The property which is the subject of this easement shall be kept free of all obstructions.
8. If the above described real property granted by this easement ceases to be used for an electric transmission and/or distribution line or system for two (2) consecutive years the easement terminates and reverts to Grantor.
9. The Grantor has and retains the right to lease, sell, or otherwise convey the property or any party thereof, subject to the terms of this easement, provided, however, that this easement shall remain in full force and effect until the expiration of the terms hereof notwithstanding such a lease, sale or conveyance. The above described easement is subject to a reservation of further easements and rights-of way for irrigation ditches and canals, as provided by South Dakota Codified Laws 5-4-2, so long as they do not infringe upon the rights granted hereunder. This easement is also subject to reservations and rights relating to deposits of coal, ores, metals and other minerals, asphaltum, oil, gas and other like substances provided by the South Dakota Constitution Art. VIII, §19, South Dakota Codified Law 5-7-3 to 5-7-6, inclusive, and South Dakota Codified Law § 5-2-12, and in any law of the

State of South Dakota reserving any rights of any kind in said State or any of its departments, institutions, subdivisions, funds or accounts.

10. This easement shall be binding upon the heirs, executors, administrators, assigns, and successors in interest of the parties hereto, and the failure of Grantee or any person or entity succeeding to its interest to comply with the conditions stated herein shall cause the easement to terminate and to revert to Grantor or any person or entity succeeding to its interest.

11. This easement shall be governed by and construed in accordance with the laws of the State of South Dakota.

IN WITNESS WHEREOF, the STATE OF SOUTH DAKOTA has caused this Instrument to be executed in the name of the State, by the Governor and attested to by the Commissioner of School and Public Lands and the Grantee has set its hand and seal this \_\_\_\_ day of \_\_\_\_\_, 2018.

APPROVED BY:

GRANTOR  
STATE OF SOUTH DAKOTA

GRANTEE  
Sioux Valley-Southwestern Electric

By: \_\_\_\_\_  
Dennis Daugaard, Governor

By: \_\_\_\_\_  
Title: \_\_\_\_\_

ATTEST BY:

OFFICE OF SCHOOL AND PUBLIC LANDS

\_\_\_\_\_  
Ryan Brunner, Commissioner

[illegible]

On this \_\_\_\_ day of \_\_\_\_\_, 2018, before me the undersigned Notary Public within aforesaid County and State, personally appeared Dennis Daugaard, Governor, known to me to be the person described herein who executed the within and forgoing instrument for the purposes therein contained and acknowledged to me that he executed the same.

Notary Seal

Notary Public

## Commission Expires

[illegible]

On this \_\_\_\_ day of \_\_\_\_\_, 2018, before me the undersigned Notary Public within aforesaid County and State, personally appeared Ryan Brunner, Commissioner of South Dakota School and Public Lands, known to me to be the person described herein who executed the within and forgoing instrument for the purposes therein contained and acknowledged to me that he executed the same.

Notary Seal

---

Notary Public

Commission Expires



**SOUTH DAKOTA BOARD OF REGENTS**

**Budget and Finance**

**AGENDA ITEM: 7 – T (2)**

**DATE: March 27-29, 2018**

\*\*\*\*\*

**SUBJECT**

**City of Sioux Falls Easement Resolution – USD Discovery District**

**CONTROLLING STATUTE, RULE, OR POLICY**

SDCL [5-2-10](#) & [5-2-11](#).

**BACKGROUND / DISCUSSION**

The Board previously approved a resolution requesting the grant of an exclusive easement to the City of Sioux Falls for street/highway right-of-way, water, sanitary and storm sewers, drainage and other utilities or structures associated with the operation and maintenance of the street/highway at its [August 2017](#) meeting. When finalizing the content of the easement with School and Public Lands, the City of Sioux Falls expressed its desire to adhere to its standard practice of issuing permits to third party utilities operating within the right-of-way (i.e., easement area), a process that's set forth in city ordinance(s). The parties confirmed that the permits granted by the City were not easements, and that any such grant would be within the confines of the underlying easement, which does not run afoul of state law on the topic. To clarify the intent of the parties and avoid any confusion down the road, it was decided that a new resolution that explicitly mentions the ability of the City to issue permits within the easement area should be sought.

By way of background, the Board entered into a Master Ground Lease with the USD Research Park, Inc. ("USD Discovery District") dated June 20, 2013 for the operation of a research park on 80 acres of state land in Sioux Falls, which was approved at its [June 2013 meeting](#). The Board subsequently approved amending the Master Ground Lease at its [December 2015 meeting](#), and the Amended and Restated Master Ground Lease Agreement was executed on April 15, 2016. Pursuant to Section 1.4 of the Amended and Restated Master Ground Lease Agreement, the Board agreed to request approval for such additional street dedications and easements as requested by the USD Discovery District, as may be required for the proper development of the research park. The aforementioned request is consistent with the provisions of the lease and the understanding of the parties as to how such requests would be handled.

(Continued)

\*\*\*\*\*

**DRAFT MOTION 20180327\_7-T(2):**

I move to approve and adopt the Resolution set forth in Attachment I, requesting the Commissioner of School and Public Lands to proceed with the easement as stated therein.

## **IMPACT AND RECOMMENDATION**

The USD Research Park, Inc. (dba the USD Discovery District) requests that the Board of Regents adopt the Resolution set forth in Attachment I requesting the grant of an easement to the City of Sioux Falls for street/highway right-of-way, water, sanitary and storm sewers, drainage, other utilities or structures associated with the operation and maintenance of the street/highway. The foregoing also acknowledges the City's ability to issue permits to third party utilities operating within the easement area in accordance with its ordinances, which is consistent with the City's current administration of third party utilities within right-of-ways. Any such permit would be subservient to the easement. The foregoing will facilitate the City of Sioux Falls taking responsibility for the operation and maintenance of those portions of W. Nobel Street and N. Frances Avenue shown in Exhibit I to Attachment I, to include the water, sanitary and storm sewers, drainage, other utilities or structures associated with the operation and maintenance of the street.

Staff recommends approval.

## **ATTACHMENTS**

Attachment I – Resolution Requesting the Grant of an Easement to the City of Sioux Falls

Attachment I, Exhibit I – Draft Easement to the City of Sioux Falls

## RESOLUTION

**Resolution requesting the grant of an exclusive easement on, over and in portions of the land occupied by the University of South Dakota Research Park, Inc. (dba the USD Discover District) for the use and benefit of the City of Sioux Falls for public right-of-way, drainage, and utilities, and any third party utilities as permitted by the City in accordance with its ordinances.**

The South Dakota Board of Regents (hereinafter referred to as "Grantor"), on behalf of the University of South Dakota Research Park, Inc. (dba the USD Discovery District), in consideration of one dollar (\$1) and other good and valuable consideration, and pursuant to the authority vested in Grantor under SDCL § 5-2-11, hereby requests the Commissioner of School and Public Lands to draw up all necessary documents and to forward them to the Governor to request their execution in order to grant to the City of Sioux Falls, an exclusive easement for street/highway right-of-way, water, sanitary and storm sewers, drainage, other utilities or structures associated with the operation and maintenance of the street/highway and described as:

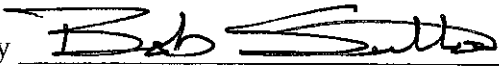
Lot PE1 in Lot A of Tract 1 of South Dakota Public Universities & Research Center Addition to the City of Sioux Falls, Minnehaha County, South Dakota, of Section 36, Township 102 North, Range 50 West of the 5<sup>th</sup> P.M., Minnehaha County, South Dakota contains 4.812 acres more or less; as shown on plats attached as Exhibit A; and Lot PE2 in Tract 1, Except Lot A Thereof, of South Dakota Public Universities & Research Center Addition to the City of Sioux Falls, Minnehaha County, South Dakota, of Section 36, Township 102 North, Range 50 West of the 5<sup>th</sup> P.M., Minnehaha County, South Dakota contains .715 acres more or less; as shown on plat attached as Exhibit B. Which tracts of land are fully delineated in Surveyor's Certificates from Eugene F. Maurice of Sayre and Associates, a registered land surveyor – Registration No. 4478, as more fully shown on "Exhibit A" and "Exhibit B" of Exhibit I to this resolution, attached hereto and incorporated herein as if set forth in full.

Grantor requests that any grant of easement be consistent with, or responsive to, the issues identified in the draft grant of easement prepared by the Office of School and Public Lands and attached hereto as Exhibit I, without restricting the ability of the parties to further revise and finalize the details of the final document(s). Specifically, the grant shall recognize the City of Sioux Falls' ability to issue permits to third party utilities operating within the easement area in accordance with its applicable city ordinances.

Grantor further requests that any grant of easement include language providing that Grantor shall, to the full extent of the law, be protected from liability for any damages claimed and payment for judgments rendered against the Grantor as a result of said easement. Further, said Grant of easement shall not waive Grantor's sovereign immunity.

Dated this 29<sup>th</sup> day of March, 2018

SOUTH DAKOTA BOARD OF REGENTS

By 

Bob Sutton

President

**Certification:**

I have compared the foregoing with an action taken by the Board of Regents at a regular meeting of the Board in Spearfish, South Dakota, on the 29<sup>th</sup> day of March, 2018, and I hereby certify that the same is a true, correct, and complete copy thereof and that the same has not been rescinded.

Dated this 29<sup>th</sup> day of March, 2018

SOUTH DAKOTA BOARD OF REGENTS

By 

John W. Bastian

Secretary



**This document prepared by:  
Office of School and Public Lands  
(605)773-3303  
500 East Capitol Avenue  
Pierre, South Dakota 57501-5070**

## **STATE OF SOUTH DAKOTA PERMANENT EASEMENT**

THIS EASEMENT is made and entered by and between the State of South Dakota acting through its Governor and Commissioner of School and Public Lands on behalf of the South Dakota Board of Regents, 500 East Capitol, Pierre, South Dakota, 57501 [the "State"] and between the City of Sioux Falls, 224 West 9<sup>th</sup> Street, Sioux Falls, SD 57104 [the "City"].

WHEREAS the City is desirous of acquiring a permanent easement for the purpose of constructing a city street/highway and associated structures and facilities above and below the surface of the proposed easement area upon land belonging to the State, and the State is desirous of cooperating with the City for said easement.

NOW THEREFORE THE PARTIES MUTUALLY AGREE AS FOLLOWS:

1. For and in consideration of the sum of One dollar (\$1.00), the receipt of which is hereby acknowledged and other valuable consideration set forth in this Easement, the State hereby grants and conveys to the City an exclusive permanent easement for the following described purposes: the right to install, repair, maintain, alter, and operate a street/highway, including curb and gutter, drainage, sanitary sewer, storm sewer, water, other utilities, sidewalks, street lights, stop lights, signs and other facilities or structures associated with the operation and maintenance of the street/highway through, under and across the following legally described real estate within the County of Minnehaha, State of South Dakota (the "Easement Area"):

Lot PE1 in Lot A of Tract 1 of South Dakota Public Universities & Research Center Addition to the City of Sioux Falls, Minnehaha County, South Dakota, of Section 36, Township 102 North, Range 50 West of the 5<sup>th</sup> P.M., Minnehaha County, South Dakota contains 4.812 acres more or less; as shown on plats attached as Exhibit A; and Lot PE2 in Tract 1,

**This document prepared by:  
Office of School and Public Lands  
(605)773-3303  
500 East Capitol Avenue  
Pierre, South Dakota 57501-5070**

## **STATE OF SOUTH DAKOTA PERMANENT EASEMENT**

THIS EASEMENT is made and entered by and between the State of South Dakota acting through its Governor and Commissioner of School and Public Lands on behalf of the South Dakota Board of Regents, 500 East Capitol, Pierre, South Dakota, 57501 [the "State"] and between the City of Sioux Falls, 224 West 9<sup>th</sup> Street, Sioux Falls, SD 57104 [the "City"].

WHEREAS the City is desirous of acquiring a permanent easement for the purpose of constructing a city street/highway and associated structures and facilities above and below the surface of the proposed easement area upon land belonging to the State, and the State is desirous of cooperating with the City for said easement.

NOW THEREFORE THE PARTIES MUTUALLY AGREE AS FOLLOWS:

1. For and in consideration of the sum of One dollar (\$1.00), the receipt of which is hereby acknowledged and other valuable consideration set forth in this Easement, the State hereby grants and conveys to the City an exclusive permanent easement for the following described purposes: the right to install, repair, maintain, alter, and operate a street/highway, including curb and gutter, drainage, sanitary sewer, storm sewer, water, other utilities, sidewalks, street lights, stop lights, signs and other facilities or structures associated with the operation and maintenance of the street/highway through, under and across the following legally described real estate within the County of Minnehaha, State of South Dakota (the "Easement Area"):

Lot PE1 in Lot A of Tract 1 of South Dakota Public Universities & Research Center Addition to the City of Sioux Falls, Minnehaha County, South Dakota, of Section 36, Township 102 North, Range 50 West of the 5<sup>th</sup> P.M., Minnehaha County, South Dakota contains 4.812 acres more or less; as shown on plats attached as Exhibit A; and Lot PE2 in Tract 1,

Except Lot A Thereof, of South Dakota Public Universities & Research Center Addition to the City of Sioux Falls, Minnehaha County, South Dakota, of Section 36, Township 102 North, Range 50 West of the 5<sup>th</sup> P.M., Minnehaha County, South Dakota contains .715 acres more or less; as shown on plat attached as Exhibit B. Which tracts of land are fully delineated in Surveyor's Certificates from Eugene F. Maurice of Sayre and Associates, a registered land surveyor – Registration No. 4478, along with attached documents Sheet \_\_\_\_, (Exhibit A) and Sheet \_\_\_\_ (Exhibit B) a copy of which is attached hereto and incorporated into this agreement, the same as if written at length herein.

2. The Parties acknowledge that the City may issue permits to third party utilities operating within the Easement Area as prescribed by city ordinance(s). Any such permit(s) shall be subservient to this easement.

3. The City agrees that any construction will not interfere unnecessarily with the State's use of its adjoining property and will not endanger or injure any improvements thereon. The State reserves the right to utilize the Property for all purposes not inconsistent with the easement rights herein conveyed. The State and / or the City may enter upon the above described property for the purposes of effectuating the grant of and reserved rights in this easement.

4. The City further agrees, at no cost to the State, to be responsible for the operation, repair, maintenance, replacement, or removal of the street/highway, water, storm and sanitary sewers, and other utilities or structures installed by the city and associated with the operation and maintenance of the street/highway.

5. The City further understands and agrees, that to the extent provided by South Dakota law it shall be liable for all damages caused by the construction, operation, maintenance, enlargement, upgrade, repair, alteration, removal or replacement of the street/highway, water, storm and sanitary sewers, and other utilities or structures installed by the city and associated with the operation and maintenance of the street/highway and the City agrees to indemnify, defend, and hold the State harmless for the same. Nothing in this agreement shall be read to waive Grantor's sovereign immunity.

6. The City further understands and agrees that the State has and retains the right to lease, sell or otherwise convey the Easement Area, or any part thereof, provided, however, that this Easement shall remain in full force and effect until the expiration of the term hereof notwithstanding such lease, sale or conveyance. In addition, the above-described easement is subject to a

reservation of further easements and rights-of way for irrigation ditches and canals, as provided by South Dakota Codified Laws 5-4-2, so long as they do not infringe upon the rights granted hereunder. The State agrees to notify and receive approval from the City of any additional easements and rights-of-way granted in the exclusive Easement Area. This Easement is also subject to a reservation of rights relating to deposits of coal, ores, metal and other minerals, asphaltum, oil, gas and like substances provided South Dakota Constitution Art. VIII, §19, South Dakota Codified Laws 5-7-3 to 5-7-6, inclusive and South Dakota Codified Laws 5-2-12, and in any law of the State of South Dakota reserving any rights of any kind in said State or any of its departments, institutions, subdivisions, funds or accounts.

7. In consideration of this Easement, the City will not impose special assessments on the State to pay for connection costs to City utilities that may be associated with the development of the above describe area. Nothing in this Permanent Easement forecloses the City and State from entering into a negotiated Agreement to address the costs incurred by the City in installing street, sidewalk, and city utility improvements. The State or its tenants will be responsible for normal upkeep, such as snow removal, on the sidewalk.

8. The land herein described is to be used for street/highway right-of-way, water, sanitary and storm sewers, drainage, other utilities or structures associated with the operation and maintenance of the street/highway and no other purpose whatsoever, and that should the above described real property granted by this Easement cease to be used for highway purposes for two consecutive years, this Easement reverts to the State or its successor and assigns.

9. This agreement and attachments shall constitute the entire agreement between the State and the City. This agreement supersedes any other written or oral agreements between the State and the City. This agreement can be modified only in writing and signed by the State and the City or their respective heirs, representatives, executors, administrators, successors and assigns.

10. This easement shall be binding upon the heirs, executors, administrators, assigns, and successors in interest of the parties hereto.

11. This Easement is governed by and shall be construed in accordance with the laws of the State of South Dakota.

12. This Easement shall be binding upon the heirs, executors, administrators, assigns and successors in interest of the parties hereto.

IN WITNESS WHEREOF, the parties have executed this Easement on this \_\_\_\_ day of \_\_\_\_\_, 2018.

STATE OF SOUTH DAKOTA

BY: \_\_\_\_\_  
Dennis Daugaard  
Governor

ATTEST:

\_\_\_\_\_  
Ryan Brunner  
Commissioner of School and Public Lands

CITY OF SIOUX FALLS

BY: \_\_\_\_\_  
Mike T. Huether  
Mayor

ATTEST:

\_\_\_\_\_  
City Clerk

### ACKNOWLEDGMENTS

STATE OF SOUTH DAKOTA    )  
  ) ss  
COUNTY OF HUGHES         )

On this \_\_\_\_ day of \_\_\_\_\_, 2018, before me the undersigned Notary Public within aforesaid County and State, personally appeared Dennis Daugaard, Governor, known to me to be the person described herein who executed the within and forgoing instrument for the purposes therein contained and acknowledged to me that he executed the same.

Notary Seal

\_\_\_\_\_  
Notary Public

\_\_\_\_\_  
Commission Expires

STATE OF SOUTH DAKOTA    )  
  ) ss  
COUNTY OF HUGHES         )

On this \_\_\_\_ day of \_\_\_\_\_, 2018, before me the undersigned Notary Public within aforesaid County and State, personally appeared Ryan Brunner, Commissioner of South Dakota School and Public Lands, known to me to be the person described herein who executed the within and forgoing instrument for the purposes therein contained and acknowledged to me that he executed the same.

Notary Seal

\_\_\_\_\_  
Notary Public  
  
\_\_\_\_\_  
Commission Expires

STATE OF SOUTH DAKOTA    )  
  ) ss  
COUNTY OF MINNEHAHA     )

On this \_\_\_\_ day of \_\_\_\_\_, 2018, before me, the undersigned officer, personally appeared Mike T. Huether, who acknowledged himself to be the Mayor of the City of Sioux Falls, and that he, as Mayor, being authorized so to do, executed the foregoing instrument for the purposes therein contained, by signing the name of the City by himself as Mayor.

Notary Seal

\_\_\_\_\_  
Notary Public  
  
\_\_\_\_\_  
Commission Expires

STATE OF SOUTH DAKOTA    )  
  ) ss  
COUNTY OF MINNEHAHA     )

On this \_\_\_\_ day of \_\_\_\_\_, 2018, before me the undersigned Notary Public within aforesaid County and State, personally appeared

\_\_\_\_\_, known to me to be the person described herein who executed the within and forgoing instrument for the purposes therein contained and acknowledged to me that he executed the same.

Notary Seal

\_\_\_\_\_  
Notary Public

\_\_\_\_\_  
Commission Expires

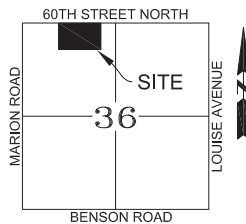
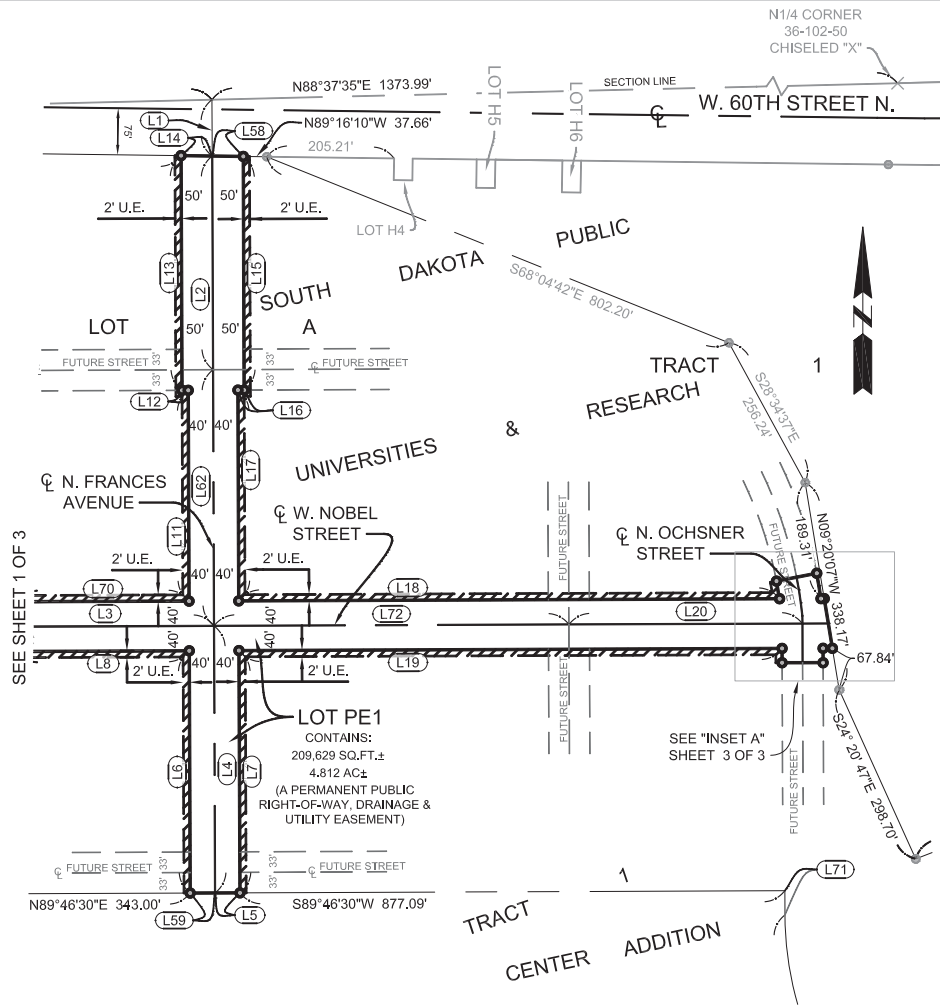
## PLAT OF LOT PE1

SHOWING A TRACT OF LAND TO BE GRANTED AND USED AS A  
PERMANENT PUBLIC RIGHT-OF-WAY, DRAINAGE & UTILITY EASEMENT IN

LOT A OF TRACT 1 OF SOUTH DAKOTA PUBLIC UNIVERSITIES & RESEARCH CENTER ADDITION TO THE  
CITY OF SIOUX FALLS, MINNEHAHA COUNTY, SOUTH DAKOTA

Scale: 1 inch = 200 feet

LINE TABLE		
Line #	Bearing	Distance
L1	S00°13'30"E	90.72'
L2	S00°13'30"E	343.99'
L3	S89°49'10"W	350.00'
L4	S00°13'30"E	430.00'
L5	S89°46'30"W	40.00'
L6	N00°13'30"W	390.03'
L7	S00°13'30"E	390.00'
L8	S89°46'10"W	277.00'
L11	N00°13'30"W	339.28'
L12	S89°46'30"W	10.00'
L13	N00°13'30"W	377.82'
L14	S89°16'10"E	50.01'
L15	S00°13'30"E	376.16'
L16	S89°46'30"W	10.00'
L17	S00°13'30"E	339.31'
L18	S89°46'30"W	870.42'
L19	S89°46'30"W	874.09'
L58	S89°16'10"E	50.01'
L59	S89°46'30"W	40.00'
L62	S00°13'30"E	412.31'
L63	N89°18'17"E	33.00'
L64	N89°49'04"E	33.00'
L65	N89°46'10"W	33.00'
L66	S89°18'26"W	33.00'
L67	N00°13'30"W	40.00'
L68	N00°13'30"W	40.00'
L69	S89°18'17"W	33.00'
L70	N89°49'10"E	277.00'
L72	S89°46'30"W	571.22'



VICINITY MAP  
SECTION 36-102-50

## Legend

## Note:

The bearing system for  
this plat is based on the  
UTM Zone 14 North

U.E. - Utility Easement

○ - Denotes 5/8 inch by 18 inch rebar set  
and marked by License No. 4478

● - Denotes found monument

Total Area Surveyed:  
4.812 Acres±

SHEET 2 OF 3

Drawing prepared by:

Drawn by: DDJ  
Date: 1/8/2018

Checked by: EFM  
Date: 1/8/2018

**Sayre**  
**Associates**

216 S. Duluth Avenue • Sioux Falls, SD 57104  
Phone: (605) 332-7211 • Fax: (605) 332-7222  
Engineers • Surveyors



## SURVEYOR'S CERTIFICATE

I, EUGENE F. MAURICE, Registered Land Surveyor, in and for the State of South Dakota, do hereby certify that, at the direction of the City Engineer, have surveyed the tract of land as shown on the above plat and such tract of land shall be hereafter known by the lot number designated above. The location and dimensions of the tract are as shown on the plat. In witness whereof, I have set my hand and seal this \_\_\_ day of \_\_\_\_\_, \_\_\_\_.

Registered Land Surveyor

Registration No. 4478

1094



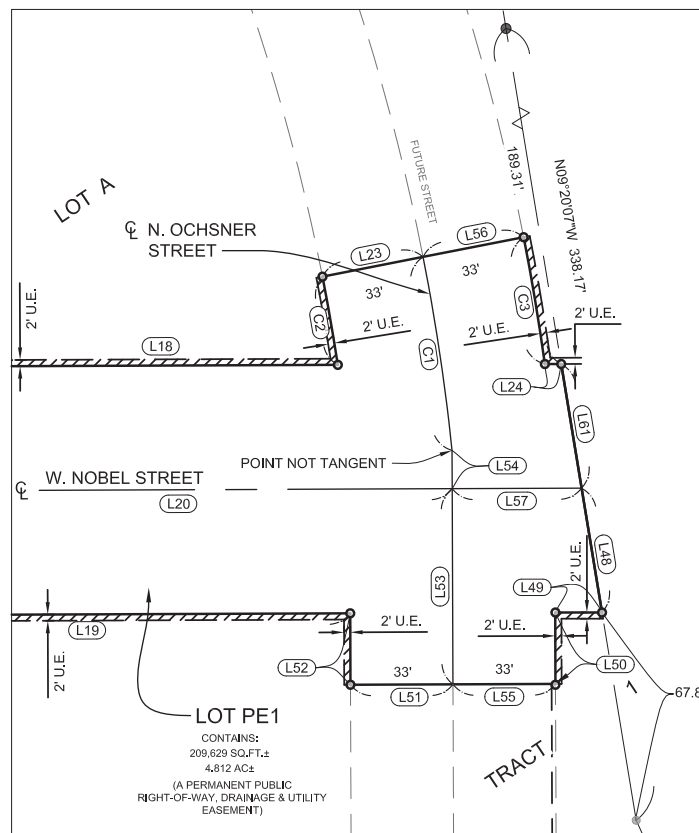
## PLAT OF LOT PE1

SHOWING A TRACT OF LAND TO BE GRANTED AND USED AS A  
PERMANENT PUBLIC RIGHT-OF-WAY, DRAINAGE & UTILITY EASEMENT IN

LOT A OF TRACT 1 OF SOUTH DAKOTA PUBLIC UNIVERSITIES & RESEARCH CENTER ADDITION TO THE  
CITY OF SIOUX FALLS, MINNEHAHA COUNTY, SOUTH DAKOTA

Scale: 1 inch = 200 feet

## "INSET A"



LINE TABLE		
Line #	Bearing	Distance
L19	S89°46'30"W	874.09'
L23	N78°55'10"E	33.00'
L24	N89°46'30"E	5.27'
L48	N09°20'07"W	40.51'
L49	N89°46'30"E	15.07'
L50	S00°13'30"E	23.00'
L51	N89°46'30"E	33.00'
L52	S00°13'30"E	23.00'
L53	S00°13'30"E	63.00'
L54	N00°13'30"W	12.31'
L55	N89°46'30"E	33.00'
L56	N78°55'10"E	33.00'
L57	S89°46'30"W	41.66'
L61	N09°20'07"W	40.51'

CURVE TABLE						
Curve #	Delta	Radius	Tangent	Length (L)	Length (C)	Chord Direction
C1	5°07'06"	705.48'	31.53'	63.02'	63.00'	N08°31'17"W
C2	2°27'27"	672.48'	14.42'	28.84'	28.84'	N09°51'07"W
C3	3°12'46"	738.48'	20.71'	41.41'	41.40'	N09°28'19"W

## Legend

- U.E. - Utility Easement  
 ○ - Denotes 5/8 inch by 18 inch rebar set and marked by License No. 4478  
 ● - Denotes found monument

## Note:

The bearing system for this plat is based on the UTM Zone 14 North

Total Area Surveyed:  
4.812 Acres±



SHEET 3 OF 3

Drawing prepared by:

Drawn by: DDJ  
Date: 1/8/2018

Checked by: EFM  
Date: 1/8/2018

**Sayre Associates**

216 S. Duluth Avenue • Sioux Falls, SD 57104  
Phone: (605) 332-7211 • Fax: (605) 332-7222  
Engineers • Surveyors

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SEAL

Registered Land Surveyor

Registration No. 4478

## OFFICE OF REGISTER OF DEEDS

State of South Dakota County of \_\_\_\_\_ Filed for record the \_\_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_, at \_\_\_\_\_ M., and recorded in Book of Plats \_\_\_\_\_ on Page \_\_\_\_\_ therein.

Register of Deeds

by Deputy

1095

## PLAT OF LOT PE2

SHOWING A TRACT OF LAND TO BE GRANTED AND USED AS A  
PERMANENT PUBLIC RIGHT-OF-WAY, DRAINAGE & UTILITY EASEMENT IN

TRACT 1, EXCEPT LOT A THEREOF, OF SOUTH DAKOTA PUBLIC UNIVERSITIES & RESEARCH CENTER  
ADDITION TO THE CITY OF SIOUX FALLS, MINNEHAHA COUNTY, SOUTH DAKOTA

Scale: 1 inch = 200 feet



## Legend

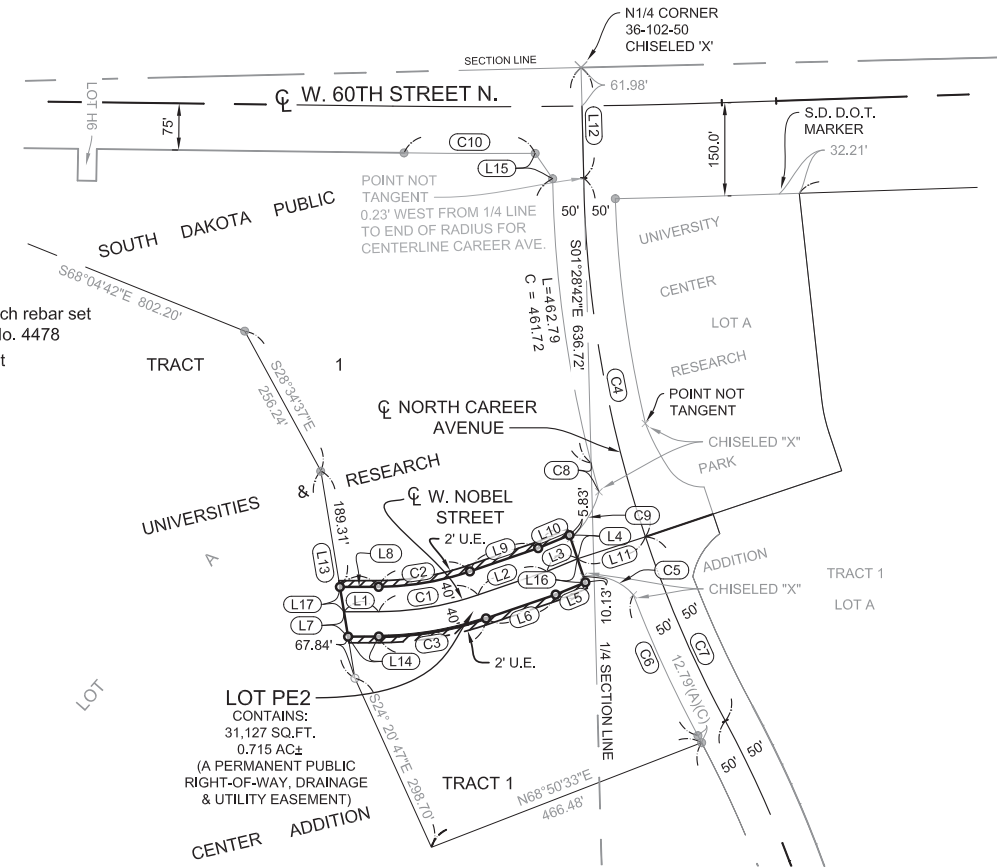
U.E. - Utility Easement

- - Denotes 5/8 inch by 18 inch rebar set and marked by License No. 4478
- - Denotes found monument

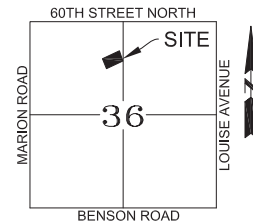
## Note:

The bearing system for this plat is based on the UTM Zone 14 North

LINE TABLE		
Line #	Bearing	Distance
L1	N89°46'30"E	55.82'
L2	N71°07'15"E	117.24'
L3	N67°32'08"E	53.23'
L4	S18°35'15"E	40.09'
L5	S67°32'06"W	51.78'
L6	S71°07'15"W	118.49'
L7	N09°20'07"W	40.51'
L8	N89°46'30"E	62.24'
L9	N71°07'15"E	115.99'
L10	N67°32'08"E	54.69'
L11	N72°08'26"E	115.00'
L12	S01°23'03"E	178.13'
L13	N09°20'07"W	338.17'
L14	S89°46'30"W	49.41'
L15	S34°35'50"E	49.60'
L16	S18°35'15"E	40.09'
L17	N09°20'07"W	40.51'



CURVE TABLE						
Curve #	Delta	Radius	Tangent	Length (L)	Length (C)	Chord Direction
C1	18°39'16"	500.00'	82.12'	162.79'	162.07'	N80°26'52"E
C2	18°39'16"	460.00'	75.55'	149.77'	149.11'	N80°26'51"E
C3	18°39'16"	540.00'	88.69'	175.81'	175.04'	N80°26'51"E
C4	17°38'40"	1909.86'	296.42'	588.15'	585.83'	S09°40'08"E
C5	57°15'31"	89.50'	48.86'	89.44'	85.77'	N69°40'39"W
C6	7°17'37"	1959.86'	124.91'	249.49'	249.32'	S24°38'24"E
C7	9°42'05"	1909.86'	162.08'	323.38'	323.00'	S23°26'38"E
C8	1°26'12"	1918.08'	24.05'	48.09'	48.09'	S15°10'27"E
C9	32°58'57"	155.00'	45.89'	89.23'	88.00'	N31°11'04"E
C10	1°02'55"	11535.00'	105.56'	211.11'	211.11'	S89°47'50"E



VICINITY MAP  
SECTION 36-102-50



Drawing prepared by:

Drawn by: DDJ  
Date: 1/8/2018

Checked by: EFM  
Date: 1/8/2018

**Sayre Associates**  
216 S. DuRoi Avenue • Sioux Falls, SD 57104  
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Registered Land Surveyor

Registration No. 4478

## OFFICE OF REGISTER OF DEEDS

State of South Dakota County of \_\_\_\_\_ Filed for record the \_\_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_, at \_\_\_\_ .M., and recorded in Book of Plats \_\_\_\_\_ on Page \_\_\_\_\_ therein.

Register of Deeds

Deputy

# **SOUTH DAKOTA BOARD OF REGENTS**

## **Budget and Finance**

**AGENDA ITEM: 7 – U**  
**DATE: March 27-29, 2018**

\*\*\*\*\*

### **SUBJECT**

**SDSU Pierson Hall HVAC Upgrades Preliminary Facility Statement**

### **CONTROLLING STATUTE, RULE, OR POLICY**

[SDCL 5-14-1](#) Classification of Capital Improvements

[SDCL 5-14-2](#) Supervision by Bureau of Administration of Capital Improvement Projects  
– Payment of Appropriated Funds

[SDCL 5-14-3](#) Preparation of Plans and Specifications for Capital Improvements – State  
Building Committees – Approval by Board or Commission in Charge of Institution

[BOR Policy 6:4](#) Capital Improvements

[BOR Policy 6:6](#) Maintenance and Repair

### **BACKGROUND / DISCUSSION**

SDSU is submitting their Preliminary Facility Statement for upgrading Pierson Hall's heating, ventilating, and air conditioning systems. Pierson Hall is a traditional dormitory on the SDSU campus. The facility was constructed in 1965. The intent of this project is to modernize the heating, ventilating, and air conditioning systems throughout the building. The scope of the project will be replacement of the hot water radiation system throughout the building and installation of a new central air conditioning system to serve the residents. These repairs are necessary to extend the service life of the building and offer contemporary amenities found in other campus housing.

Additional details of the Preliminary Facility Statement can be reviewed in Attachment I.

### **IMPACT AND RECOMMENDATIONS**

SDSU requests approval of this Preliminary Facility Statement so a consulting engineering firm may be procured to design the upgrades to Pierson Hall's heating, ventilating, and air conditioning systems.

SDSU further requests that the project be exempted from the capital improvement process requirements detailed in BOR Policy 6:4. Upon approval of this Preliminary Facility

(Continued)

\*\*\*\*\*

### **DRAFT MOTION 20180327\_7-U:**

I move to approve SDSU's Preliminary Facility Statement for upgrading the Pierson Hall HVAC, at a cost of \$2,578,000 to be funded with M&R dollars and to exempt the project from the Board's Capital Improvements Policy.

Statement the university will request the Office of the State Engineer to initiate the selection process for a professional design consultant.

No building committee is needed for this project as SDSU will be requesting OSE to exempt the project from the capital improvement process.

## **ATTACHMENTS**

Attachment I – SDSU Pierson Hall HVAC Upgrades PFS and Site Analysis

**PRELIMINARY FACILITY STATEMENT**  
**Pierson Hall HVAC Upgrades**  
**South Dakota State University**  
**February 15th, 2018**

**South Dakota State University (SDSU) requests approval of this Preliminary Facility Statement so a consulting engineering firm may be procured to design the upgrades to the Pierson Hall heating, ventilating, and air conditioning systems. SDSU requests that the project be exempted from the Capital Improvement Process requirements detailed in BOR Policy 6.6 and 6.4. Upon approval of this Preliminary Facility Statement the University will request the Office of the State Engineer to initiate the selection process for a professional design consultant.**

**1. General programmatic needs to be addressed:**

Pierson Hall is a traditional dormitory housing facility on the campus. The facility was constructed in 1965. The intent of this project is to complete heating, ventilating, and air conditioning system upgrades throughout the building. The nature of the project is maintenance and repairs. This scope of the project will be replacement of the hot water radiation system throughout the building and installation of a new central air conditioning system to serve the residents. These repairs are necessary to extend the service life of the building.

**2. Analysis of the student body or constituents to be served:**

The project will serve Pierson Hall, which houses approximately 438 undergraduate students. The heating system is original to the construction of the building in 1965. Necessary repairs have occurred and component parts replaced over time, however the heating system, at 53 years old, has reached the end of its service life. Air conditioning is provided by window units installed in each student's dormitory room. These were installed in 2014 to provide space cooling for the residents.

This existing system is not energy efficient. During construction of Jackrabbit Grove and Jackrabbit Village, the chilled water utility system was installed to also serve Brown Hall, Pierson Hall, Mathews Hall, and other buildings in the vicinity in the future. The chilled water utility is in close proximity to Pierson Hall and can be readily extended to this building. The new central air conditioning system will utilize the central campus chilled water system.

**3. Additional services to be offered:**

SDSU intends to install a replacement system HVAC system that will provide individual room controls, meet contemporary campus design and construction standards, and be more energy efficient than the existing system. This project would include installation of a centralized building cooling system and tie the building to the central chilled water system. This would replace the individual window air conditioners that were installed. The scope of this project would be similar to work accomplished in Brown Hall in 2015-2016.

#### **4. Compliance with campus master plan:**

The proposed project is consistent with plans for major renovations intended for SDSU's older residence halls to ensure existing halls remain contemporary and that necessary backlogged maintenance and repairs are completed.

#### **5. Analysis of needs assessment based on the facilities utilization report:**

Pierson Hall was completed in 1965. In the last 20 years, the primary maintenance and repairs have included roof replacement (1999), floor tile abatement and replacement (2001), restroom renovations (2007), hot water convertor replacement (2007), accessibility modifications (2009), and card access and security camera installation (2011). The project planned is part of continued maintenance and repairs. This project is likely to accomplish another future backlogged project, to replace acoustical ceilings due to the necessity for much of the HVAC upgrades to occur above the ceiling. Other projects are planned for Pierson Hall, including student room door replacement (FY19) and window replacement (FY19). These will be completed independently of the planned HVAC project. Future M&R projects will include flooring/carpet replacement.

The structural frame and exterior envelope are in good condition and of highly durable construction. Basic systems have been maintained, but have not been upgraded to current standards or levels of convenience and comfort since original construction.

#### **6. Location:**

Pierson Hall is part of the southeast residential neighborhood which includes the complex of residence halls devoted to lower level undergraduate housing. See attachment to this report showing Pierson Hall and its relationship to the southeast residential community.

#### **7. Reallocation of old space if any:**

Space within the building may be reallocated within the basement level for additional mechanical room space and vertical chases may be required for hot water and chilled water piping that will reallocate space within the building from one use to another. The gross area of the building is 82,886 sf.

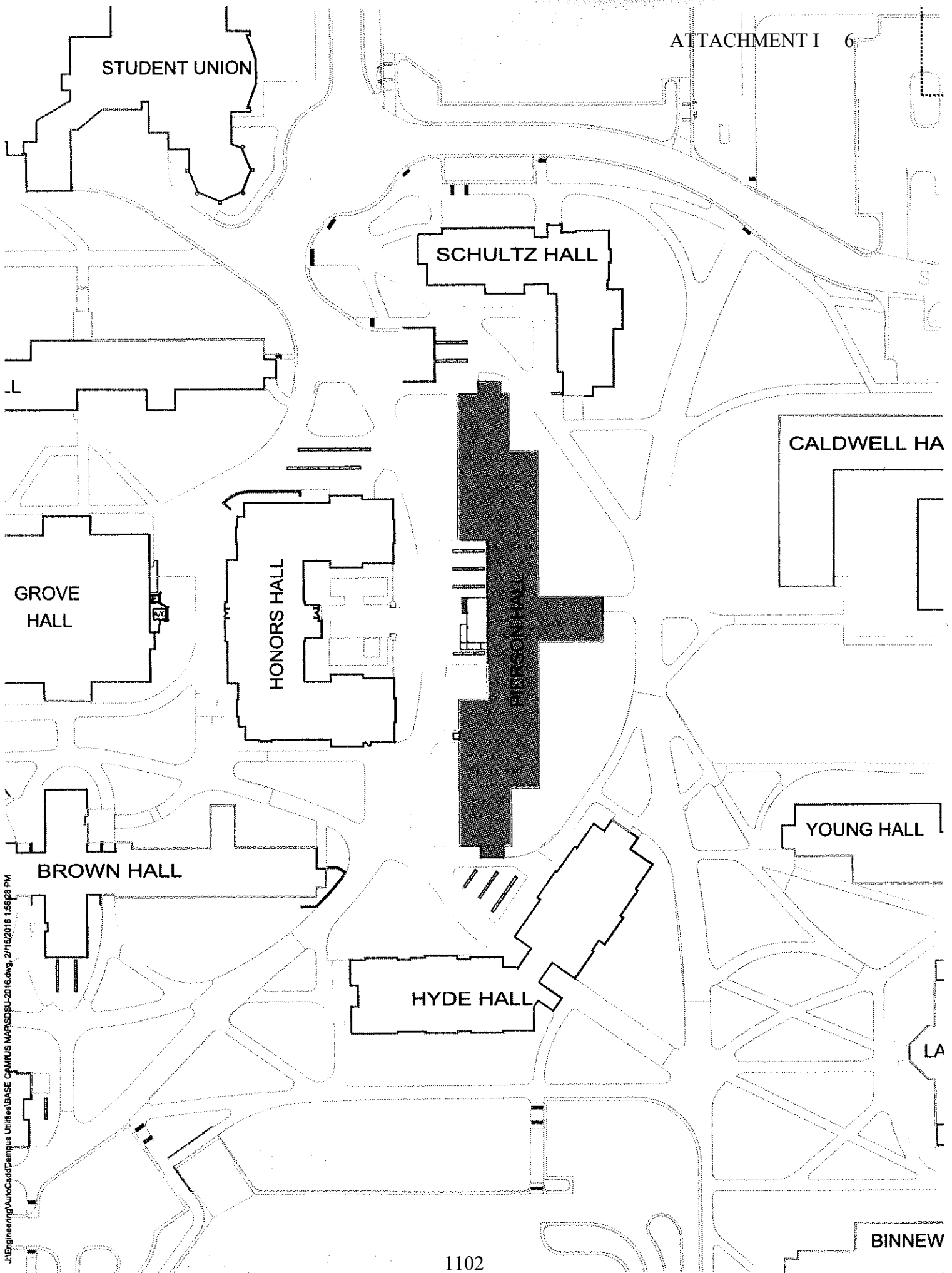
#### **8. Proposed funding source/sources:**

The project will be funded by available funding for auxiliary system maintenance and repairs from two funding years. The project scope described above will be a combination of multiple projects included in the FY18 and FY19 auxiliary system maintenance and repair project list approved by the BOR. These projects are 3X1924 (\$1,100,000), 3X1810 (\$312,000), and 3X1811 (\$1,166,000). The total value of the project budget from these combined funds will be \$2,578,000.

**9. Budget for development of a facility program plan:**

The funding provided for the project includes the necessary funds to develop the schematic design. SDSU requests exemption from the Capital Improvement process due to the nature of the project as a maintenance and repair project.

End of Report



J:\Engineering\AutoCad\Campus Utilities\BASE CAMPUS MAP\SDSU-2016.dwg, 2/15/2018 1:56:28 PM



# **SOUTH DAKOTA BOARD OF REGENTS**

## **Budget and Finance**

**AGENDA ITEM: 7 – V**  
**DATE: March 27-29, 2018**

\*\*\*\*\*

### **SUBJECT**

**SDSU Student Union Renovations Preliminary Facility Statement**

### **CONTROLLING STATUTE, RULE, OR POLICY**

[SDCL 5-14-1](#) Classification of Capital Improvements

[SDCL 5-14-2](#) Supervision by Bureau of Administration of Capital Improvement Projects  
– Payment of Appropriated Funds

[SDCL 5-14-3](#) Preparation of Plans and Specifications for Capital Improvements – State  
Building Committees – Approval by Board or Commission in Charge of Institution

[BOR Policy 6:4](#) Capital Improvements

[BOR Policy 6:6](#) Maintenance and Repair

### **BACKGROUND / DISCUSSION**

SDSU is submitting their Preliminary Facility Statement for partial renovation of the University Student Union. The University Student Union is the hub for students on campus. Its central location to pedestrian pathways to all parts of campus, prime location for food services, and mission to be central to student life means that thousands of students utilize this facility daily. These same features make it a primary location for faculty, graduate students, and administrative personnel. The University Student Union needs to remain contemporary to properly support student life inside and outside of their academic pursuits.

Additional details of the Preliminary Facility Statement can be reviewed in Attachment I.

### **IMPACT AND RECOMMENDATIONS**

SDSU requests approval of this Preliminary Facility Statement to complete preliminary planning for a project to partially renovate the University Student Union (USU). South Dakota State University requests a building committee be formed and that design consultants be obtained to provide the schematic design and cost estimate for this project.

The project will be funded with maintenance and repair fees generated from current general activity fees (GAF) revenues, and, therefore no fee increase will be needed for this project.

### **ATTACHMENTS**

Attachment I – SDSU University Student Union Renovations PFS

\*\*\*\*\*

### **DRAFT MOTION 20180327\_7-V:**

I move to approve SDSU's Preliminary Facility Statement for renovation of space within the University Student Union to be funded with Auxiliary System maintenance and repair funds.

**PRELIMINARY FACILITY STATEMENT  
FOR  
UNIVERSITY STUDENT UNION RENOVATIONS AND REMODELING  
SOUTH DAKOTA STATE UNIVERSITY**

**DATE: FEBRUARY 16, 2018**

---

**South Dakota State University (SDSU) requests approval of this Preliminary Facility Statement to complete preliminary planning for a project to partially renovate the University Student Union (USU) at SDSU. South Dakota State University requests a building committee be formed and that design consultants be obtained to provide the schematic design and cost estimate for this project.**

**1. GENERAL PROGRAMMATIC NEEDS TO BE ADDRESSED:**

In January 2017, the University engaged Canon Moss Brygger Architects to conduct a space study to determine capacity for program growth and relocation. The objectives of the space study were to examine space needs and location of various student services throughout the building, including space devoted to student organizations, multicultural center, administrative offices, event support, conference & meeting rooms, card services, food services, bookstore, and career development. The quantity of space desired, adequacy of current location within the building, and desired location of these varied services and purposes were examined.

Secondarily, we examined the technology support of all meeting rooms throughout the University Student Union as well as specific functions that support the food service areas of the facility. One distinct requirement was made of the consultants. The University would not consider expansion of the building as an option. The study was to examine space use and efficient use of the existing building. The study's recommendations were relegated to the current footprint of the facility, and focused on student and programmatic needs current to the facility, with attention to long-range planning in the areas of student organization space, student leadership, multicultural center, conference room space, and ballroom/event space development and upgrades.

The study pointed towards a series of desirable changes:

1. Relocate the Multicultural Center so the visibility is more prominent to all students and increase awareness that these services exist for all students of the University. This center provides student support space, offices, advising and accommodations support, testing space, community space, and social programming for people from a variety of different backgrounds. The Office of Disability Services is a part of this center. It is important to relocate the center to a more prominent location to promote inclusivity to the campus community as a whole and to those students who can partake of those services.
2. Make changes to space utilized for student organizations.
  - a. Expand space for organizations to meet and work.
  - b. Make more space available to more student organizations. Currently, not all student organizations are able to office at the USU. Space provided could be designed to allow multiple student groups to work and meet simultaneously.
  - c. Increase the visibility of student organization space within the building.
3. All conference rooms throughout the facility are well utilized. However, they need to be updated, refinished, refurnished, and need technology upgrades to incorporate modern audio and visual capabilities for off campus or remote participation in meetings. The number of conference

rooms should be retained, however they can be dispersed throughout the building, rather than be concentrated on the second floor and a portion of the first floor.

4. The Career Development Office (CDO) has grown to serve more students and provide programs for post-graduation; employer in-residence program, resume writing, interviewing, and career fairs. Career Development has outgrown current assigned space.
5. Volstorff Ballroom needs refinishing and technology upgrades to better serve the University functions.
6. The lower level of the building needs to be upgraded and better connected to the main level of the building. Currently, the lower level is perceived as a dark private area of the building. It is not accessed in a direct manner, and is not directly connected to the upper levels of the building. The lower level is used for activity support, but also as a performance venue, home for a number of student organizations, and home of the current Multicultural Center. The space and perception of it do not foster student engagement, but are considered an obstacle to student engagement.

Changes are desired to foster community development of students, and promote student engagement with each other and the University community. These changes are desired to create more engaging and inclusive space for the Multicultural Center, improve visibility to this center and a wide variety of student organizations.

## **2. ANALYSIS OF THE STUDENT BODY OR CONSTITUENTS TO BE SERVED:**

The University Student Union is the hub for students of the University. Its central location to pedestrian pathways to all parts of campus, prime location for food services, and mission to be central to student life means that thousands of students utilize this facility daily. These same features make it a primary location for faculty, graduate students, and administrative personnel. The University Student Union needs to remain contemporary to the changing student needs to properly support their life inside and outside of their academic pursuits.

The programs within the USU engage students in the University in the many organizations that exist for student life and participation. It also serves those students who are traditionally underserved, events scheduled throughout the University, and supports students as they matriculate through their academic and social life and as they prepare to leave the University after graduation.

The basic goal of the project is to serve the students better. Student tenant groups, leadership organizations and at-large students in focus groups participated in the study, and contributed to developing the recommended changes.

## **3. ADDITIONAL SERVICES TO BE OFFERED:**

The goals of the project are not to provide additional services, but to provide improvements for existing services. While no additional square footage is sought in this effort, there is a desire to advance the services of the Multicultural Center, Career Development, and student organizations with greater visibility and more attuned amenities that currently do not exist in an efficient manner. SDSU desires to remodel and renovate the facility to provide better programming than at present, because the existing facility will not support the programs well.

## **4. COMPLIANCE WITH CAMPUS MASTER PLAN:**

The anticipated project is consistent with the goals of the strategic plans of the University.

## **5. ANALYSIS OF NEEDS ASSESSMENT BASED ON THE FACILITIES UTILIZATION REPORT:**

The last two projects added space to the USU and addressed necessary food service needs outlined in the Residential Life & Dining Plan (2012). The next area to be addressed needs to focus on student space related to the out of classroom experience (Multicultural Center, student groups, student organizations, and career services).

In addition to the commissioned study, the University has analyzed building usage and gathered information from advisory groups. Staff meetings, student meetings and focus groups were utilized to obtain information on student preferences. The information collected supported the central themes of the 2014 General Activity Fee (GAF) Strategic Plan which called for the establishment of greater visibility to the Multicultural Center, co-location of student groups to engage and create synergy, and advancement of Career Development Office goals for staffing and programmatic space. Findings of the space study were consistent with the needs determined in the GAF Strategic Plan and reinforced students' support for internal growth and upgrading of space and services.

After interviewing student groups, one of the common perceptions was that being located in the lower level had negative connotations due to the lack of visibility, poor lighting, and difficulties accessing the area. The information collected indicated that students want a more prominent location with visibility and better access. This response from students corroborates the most recent surveys and focus group results. The proposed project will add more visibility to programs for students and provide greater and more obvious student access.

## **6. LOCATION:**

The University Student Union is located in the center of campus and is the hub of student activities and life. It is also the hub for student organizations. Programs supporting students of ethnic, cultural, and racially diverse backgrounds are also housed in the USU. The Multicultural Center would be relocated to the southeast corner of the second floor of the University Student Union. A specific location will be determined through the architectural programming and design process. Meeting rooms that would need to be relocated include three prime reservable spaces. Further development would be sought by the preliminary design to determine best case scenarios.

## **7. REALLOCATION OF OLD SPACE, IF ANY:**

SDSU plans to accomplish the goals by renovating portions of the existing facility. Through the remodeling work, existing space will be reallocated and reassigned to the various groups and services already housed within the USU. Space will be modernized and organized to better serve the students and these offices. Locations within the building will be changed to improve visibility where needed.

We anticipate the renovations will be accomplished in phases. The space planning study identified multiple options for renovation and reassignment of space. The approximate scope of each phase is identified in the following paragraphs.

Phase I will address the relocation of the Office of Multicultural Affairs from the lower level of the building to a much more visible location on the first or second floor. The Office of Disability Services placement will be addressed simultaneously. Reallocation of existing meeting room space and upgrades to a portion of the conference room facilities will be a component part of this project.

Phase II will address Career Development Office (CDO) placement and student organization/leadership office placement (co-location of student tenant space). The space study assessed needs in the CDO to account for staff (current and additional needed for staffing growth), employer in residence programmatic needs, interview space, reception, career inventory and career assessment space. The

other part is the co-location of student groups to engage and create synergy. Finally, card services office space may be changed as well to accommodate the space needs of this office. Phase I or II will affect the location of Jacks' Place.

Phase III will address ballroom modifications (multipurpose space), upgrades to the remaining conference room facilities, food service administrative and storage space, conference room technical upgrades, and event services storage space.

The University Student Union will advance these phases with special regard for maintaining all student services throughout construction. Alternative office spaces on campus may be necessary to vacate adequate space in the building for any particular phase.

A tertiary goal of the phased renovations will be to address the planned maintenance and repair projects for the building. The maintenance and repairs identified in current and 10-year M&R lists that would be addressed are likely to include bathroom renovation, flooring replacement, and air handler replacement.

#### **8. PROPOSED FUNDING SOURCE/SOURCES:**

The schematic design services will be funded through the University Student Union's M&R index, which is University General Activity Fee supported. The funding source for all renovations will be through allocated M&R funding.

#### **9. BUDGET FOR DEVELOPMENT OF A FACILITY PROGRAM PLAN:**

The USU's General Activity Fee will be utilized to fund the planning and architectural programming of all necessary remodeling and renovations, as well as conceptual costs. The same source will be used for schematic design services for the initial phase of renovations. Future phases will be proposed as separate projects. SDSU intends to develop the schematic design for all phases and will submit a Facility Program Plan that addresses all anticipated phases. The Facility Design Plan will be submitted for only the scope of the first phase of the project. The budget for the initial design services is estimated to be \$150,000.

End of Report

**SOUTH DAKOTA BOARD OF REGENTS**

**Budget and Finance**

**AGENDA ITEM: 7 – W**  
**DATE: March 27-29, 2018**

\*\*\*\*\*

**SUBJECT**

**SDSU Purchase of Agricultural Real Property in Brookings County**

**CONTROLLING STATUTE, RULE, OR POLICY**

[BOR Policy 6:2 - Acquisition and Disposal of Real Property](#)

**BACKGROUND/DISCUSSION**

South Dakota State University requests Board of Regents' authorization to purchase unimproved agricultural real property in Brookings County. The Brookings County property will be purchased using \$665,000 of research park payout proceeds received in FY2017. This purchase was approved by the Legislature in SB49, and the bill was signed by the Governor on February 14, 2018. The bill contained an emergency clause which makes it effective when signed. The bill authorized the Board of Regents to purchase, on behalf of SDSU, the following real property:

A site comprising 73.11 acres, more or less, of unimproved agricultural real property, which site is described as:

The West Half of the Southeast Quarter of Section 4, Township 110 North, Range 50 West, in Brookings County South Dakota, EXCLUDING therefrom the West 484' of the East 2148' of the South 620'.

The acquisitions will be made in accordance with applicable law and BOR policy 6:2 regarding acquisition of real property. The necessary elements of the acquisition per policy and the fulfillment of the elements follows:

- A. The certificate of the General Counsel that the proposed structure for the transaction conforms to the legal limitations on the Board's authority;

(Continued)

\*\*\*\*\*

**DRAFT MOTION 20180327\_7-W:**

I move to approve the purchase of 73.11 acres of agricultural real property in Brookings County at a cost not to exceed \$665,000 plus incidental expenses, described as: The West Half of the Southeast Quarter of Section 4, Township 110 North, Range 50 West, in Brookings County South Dakota, EXCLUDING therefrom the West 484' of the East 2148' of the South 620'.

The General Counsel has reviewed the proposed structure for the transactions and is of the opinion that it conforms to the legal limitations on the Board's authority. Senate Bill 49 was approved by the 2018 Legislature and signed by the Governor on February 14, 2018, authorizing the purchase of the Brookings County property.

- B. A statement of the business rationale for the acquisition referencing the land acquisition plan set forth in 6:2(1) and identifying any additional actions or expenditures that shall be needed to make use of the property;

The acquisition of this property supports the objective of replacing the research property used for the development of the SDSU Growth Partnership, as originally set forth in the Replacement Land Accord Agreement dated March 3, 2009.

- C. A report from an independent appraiser stating a fair market price for the property;

An independent appraisal was completed for the property; the appraised value is listed as \$665,000 with additional miscellaneous expenses (such as title insurance) not to exceed \$2,000. The report is available from SDSU upon request.

- D. An environmental audit report, including any action plan required to abate identified environmental hazards; and

The property will have an environmental assessment completed prior to completion of the purchases. Because the property has been in use for production agriculture, no environmental hazards are anticipated for the property.

- E. A financial plan and acquisition budget addressing (1) the land price; (2) incidental expenses and (3) costs for related improvements or services needed to make the property serviceable.

(1) The cost of the Brookings County property is \$665,000. Proceeds from the research park payout will be used for the acquisition of the site.

(2) The incidental expenses include title insurance costs and filing fees.

(3) No improvements exist or are necessary to make the property serviceable.

## **IMPACT AND RECOMMENDATIONS**

General Counsel has reviewed the purchase elements and recommends purchase of the property.

## **ATTACHMENTS**

None

**SOUTH DAKOTA BOARD OF REGENTS**

**Budget and Finance**

**AGENDA ITEM: 7 – X**  
**DATE: March 27-29, 2018**

\*\*\*\*\*

**SUBJECT**

**USD North Commons Renovation Facility Design Plan**

**CONTROLLING STATUTE, RULE, OR POLICY**

[SDCL 5-14-1](#) Classification of Capital Improvements

[SDCL 5-14-2](#) Supervision by Bureau of Administration of Capital Improvement Projects  
– Payment of Appropriated Funds

[SDCL 5-14-3](#) Preparation of Plans and Specifications for Capital Improvements – State  
Building Committees – Approval by Board or Commission in Charge of Institution

[BOR Policy 6:4](#) Capital Improvements

**BACKGROUND / DISCUSSION**

The Preliminary Facility Statement for the North Commons renovations was approved by the Board of Regents at their March 2017 meeting; the Facility Program Plan was approved at the June 2017 meeting. In August 2017, the Board of Regents approved removing the USD Commons from the auxiliary system due to the building's change in purpose. The Commons, formally the dining facility for the residence hall complex comprised of Beede/Mickelson and Richardson/Olson halls, no longer operates as a revenue generating, food service space due to the Muenster University Center expansion in 2014. The building committee, headed by Regent Adam, selected Perspective Inc. as the design architect for the project. The final design was approved by the building committee at the March 14, 2018, meeting.

The planned 19,000 square foot renovation will serve multiple purposes for support services such as campus stores, postal services, UCopy and the information technologies desktop support team. All of these services are currently located in several different locations across the campus. Additionally, space will be renovated to provide office meeting spaces for such groups as residence life, TRIO, veteran's affairs, and student programs. Additional details can be found in USD's attached Facility Design Plan.

(Continued)

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**DRAFT MOTION 20180327\_7-X:**

I move to approve USD's Facility Design Plan to renovate the North Commons at an estimated cost of \$2,923,081 funded by HEFF M&R proceeds.



## **IMPACT AND RECOMMENDATION**

There have been no major changes to the design or costs from what was included in the Facility Program Plan (approved June 2017). The North Commons renovation project is part of an overall campus master space plan. The project will allow USD to properly utilize this space and to provide better efficiency within the space for mechanical and electrical systems. This will have a positive impact on the existing building and on USD's energy consumption. Total project cost is estimated at \$2,923,081 and will be funded from HEFF M&R allocations. The utilities for this facility will be separately metered and removed from the auxiliary system.

## **ATTACHMENTS**

Attachment I – USD North Commons Renovation FDP and Schematics

## FACILITY DESIGN PLAN

### North Commons Renovation

#### THE UNIVERSITY OF SOUTH DAKOTA

#### ***Introduction:***

The Facility Program Plan for the North Commons Renovation was approved by the board in June 2017. The Building Committee selected Perspective Inc. as the design architect for the project.

The North Commons Renovation will serve multiple purposes; it will provide a more central location for USD support services such as Campus Stores, Postal Services, UCopy and the Information Technologies Desktop Support Team, all of which are currently located in several different buildings around campus. In addition, this renovation will also provide office and meeting spaces for such groups as Residence Life, TRIO, Veteran's Affairs, and student programs. Locating these services/programs all under one roof will create the opportunity for other departments to move into the Continuing Education building per our long term Space Management Plan.

#### **a. Architectural, mechanical, and electrical schematic design:**

The project is a renovation of the existing North Commons space. The Schematic Design Drawings by Perspective Inc. showing overall aerial, floor plan, and exterior elevations are attached.

The new North Commons, will house Campus Stores, Postal Services, UCopy, Information Technologies Desktop Support team, as well as Resident Life, TRIO, Veteran's Affairs, and student groups. The facility will provide a central location for support services to all campus student, faculty, and staff.

The North Commons is a 19,000 square feet facility. It is a single story building with existing masonry block and brick exterior, steel bar joists with metal deck, and a fully-adhered roof membrane. The new exterior finishes at the loading dock and west vestibule will complement the existing building and will be made up of metal wall panels with a fully-adhered roof membrane.

On the exterior of the building we will be adding a new loading dock entrance, new exterior Low-E insulated aluminum windows and doors, and a new entrance vestibule on the west side of the building.

On the interior of the building we will be completely removing all existing walls, ceilings, and will be removing some concrete slab-on-grade for new sanitary sewer piping. The facility will receive all new steel stud wall systems with 5/8" sheetrock and finished to level.

4. All walls will be painted, and we will install all new interior doors and hardware. The space will receive all new acoustical ceiling systems and new flooring throughout.

#### Mechanical Systems:

1. The building currently has four (4) existing Air Handling Units (AHU's). The project will remove one (1) AHU and retrofit the other three (3) existing AHU's existing supply fan motor with a new premium efficiency 7.5 HP motor. They will also supply a new Variable Frequency Drive (VFD) for more efficient control of the AHU's through the building automation system. All new ductwork with new registers and grilles will be installed to supply heating and cooling to the various spaces. A new humidifier will be installed in UCOPY space to provide humidification control within this space due to the large amounts of paper being stored within the space.
2. The heating water system will be controlled by installation of two (2) new high efficiency boilers and two (2) new high efficiency hot water pumps.
3. At all existing and new vestibules there will be a new Cabinet Unit Heater (CUH) installed to supplement the building heating system during winter months.
4. The facility will house all new plumbing fixtures including, but not limited to, water closets, urinals, sinks, and faucets.
5. The old fire sprinkler system will be removed and a new fire sprinkler system meeting NFPA 13 requirements will be installed, providing complete fire protection coverage throughout the facility.
6. The control system will be integrated into the campus building automation system and designed for energy use optimization.

#### Electrical Systems:

1. The facility will utilize existing electrical panels and install two (2) new electrical panels to house the circuits for the facility.
2. All existing light fixtures will be removed and installation of all new high efficiency LED light fixtures will be used throughout. Occupancy sensors will be provided in all spaces to help with energy consumption. At the exterior, we will remove the outdated "china hat" light fixtures and install new LED light fixtures which match the standard light pole design installed across campus.
3. The facility will house all new electrical and data outlets and will be set up with exterior card access systems, security cameras, and wireless access points.
4. Power will be distributed throughout the facility at 208Y/120V.
5. An addressable fire alarm system including a new control panel and devices will be provided throughout the renovated space. This system will coordinate with existing campus Building Automation System.

The project is being designed to achieve Leadership in Energy and Environmental Design (LEED) Silver certification.

#### **b. Changes from facility program plan:**

There have been no changes from the Facility Program Plan.

**c. Impact to existing building or campus-wide heating/cooling/electrical systems:**

The North Commons Renovation project is part of an overall campus master space plan. This project will allow us to properly utilize this space and to provide better efficiency within the space for our mechanical and electrical systems. This will have a positive impact on the existing building and on our campus energy consumption.

**d. Total project cost estimates:**

The estimated project cost is \$2,923,081. The following is the breakdown of the project estimate:

<b>North Commons Renovation</b>	<b>Facility Design Plan March 2018</b>
Total Estimate Of Probable Construction Costs	\$2,174,900
A/V & IT Allowance/BIT	\$220,215
FF & E Allowance	\$22,438
A & E Fees	\$213,900
LEED	\$26,700
Testing	\$5,000
OSE/USD Fees	\$151,183
Owner's Contingency:	\$108,745
<b>PROJECT TOTAL</b>	<b>\$2,923,081</b>

<b>FUNDING FOR THE PROJECT</b>	<b>Facility Design Plan March 2018</b>
HEFF M&R Proceeds	\$2,923,081
<b>Total</b>	<b>\$2,923,081</b>

**e. Changes from cost estimate for operational or M&R expenses:**

Per the Facility Program Plan, this renovation will be eligible for funding from USD's maintenance and repair annual HEFF allocation. Ongoing operational budgets are estimated to be \$63,855 for one full-time custodian (\$39,611) and maintenance (\$24,244). The utility budget is estimated at \$20,000 per year. There are no changes from the Facility Program Plan.

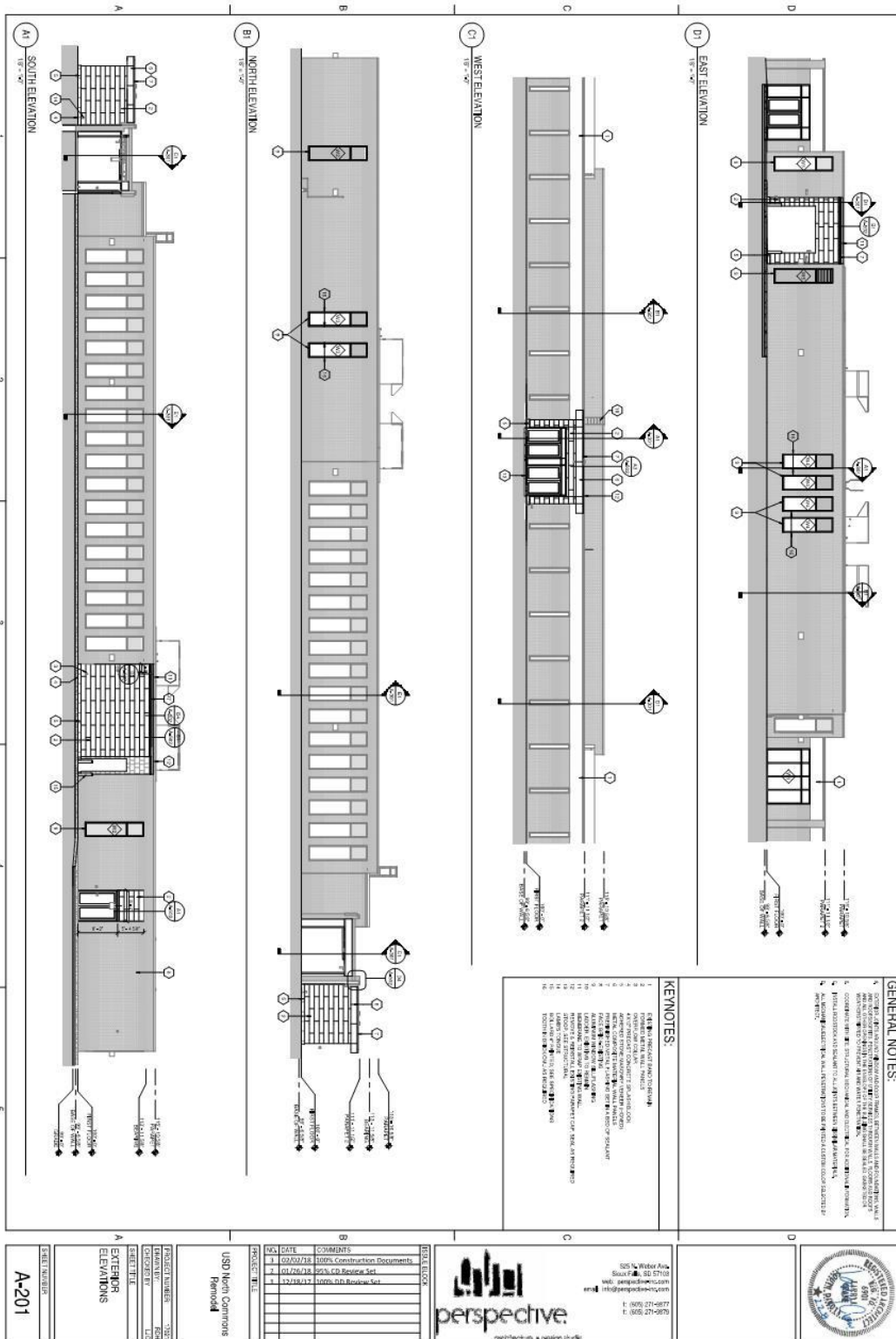
## USD Commons Renovation



**Aerial View**







## Exterior Elevations

**SOUTH DAKOTA BOARD OF REGENTS**

**Budget and Finance**

**AGENDA ITEM: 7 – Y**  
**DATE: March 27-29, 2018**

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**SUBJECT**

**FY2017 SDSM&T NCAA Agreed-Upon Procedures Report**

**CONTROLLING STATUTE, RULE, OR POLICY**

NCAA Division II Bylaw 6.2.3.

**BACKGROUND / DISCUSSION**

The NCAA Division II Bylaw 6.2.3. states; “At least once every three years, all expenses and revenues for or on behalf of a Division II member institution's intercollegiate athletics programs, including those by any affiliated or outside organization, agency or group of individuals (two or more), shall be subject to agreed-on procedures approved by the Division II membership...conducted for the institution by a qualified independent accountant who is not a staff member of the institution and who is selected either by the institution's president or chancellor or by an institutional administrator from outside the athletics department designated by the president or chancellor.”

**IMPACT AND RECOMMENDATIONS**

This report fulfills the FY17 reporting requirement for SDSM&T, a Division II university. The Independent Accountants’ Report on the Application of Agreed-Upon Procedures is attached along with the Statement of Revenues and Expenses and the Notes to the Financial Statements. The NCAA issued Minimum Agreed upon Procedures Guidance was used by the auditor to perform the review. Four exceptions were identified and noted in the attached Independent Accountants’ Report. The report has been provided to the SDSM&T President.

**ATTACHMENTS**

Attachment I – Independent Accountants’ Report on the Application of Agreed-Upon Procedures  
Attachment II – Statement of Revenue and Expenses  
Attachment III – Notes to the Financial Statements

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**INFORMATIONAL ITEM**



**INDEPENDENT ACCOUNTANTS' REPORT ON THE APPLICATION  
OF AGREED-UPON PROCEDURES**

Dr. James Rankin, President,  
President of South Dakota School of Mines and Technology

And

Management of the Athletics Department  
South Dakota School of Mines and Technology

We have performed the procedures enumerated below, which were agreed to by the President of the South Dakota School of Mines and Technology (SDSM&T) solely to assist you in evaluating whether the accompanying Statement of Revenue and Expenses of SDSM&T is in compliance with the National Collegiate Athletic Association (NCAA) Bylaw 6.2.3.1 for the year ended June 30, 2017. SDSM&T's management is responsible for the Statement of Revenues and Expenses and the statement's compliance with those requirements. This agreed-upon procedures engagement was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants. The sufficiency of these procedures is solely the responsibility of those parties specified in this report. Consequently we make no representation regarding the sufficiency of the procedures described below either for the purpose for which this report has been requested or for any other purpose.

**Agreed-Upon Procedures Related to the Statement of Revenue and Expenses**

The procedures that we performed and our findings are as follows:

1. We gained an understanding of the aspects of SDSM&T's general internal control and organizational structure as well as the internal control procedures unique to the intercollegiate athletic department to determine the processing system used to record revenues for completeness and expenditures for proper authorization.

We found no exceptions as a result of this procedure.

2. We reviewed SDSM&T's procedures for gathering information on the nature and extent of booster group activity for or in behalf of the institution's intercollegiate athletics program.

We found no exceptions as a result of this procedure.

3. Tests of the Statement of Revenue and Expenses included verifying agreement between the amounts reported on this statement to the institution's and the related entities general ledger.

We found no exceptions as a result of this procedure.

4. We traced a sample of game day ticket sale documentation to SDSM&T's general ledger to verify proper reconciliations were performed of tickets sold to revenue received and verified it was timely and accurately deposited.

Ticket sale revenue was properly deposited but was not consistently deposited in a timely manner in accordance with SDSM&T's cash receipt policy.

5. Interviews were performed documenting the methodology of allocating student fees and institutional support.

We found no exceptions as a result of this procedure.

6. Interviews were performed documenting the methodology of allocating direct institutional support.

We found no exceptions as a result of this procedure.

7. We obtained documentation support indirect cost rates and recalculated indirect institutional support.

We found no exceptions as a result of this procedure.

8. We obtained a sample of contractual agreements derived from guaranteed contests for away games and verified guarantees were deposited in the general ledger.

We found no exceptions as a result of this procedure.

9. A listing of contributions was obtained from the SDSM&T Foundation and the Hard Rock Club (HRC). We reviewed those contributions that exceeded 10% of all contributions.

We found no exceptions as a result of this procedure.

10. In-kind agreements were not available to review and were not reported.

In-kind contributions are received through the HRC. For FY17, no documentation existed to support in-kind agreements. The financial statements were adjusted to account for FY17 in-kind contributions. This deficiency was noted by the new HRC Executive Director and procedures were implemented and written agreements obtained for FY18 prior to this review.

11. Sponsorships agreements were not available to review. Reported amounts were traced to the general ledger.

Sponsorships are received through the HRC. For FY17, no documentation existed to support sponsorship agreements. This deficiency was noted by the new HRC Executive Director and procedures were implemented and written agreements obtained for FY18 prior to this review.

12. We were unable to test revenue from sport camps. Additionally, coaches' contracts for sport camps were not available.

Internal controls were inadequate over receipting sport camp revenues. In addition, reconciliations were not performed between number of participants and deposits.

13. We obtained and reviewed endowment agreements to gain an understanding of relevant terms and conditions.

We found no exceptions as a result of this procedure.

14. We selected a sample of students receiving athletic student aid and compared total aid to the student's account and traced the student and their aid to the NCAA Membership Financial Reporting System.

We found no exceptions as a result of this procedure.

15. We compared and agreed the sports sponsored reported in the NCAA Membership Financial Reporting System to the squad lists of the institution.

We found no exceptions as a result of this procedure.

16. We selected a sample of coaches and traced to their contracts and payroll records for agreement.

We found no exceptions as a result of this procedure.

17. We selected a sample of support staff/administrative personnel and traced to their contracts and payroll records for agreement.

We found no exceptions as a result of this procedure.

18. A sample of expenses related to recruiting, team travel, equipment, uniforms and supplies, game expenses, fund raising, marketing and promotion, medical expenses and medical insurance, student-athlete meals, and other operating expenses were reviewed and traced to the general ledger.

We found no exceptions as a result of this procedure.

19. We confirmed the receipts and disbursements of the SDSM&T Athletic Department's outside organizations, the SDSM&T Foundation and the HRC, to agree amounts with the SDSM&T Athletic Department's accounting records.

We found no exceptions as a result of this procedure.

20. We obtained and reviewed the audited financial statements of outside organizations audited independently of the institutional audit and any reports to management regarding matters related to the internal control structure required by National Collegiate Athletic Association regulations.

We found no exceptions as a result of this procedure.

We were not engaged to, and did not conduct an examination, the objective of which would be the expression of an opinion on the accompanying Statement of Revenue and Expenses of SDSM&T. Accordingly, we do not express such an opinion. Had we performed additional procedures, other matters might have come to our attention that would have been reported to you.

This report is intended solely for the use of Dr. James Rankin, President, and Management of the Athletics Department of SDSM&T and should not be used by anyone other than those specified parties.

Michele Anderson, CPA  
Director of Internal Audit

January 25, 2018

**South Dakota School of Mines and Technology  
Athletic Department  
Statement of Receipts and Disbursements  
For the Year Ended June 30, 2017**

	<u>FOOTBALL</u>	<u>MEN'S BASKETBALL</u>	<u>WOMEN'S BASKETBALL</u>	<u>OTHER SPORTS</u>	<u>NON- PROGRAM SPECIFIC</u>	<u>TOTAL</u>
<b>RECEIPTS:</b>						
Operating Receipts:						
Ticket Sales	\$ 52,781.00	\$ 6,941.00	\$ 6,441.00	\$ 1,851.00	\$ -	\$ 68,014.00
Direct State or Other Government Support						
Student Fees	73,168.65	31,167.37	42,272.07	138,262.99	1,770.31	286,641.39
Direct Institutional Support	531,264.68	162,590.51	167,570.21	440,672.33	748,800.49	2,050,898.22
Indirect Institutional Support	-	-	-	0	94,974.99	94,974.99
Guarantees	-	10,500.00	11,500.00	500.00	-	22,500.00
Contributions	745,891.54	170,482.59	130,042.60	166,127.69	224,692.13	1,437,236.55
In-Kind	1,875.00	1,875.00	1,875.00	1,875.00		7,500.00
Compensation and Benefits Provided by a Third-Party					-	-
Media Rights						
NCAA Distributions	-					
Conference Distributions					709.84	709.84
Program, Novelty, Parking and Concession Sales	2,353.68	1,265.30	355.78	1,422.92	8,561.07	13,958.75
Royalties, Licensing, Advertisement and Sponsorships	-	-	-		85,918.70	85,918.70
Sports Camp Revenues	-	56,007.71	10,100.00	4,725.00		70,832.71
Endowment and Investment Income	24,800.00	15,092.00	11,042.00	39,400.00	4,756.67	95,090.67
Other Operating Revenue	-	-	-	-	3,940.00	3,940.00
<b>Total Operating Revenues</b>	<b>1,432,134.55</b>	<b>455,921.48</b>	<b>381,198.66</b>	<b>794,836.93</b>	<b>1,174,124.20</b>	<b>4,238,215.82</b>
<b>DISBURSEMENTS:</b>						
Operating Disbursements:						
Athletics Student Aid	\$ 770,734.00	\$ 184,500.00	\$ 132,800.00	\$ 194,000.00	\$ 94,865.25	\$ 1,376,899.25
Guarantees		3,858.00				3,858.00
Coaching Salaries, Benefits and Bonuses Paid by the University and Related Entities	387,804.89	124,848.02	138,904.20	331,304.67		982,861.78
Coaching Salaries, Benefits and Bonuses paid by a Third-Party Support Staff/Administrative Compensation, Benefits and						

	FOOTBALL	MEN'S BASKETBALL	WOMEN'S BASKETBALL	OTHER SPORTS	NON- PROGRAM SPECIFIC	TOTAL
Bonuses paid by the University and Related Entities	307.39	1,620.00	1,487.25	841.05	663,927.69	668,183.38
Support Staff/Administrative Compensation, Benefits and Bonuses paid by a Third-Party Severance Payments					-	-
Recruiting	35,843.83	11,484.28	10,439.04	18,059.92	491.10	76,318.17
Team Travel	72,588.52	43,666.11	45,018.97	175,564.91	-	336,838.51
Equipment, Uniforms and Supplies	113,661.45	15,670.91	13,894.07	34,000.41	18,485.76	195,712.60
Game Expenses	30,367.39	20,351.52	18,266.90	31,656.23	26,254.12	126,896.16
Fund Raising, Marketing and Promotion	8,382.16	1,328.34	937.30	5,172.06	60,749.37	76,569.23
Sports Camp Expenses	2,705.00	38,881.24	4,477.50	1,943.47	-	48,007.21
Spirit Groups	-	104.60	104.60	206.58	5,478.86	5,894.64
Direct Overhead and Administrative	4,333.48	227.09	1,205.86	15,790.11	56,333.51	77,890.05
Indirect Institutional Support	-	-	-	-	94,974.99	94,974.99
Medical Expenses and Insurance	796.88	18.34	-	-	22,310.11	23,125.33
Memberships and Dues	300.00	-	130.00	1,076.90	19,070.00	20,576.90
Student-Athlete Meals	20,426.49	4,852.95	3,899.80	3,987.36	30.78	33,197.38
Other Operating Expenses	18,617.40	4,452.83	2,576.79	7,533.53	68,457.91	101,638.46
Total Operating Expenses	<u>1,466,868.88</u>	<u>455,864.23</u>	<u>374,142.28</u>	<u>821,137.20</u>	<u>1,131,429.45</u>	<u>4,249,442.04</u>
Excess (Deficiency) of Revenues over (under) Expenses	<u>\$ (34,734.33)</u>	<u>\$ 57.25</u>	<u>\$ 7,056.38</u>	<u>\$ (26,300.27)</u>	<u>\$ 42,694.75</u>	<u>\$ (11,226.22)</u>

The accompanying notes are an integral part of this statement.

**SOUTH DAKOTA SCHOOL OF MINES AND TECHNOLOGY ATHLETIC DEPARTMENT  
NOTES TO THE FINANCIAL STATEMENTS**

1. The Statement of Revenue and Expenses has been prepared on the cash basis of accounting.

2. Long-Term Debt

At June 30, 2017, South Dakota School of Mines and Technology had no athletic related outstanding debt.

3. Contributions

The South Dakota School of Mines and Technology athletic department received contributions in FY2017 in the amount of \$528,281.09 from the South Dakota School of Mines and Technology Foundation and \$891,173.20 from the Hard Rock Club, both affiliated organizations.

One contributor to the Hard Rock Club exceeded 10% of aggregate contributions made to the athletics department. The majority of these contributions funded athletic scholarships.

# **SOUTH DAKOTA BOARD OF REGENTS**

## **Budget and Finance**

**AGENDA ITEM: 7 – Z**  
**DATE: March 27-29, 2018**

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### **SUBJECT**

**M&R Working Group Recommendations**

### **CONTROLLING STATUTE, RULE, OR POLICY**

[SDCL 13-51-15](#) Long range financing plan required for improvements financed by private donations – Establishing endowments.

[SDCL 5-14-1](#) Classification of capital improvements

[BOR Policy 6:6](#) Maintenance and Repair

### **BACKGROUND / DISCUSSION**

In December of 2017, a report was provided to the Board that included an overview of our academic facility maintenance and repair funding sources as well as our current and

(Continued)

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### **DRAFT MOTION 20180327\_7-Z:**

I move to approve the recommendations of the working group as follows: (1) Develop our own goal relative to the State's contribution to maintenance and repair and meet with future administration leadership to start a dialogue on what is reasonable and can be supported; (2) For any building not yet approved, require that the institutions identify and implement a maintenance and repair funding plan as well as a facility operating budget and funding plan as part of any new building not funded entirely with HEFF; (3) After the completion of the 2012 Ten-Year Plan and as lease obligations are satisfied, return the dollars to the universities in-line with how they are generated. Allow the universities to use the dollars to meet their 2% requirement or invest in replacement facilities as long as it does not negatively impact the 2% goal. All replacement or new facilities must be approved by the Board along with a maintenance and repair funding plan; (4) Capture the local and private investments into maintenance and repair and include them in the amounts spent in meeting the 2% goal. When the project is a major renovation project, recognize the investment over a period not to exceed five years; (5) Revisit the methodology used to determine the replacement values with the State, specifically with the Bureau of Finance and Management, and determine if there are other options for calculating the values used for the 2% calculation; and (6) Add revenues as a third component of the current allocation formula (Revenues/Replacement Values/GSF) starting in FY20. This will start returning dollars to the institutions generating the dollars as well as recognize utilization. This aligns with the long-term goal of putting the universities in charge of decisions related to maintenance and repair and new facilities (Issue 3).



projected funding compared to the 2% goal. The report showed that there is little or no growth in the Higher Education Facilities Fund and that the available resources, along with State appropriations and the maintenance and repair fee, are falling significantly behind the growth in new facilities and the commensurate need for maintenance funding.

The Board agreed at the meeting that the building projects submitted to the 2018 Legislature did not need to include a maintenance and repair funding plan, but that recommendations to address maintenance and repair funding should be provided at the March 2018 Board meeting.

President Sutton appointed a maintenance and repair working group with the goal of having recommendations at the March meeting on funding strategies to address M&R. The working group included Pam Roberts as Chair, Regent Thares, Regent Schieffer, and Regent Morgan. Other members were Dr. Rush, President Abbott, President Griffiths, and Dr. Kramer.

In preparation for the M&R Working Group meeting, the finance vice presidents met and scrutinized several suggestions and strategies related to 1) capturing local and private M&R expenditures; 2) handling of M&R on new facilities; 3) funding levels; 4) allocations, and 5) the 2% calculation. Recommendations related to these items were provided to the working group at their first meeting.

The working group met on February 9, 2018 and reviewed the issues and recommendations from the finance vice presidents. The working group members did not feel that they had sufficient background information to take any action on the proposals. Regent Roberts requested that Dr. Kramer prepare a whitepaper on maintenance and repair and provide it to the committee prior to their next meeting. The whitepaper, included as Attachment I, was provided to the members of the working group.

The working group met again on March 7, 2018 and reviewed a set of recommendations prepared by Dr. Rush and Dr. Kramer that considered the recommendations made by the finance vice presidents as well as the detail and issues identified in the white paper.

## **IMPACT AND RECOMMENDATIONS**

Following is a summary of the issues and the recommendations agreed to by the working group.

### Issue 1 – State's Contribution to 2%:

It is unclear what the Legislature is willing to support as their contribution to university facility maintenance and repair. In order to develop a reasonable approach to meeting our 2% goal, we need to know what the anticipated funding sources will be.

*Recommendation: Develop our own goal relative to the State's contribution to maintenance and repair and meet with future administration leadership to start a dialogue on what is reasonable and can be supported.*

#### Issue 2 – SDCL 13-51-15

13-51-15 requires a long-range financing plan that details how the institution will fund projected operating, maintenance, and repair costs associated with any capital improvement. The Board may require that an endowment be established or that other non-state funds be identified to support operating and maintenance costs for privately funded academic facilities. The Board shall require an endowment fund or the identification of non-state funds for operating costs, maintenance and repair on nonacademic buildings funded primarily with private dollars.

Up to this point, the Board has been willing to accept a plan that identifies the Higher Education Facilities Fund (HEFF) as the source of funds for maintenance and repair for academic facilities. More and more, this is not realistic as we are losing ground on our 2% maintenance requirement. As new buildings are being added, the available funds are simply being shifted around the system. Not only are privately funded facilities a concern, but any new construction that adds to the need for more maintenance and repair dollars exacerbates the problem.

*Recommendation: For any building not yet approved, require that the institutions identify and implement a maintenance and repair funding plan as well as a facility operating budget and funding plan as part of any new building not funded entirely with HEFF.*

#### Issue 3 – HEFF Priority and Future Allocations

The remaining projects on the current 10-Year Plan are all renovations of current facilities. These projects will not grow the need for more maintenance and repair funding and will actually address maintenance issues. Putting the dollars into current facilities or replacing them should be the top priority of future HEFF allocations.

*Recommendation: After the completion of the 2012 Ten-Year Plan and as lease obligations are satisfied, return the dollars to the universities in-line with how they are generated. Allow the universities to use the dollars to meet their 2% requirement or invest in replacement facilities as long as it does not negatively impact the 2% goal. All replacement or new facilities must be approved by the Board along with a maintenance and repair funding plan.*

#### Issue 4 – Local and Private Investments into M&R

The universities currently invest local funds and private funding into maintenance and repair that we currently do not include in meeting our 2% goal. The investments are sporadic and sometimes are sizeable.

*Recommendation: Capture the local and private investments into maintenance and repair and include them in the amounts spent in meeting the 2% goal. When the project is a major renovation project, recognize the investment over a period not to exceed five years.*

#### Issue 5 – Replacement Values

Recent changes to the replacement value calculations are increasing the 2% need calculation. There are a number of ways to calculate the replacement values and they will vary considerably.

*Recommendation: Revisit the methodology used to determine the replacement values with the State, specifically with the Bureau of Finance and Management, and determine if there are other options for calculating the values used for the 2% calculation.*

#### Issue 6 – HEFF and General Funds Formula Allocation

The HEFF and general fund maintenance and repair dollars are currently allocated using a formula that uses replacement values and square footage. There has been a lot of talk about changing the allocation formula. It needs to be very clear that the allocation formula is not the problem and changing the formula does not get us any closer to solving the real problem, which is the amount of money available to meet M&R needs. Suggested changes to the formula are to include age, condition, utilization or revenues as factors. Including condition will be subjective unless we have an independent review of all facilities. Utilizing revenues would encompass utilization to some extent, because as an institution grows and generates more money, revenues will increase, and vice versa.

*Recommendation: Add revenues as a third component of the current allocation formula (Revenues/Replacement Values/GSF) starting in FY20. This will start returning dollars to the institutions generating the dollars as well as recognize utilization. This aligns with the long-term goal of putting the universities in charge of decisions related to maintenance and repair and new facilities (Issue 3).*

## **ATTACHMENTS**

Attachment I – Whitepaper: Maintenance and Repair of Academic Buildings, February 2018

**South Dakota Board of Regents**  
**Whitepaper: Maintenance and Repair of Academic Buildings**  
**February 2018**

**Purpose**

The purpose of this whitepaper is to provide a history and overview of how maintenance and repair is funded at the South Dakota public universities and the current challenges faced in meeting our goals.

**Overview**

Universities across the country find themselves in a competitive race to replace dated and tired buildings with facilities that are functional, attractive and meaningful to students, and that will serve the teaching and research mission of the universities for many decades to come.

Maintaining that investment to ensure that it will serve the state and its students for many years is an on-going challenge.

The facilities referred to and the issues discussed in this whitepaper are focused on the academic buildings. The Auxiliary System, which consists of residential facilities, wellness centers, and student unions, fall under the heading of revenue facilities. The maintenance and repair for these facilities is paid for by rental revenues and dedicated student fees. Agricultural Experiment research facilities are provided a portion of the pesticide tax to fund maintenance and repair and are not considered “academic” facilities when determining the allocation of maintenance and repair funds. Finally, the Animal Disease Research and Diagnostic Laboratory is a state facility that has its own fund source for maintenance and repair, so it is excluded. Almost all other buildings on campus are considered academic facilities, including the remaining athletic and research facilities. The SDSU stadium is one of the few buildings in the system that is required to self-fund its maintenance and repair so is the only athletic facility that is excluded.

The total replacement value of the academic buildings today is \$1,708,480,617. The 2% goal would require that we spend \$34,169,612 per year on maintenance and repair. As of FY19, assuming we get the increase recommend by the Governor, we will have \$26,491,070 available to support maintenance and repair of facilities. Considering flat revenues, continued inflation on building values, and an ever growing footprint of facilities, the challenge is significant.

**Governing Policies and Statutes**

There are a limited number of statutes and policies that govern the investment in maintenance and repair. The Board’s goal to invest 2% of the replacement values annually into maintenance and repair is not in statute or in Board policy. The following links and brief explanations identify the most direct guidance in statute and Board policy.

[SDCL 13-51-2 - Higher Education Facilities Fund](#) – This statute details what funds are to be deposited into the Higher Education Facilities Fund (HEFF) and what those dollars can be used for.

The origination of the Higher Education Facilities Fund (HEFF) dates back to 1977. At that time, twenty percent of all tuition and fees collected were placed into a separate fund called the educational facilities fund. In subsequent years, the first \$875,000 of Medical School tuition was exempted from HEFF, and most recently the change from 20% to 11.5% was made when the university support fee was rolled into tuition. The exemption of the Medical School tuition results in \$175,000 less to HEFF, believed to have been put in place to recognize the community based nature of the medical school and to minimize the contribution students make to facilities given the cost of medical school. The reduction from 20% to 11.5% was done to make the rolling of the university support fee into tuition revenue neutral to HEFF and the campuses.

The HEFF funds are used to debt service capital projects approved by the Regents and to fund maintenance and repair on academic facilities. The dollars collected by the institutions for HEFF are deposited into a central pool and used for maintenance and repair and to satisfy the annual debt service on the bonded facilities. The capital projects approved by the Board are based on priorities established by the Board and not based on dollars contributed to the pool by each campus. The first priority is funding maintenance and repair, and secondly, cash flowing additional bond indebtedness to fund capital projects.

As provided in §13-51-2 expenditures from HEFF are restricted to the following expenditure categories as authorized by the Legislature.

- A. Lease-purchase payments to the South Dakota Building Authority;
- B. Maintenance and Repair for existing facilities;
- C. Maintenance and Repair for the Sanford School of Medicine in Sioux Falls;
- D. Appropriated rent payments to other private or public parties for educational facilities; and
- E. Build and equip new facilities.

[BOR Policy 6:6 - Maintenance and Repair](#) – This policy lays out the process and the required approvals necessary for all maintenance and repair projects.

[SDCL 13-51-15 - Long range financial planning for improvements finance by private donations - Establishing endowments](#) – This law requires facilities funded primarily with private donations to have a plan for funding operating and maintenance costs.

*SDCL 13-51-15: Long range financing plan required for improvements financed by private donations--Establishing endowments. Where a capital improvement is to be primarily financed by private donations, the Board of Regents shall require the institution at which the construction will take place to develop a long-range financing plan to detail how the institution will fund projected operating, maintenance, and repair costs associated with the capital improvement. The board may require the establishment of endowments or the provision for the other nonstate fund*

*revenue sources to cover projected operating, maintenance, or repair costs of privately donated academic buildings. The board shall require the establishment of endowments or the provision for other nonstate fund revenue sources to cover projected operating, maintenance, or repair costs of privately donated nonacademic buildings.*

*Source: SL 1995, ch 108, § 4.*

Up to this point, the Board has been willing to accept a university plan that identifies the Higher Education Facilities Fund (HEFF) as the source of funds for maintenance and repair for academic facilities. More and more, this is not realistic as HEFF is currently not able to support maintenance and repair at the levels desired by the Board for its current facilities. As new buildings are being added, the available funds are simply being shifted around the system. Not only are privately funded facilities a concern, but any new construction that adds to the need for more maintenance and repair dollars is a growing concern. Per SDCL 13-51-15, the Board shall require the institutions to have a plan for maintenance and repair of buildings funded primarily with private donations. If the Board is willing to accept HEFF as the maintenance and repair plan from the institutions, the Board needs to have its own plan on how HEFF will support new buildings.

### **Maintenance and Repair Goal of 2%**

Looking back to the 1980s, the Board established a goal of reaching an annual investment of 1% of replacement values into maintenance and repair. Over the next two decades, the deferred maintenance backlogs continued to grow and in FY94 the Board decided to supplement the HEFF fund with a \$1.00 per credit hour fee. The Board requested that the State match the fee at a 2:1 ratio in FY94 (\$1,300,000) and FY95 (\$1,305,094). The State never matched the fee despite continued requests. In FY08, the Board requested funding for critical deferred maintenance projects from the State, when the request was not funded the Board added another \$1.12 to the student fee to debt service critical projects.

Based on industry guidance and a growing backlog of deferred maintenance, the Board recognized the need to grow the annual investment from 1% to 2%. In FY08, the Board requested that the State match the HEFF M&R investment at a level of \$6,549,243, which would have moved the total investment to 2%. A four-year plan was approved by the Legislature and Governor Rounds in FY09 to provide the funding to get to 2%; the first year funding amount was \$1,632,999. Unfortunately, due to State revenue shortfalls, the funding was cut the next year and no State funds were received again until FY14.

The 2% goal was deemed to be the minimum investment necessary to maintain buildings that we often expect to last 50 to 60 years. This is the same goal that the State is attempting to reach for other state owned facilities. There have been a number of studies done that recommend this level of investment, but the most comprehensive and often referenced book titled *Committing to the Cost of Ownership – Maintenance and Repair of Public Buildings*<sup>1</sup> makes it clear that 2% is really

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<sup>1</sup> Committee on Advanced Maintenance Concepts for Buildings, Building Research Board, Commission on Engineering and Technical Systems, National Research Council, *Committing to the Cost of Ownership – Maintenance and Repair of Public Buildings*, National Academy Press, Washington, DC, 1990.

the minimum needed to sustain facilities to reach their expected public useful life. Following is the first finding and recommendation in the book:

*“Underfunding is a widespread and persistent problem that undermines maintenance and repair (M&R) of public buildings. To overcome this problem, M&R budgets should be structured to identify explicitly the expenditures associated with routine M&R requirements and activities to reduce the backlog of deferred deficiencies. An appropriate budget allocation for routine M&R for a substantial inventory of facilities will typically be in the range of 2 to 4 percent of the aggregate current replacement value of those facilities (excluding land and major associated infrastructure). In the absence of specific information upon which to base the M&R budget, this funding level should be used as an absolute minimum value. Where neglect of maintenance has caused a backlog of needed repairs to accumulate, spending must exceed this minimum level until the backlog has been eliminated.”*

Governor Dugaard has been a champion for maintaining facilities and has adopted the 2% goal statewide for maintenance and repair of facilities. Starting in FY14, a four-year plan was put in place to get the university maintenance and repair investment to 2%. As of FY18, the state investment was at \$7,799,945. Using the State’s replacement values, this got us to about 1.76%.

In order to make progress on the 2% goal, the Board has been aggressive over the last fifteen years of increasing the funding that is allocated to the maintenance and repair of facilities. This was done by increasing the M&R portion beyond inflation and by taking HEFF on all self-support credit hours starting in FY2010. At a minimum, the funding going to maintenance and repair is increased by the overall percentage growth in tuition revenues – so if revenues go up 3%, the funding allocated to M&R also goes up by at least 3%. The more funds that are allocated to maintenance and repair the less funds available to build and equip new facilities.

### **Maintenance and Repair Funding**

There are currently three dedicated fund sources for maintenance and repair: HEFF, M&R Fee, and General Funds. These are the three fund sources considered when determining where we are at in reaching our 2% goal.

#### Higher Education Facilities Fund

All credit hours contribute to the Higher Education Facilities Fund at the rate of 11.5%. The funds are used to satisfy lease payments made to South Dakota Building Authority for bonded facility projects, for maintenance and repair of facilities, and for the rent payment to CUC. For FY18, our annual lease payment to South Dakota Building Authority is \$12,920,068, the maintenance and repair allocation was \$16,262,074 (including the bond payment for bonded maintenance projects of \$1,194,365), and the rent payment from HEFF to CUC was \$50,000. There were no additional funds available to build and equip new facilities and cash flow projections show that no funds will be available until at least FY22. The 2012 Ten-Year Plan will likely not be completed until FY27.

### Maintenance and Repair Fee

The M&R Fee is a per-credit hour charge on all on-campus courses. The FY18 rate of \$3.31 per credit fee was once part of the university support fee, but is now assessed as part of tuition. The revenue is used to pay bonded indebtedness on some critical deferred maintenance projects bonded in FY08 and the balance is used to fund annual maintenance and repair projects. The revenues are retained by each campus to fund their share of the bond payment and to fund local maintenance and repair projects. Available funds are based on the estimated credit hour totals multiplied by the \$3.31 per credit hour charge, estimated to be \$1,961,688 in FY18 for the System.

### General Funds

The first time general funds were appropriated to support of maintenance and repair was in FY09 when Governor Rounds recommended the first year of a 4-year phase-in of state support. The Legislature funded the program but the funds were cut the following year. The program was reinstated in FY14 by Governor Daugaard, and has been funded each year since. In FY18, the amount needed to get to 2% was \$918,738; instead of getting additional funds, the funding was actually cut by \$907,302. We are asking for an increase of \$1,826,040 for FY19, essentially asking for the original FY18 request plus what was cut. The current amount funded for FY18 is \$7,799,945.

### Private and Local Fund Investments

The institutions have also raised significant private money and committed local funds (indirect overhead, administrative overhead, student tuition and fees, rental income, etc.) to address maintenance and repair needs. These dollars have not been tracked in the past, but the finance vice-presidents have recommended that they be included as part of the 2% goal. While accounting for the expenditures would not move the needle much in getting us to our 2% goal, these investments are helping address the maintenance and repair needs at the universities.

The two campuses that tend to have most of this type of activity are SDSU and USD. While USD did not have anything in 2017, they will be expending \$20,919,602 of private money in the next couple of years on the Dome renovation. SDSU will also be spending \$5,000,000 on Harding Hall from local funds. BAC felt that the expenditures should be included in the 2% goal, and depending on the size of the project could be amortized over a period of time. The local funds would not reduce the amount allocated to any campus from the dedicated M&R sources, but would be included in the amount spent to get to our 2% goal.

Looking back to expenditures in FY17 only, we would have the following expenditures that would be included as part of 2% investment:

BHSU - \$228,499  
 DSU - \$0  
 NSU - \$17,160  
 SDSM&T - \$259,317  
 SDSU - \$2,813,655  
 USD - \$0



Funding History

The history of maintenance and repair funding reflects the efforts of the Board to get to the 2% goal by consistently increasing the amount of HEFF to maintenance and repair well above inflation or the tuition rate increase. The following table shows the total investment by year for the last 20 plus years. The addition of state funding has helped us close the gap towards the 2% goal and reduced the deferred maintenance backlog.

<b>Maintenance and Repair Funding Sources FY97 to FY19</b>					
	M&R FEE	HEFF	General Funds	Total	% Change
FY97	\$681,639	\$4,100,000		\$4,781,639	
FY98	\$678,584	\$4,295,564		\$4,974,148	4.0%
FY99	\$702,229	\$4,424,431		\$5,126,660	3.1%
FY00	\$720,744	\$4,601,408		\$5,322,152	3.8%
FY01	\$731,951	\$4,785,465		\$5,517,416	3.7%
FY02	\$742,600	\$4,976,884		\$5,719,484	3.7%
FY03	\$742,600	\$5,175,959		\$5,918,559	3.5%
FY04	\$831,739	\$5,383,000		\$6,214,739	5.0%
FY05	\$833,355	\$5,598,820		\$6,432,175	3.5%
FY06	\$866,420	\$5,822,254		\$6,688,674	4.0%
FY07	\$874,757	\$6,055,144		\$6,929,901	3.6%
FY08	\$1,643,694	\$6,297,349		\$7,941,043	14.6%
FY09	\$1,644,872	\$6,549,243	\$1,632,999	\$9,827,114	23.8%
FY10	\$1,689,482	\$6,811,213		\$8,500,695	-13.5%
FY11	\$1,695,050	\$7,083,662		\$8,778,712	3.3%
FY12	\$1,705,628	\$11,667,008		\$13,372,636	52.3%
FY13	\$1,667,420	\$14,250,358		\$15,917,778	19.0%
FY14	\$1,755,447	\$15,105,379	\$1,729,824	\$18,590,650	16.8%
FY15	\$1,586,110	\$15,105,379	\$3,377,271	\$20,068,760	8.0%
FY16	\$1,605,805	\$15,770,016	\$5,432,783	\$22,808,604	13.7%
FY17	\$1,654,933	\$15,770,016	\$8,707,247	\$26,132,196	14.6%
FY18	\$1,961,688	\$16,262,074	\$7,799,945	\$26,023,707	-0.4%

The following table shows the investment as a percentage of the total replacement value for the last 20 plus years.

<b><i>Historical Progress on 2% Goal</i></b>			
<b>Fiscal Year</b>	<b>Replacement Value</b>	<b>M&amp;R Allocated</b>	<b>% of Building Replacement Value</b>
FY97	\$454,312,716	\$4,781,639	1.1%
FY98	\$470,609,036	\$4,974,148	1.1%
FY99	\$492,013,501	\$5,126,660	1.0%
FY00	\$508,660,398	\$5,322,152	1.0%
FY01	\$518,913,458	\$5,517,416	1.1%
FY02	\$540,584,850	\$5,719,484	1.1%
FY03	\$554,919,720	\$5,918,559	1.1%
FY04	\$579,265,190	\$6,214,739	1.1%
FY05	\$604,514,057	\$6,432,175	1.1%
FY06	\$693,297,593	\$6,688,674	1.0%
FY07	\$700,022,519	\$6,929,901	1.0%
FY08	\$958,591,791	\$7,941,043	0.8%
FY09	\$929,991,392	\$9,827,114	1.1%
FY10	\$929,991,392	\$8,500,695	0.9%
FY11	\$961,678,539	\$8,778,712	0.9%
FY12	\$981,477,527	\$13,372,636	1.4%
FY13	\$1,150,275,509	\$15,917,778	1.4%
FY14	\$1,193,278,983	\$18,590,650	1.6%
FY15	\$1,240,562,259	\$20,068,760	1.6%
FY16	\$1,295,827,545	\$22,808,604	1.8%
FY17	\$1,327,777,181	\$26,543,348	2.0%
FY18	\$1,383,744,066	\$26,023,707	1.9%

### **Space and Enrollments**

In conversations this session with legislators, there were concerns raised about the growing number of buildings at a time when enrollments are declining and more and more students are taking courses on-line. Legislators understood that adding additional space will drive up the need for maintenance and repair dollars, whereas remodeling or replacing space will address maintenance problems. The type of space also makes a difference with lab, specialty space and research related space being very expensive to build and maintain. It was shared with legislators that much of the growth can be attributed to the changing pedagogies used today, as well as the growth in space being dedicated to research. A look at the total amount of space that has been added over the last twenty years (including all the buildings under construction and planned) as well as the on-campus enrollments provides some insight into the concerns.

**1997 to Current and Including Planned Construction**

<b>Campus</b>	<b>1997</b>	<b>Demolished</b>	<b>Added</b>	<b>Net Change</b>	<b>Percent Change</b>	<b>Planned Total</b>
BHSU	471,799	61,756	102,082	40,326	8.50%	512,125
DSU	245,825	11,723	134,384	122,661	49.90%	368,486
NSU	526,389	23,047	158,335	135,288	25.70%	661,677
SDSM&T	478,991	38,781	151,171	112,390	23.50%	591,381
SDSU	1,758,409	168,108	1,102,454	934,346	53.10%	2,692,755
USD	1,389,847	102,724	544,726	442,002	31.80%	1,831,849
BHSU-RC	0	0	57,352	57,352	100.00%	57,352
UC-SF	0	0	106,589	106,589	100.00%	129,070
<b>Total</b>	<b>4,871,260</b>	<b>406,139</b>	<b>2,357,093</b>	<b>1,950,954</b>	<b>40.10%</b>	<b>6,844,695</b>

<b>Historical On-Campus Enrollments</b>				
	1997	2017	Increase/	% Increase/
	<u>State-Support</u>	<u>On-Campus*</u>	<u>(Decrease)</u>	<u>(Decrease)</u>
BHSU	2,773	1,832	(941)	-33.9%
DSU	1,326	1,220	(106)	-8.0%
NSU	2,464	1,347	(1,117)	-45.3%
SDSM&T	2,210	2,280	70	3.2%
SDSU	8,162	8,850	688	8.4%
USD	6,534	5,578	(956)	-14.6%
	23,469	21,107	(2,362)	-10.1%
* On-campus includes distance hours taken from on-campus students from same campus.				

**Replacement Values**

For many years the Board used the historical values identified in the building inventory system for the purpose of determining the maintenance and repair allocation and calculating the 1% or 2% goal. The values in the system were based on historical building costs and were inflated over the years and adjusted for major renovations. In 2007/2008 the Board approved the purchase of blanket property insurance for all BOR buildings. Up to that point, only the bonded facilities were insured. In order to insure the buildings, the underwriter requested a review of all replacement values. Board staff came up with a methodology that used the various types of

space in the building, and the cost to construct that type of space from R.S. Means to determine the replacement values. This methodology took into account the various types and costs of space within a given building. These values along with inflationary adjustments were used by the underwriter for the next nine years.

In 2016-2017, the Bureau of Administration reevaluated all of the buildings using a different construction valuation software called Marshal Swift. Their approach was to use the building classification (classroom, research, residence hall, athletic, offices, etc.), and the cost to construct that type of space from Marshal Swift. All of the space in the building was valued at the same cost per square foot. So, research space and classroom space were treated the same if the building was classified as research space. The overall values went up significantly using this methodology which will have a significant impact on the 2% calculation moving forward. ORM and the Bureau of Finance and Management wants us to use the same values for insuring the property and determining the 2% maintenance need.

The increase in values, added \$247,850,468 or 19.58% in total replacement value. While some of this was due to inflation, the change in the valuation of buildings will create a significant gap in available funding and the need for the FY20 budget request. The change in replacement values requires an additional \$4,957,009 in maintenance and repair funding to reach the 2% replacement goal.

The universities have reviewed the replacement values, but really had little input into the process that was used to determine the values. The change in the values has put us well behind the 2% goal. The finance vice-presidents have suggested that we consider other approaches to valuing buildings to see if the values would change. Direction from the Board would be needed to revisit the replacement values.

### **M&R Funding Allocation**

Once the HEFF dollars available are determined, they are allocated using a formula that has been around for at least three decades – 50% of the money is allocated using the prorated square footage at each campus and 50% is allocated based on their pro rata share of the replacement values. New buildings are phased-in over five years in increments of 20% each year (20%, 40%, 60%, 80%, 100%). General fund dollars are allocated to the institutions using the same formula as that used for HEFF.

Age of the buildings is not currently a factor in the allocation. The idea of using age has been debated many times, but many old buildings are completely or partially renovated and then it becomes difficult to determine how age should be adjusted. Using replacement values allows for expensive space to carry a little more weight in the formula. Using square footage offsets some of the variances in replacement costs and recognizes that all space must be maintained.

The current maintenance and repair allocation process is essentially a zero sum game. If the dollars available do not grow, but the demand grows because a university builds a new building, the gains experienced by one campus are offset by losses at the others. So if the square footage and

replacement values grow at one campus and everyone else is static, available funding will move to that campus and the others will lose their proportionate share.

The allocation model has been the subject of many reviews over the years, but in the end has been retained. It needs to be understood that the model only allocates available money and changing the formula will have winners and losers. The universities are currently split on how they would like to see the formula allocation changed, if at all. Some institutions would like to see all dollars returned to the campuses over time and allow the universities to manage the maintenance funds and make decisions about future capital projects. Others would prefer a formula that adds revenues to the formula as a third factor. The idea of considering revenues as part of the HEFF M&R allocation would mean that we would not allocate the same amount of money to maintain buildings to a campus that has declining enrollments. This approach would be a way to recognize utilization – the higher the utilization the higher the revenues and vice-versa.

A longer term option that may be feasible would be to return the funds to the campuses based on overall contributions as bond payments are satisfied and let the campuses fund their own improvements moving forward. This model would take years to implement given that many bonds have been issued in the last ten years and will not be paid off for another 15-20 years. This approach would essentially return the revenues to the campuses and put them in charge of determining priorities. They could fund their M&R with the funds or request a capital project. Each institution would receive a portion of the general funds but would be on their own in meeting the 2% goal.

### **M&R on New Buildings**

A major contributor to the maintenance funding shortfall is the number of new buildings added in the last few years with no real maintenance plan. As buildings are added they grow the 2% requirement. For example, a \$30,000,000 building in year 5 will increase the 2% requirement by \$600,000 – this will require growth in tuition revenues of over \$5.0M! Without a real maintenance and repair plan for new buildings it is assumed that there is sufficient growth and capacity from HEFF and general funds to support all new buildings. If there is no growth in HEFF, the general fund request will continue to grow, and that is what is causing the concerns about M&R with the legislature.

The following is the list of buildings either under construction or that are being requested in the 2018 legislative session. The total annual maintenance and repair needed for these new buildings when fully phased-in will be \$2,595,731( $\$162,233,210 * 0.8$  {less 20% for non-building costs} \*  $0.02 = \$2,595,731$ )!

NSU - Regional Science Center – 54,051 GSF and \$25,175,000 – Approved  
 SDSU - Performing Arts Center - 95,025 GSF and \$48,391,807 – Approved  
 SDSU - Stanley Marshal Center - 27,012 GSF and \$12,800,000 – Approved  
 DSU - Madison Cyber Labs - 39,375 GSF and \$18,000,596 - Approved  
 NSU Athletic Pavilion – 6,000 GSF and \$1,875,000 – Approved  
 SDSU – Precision Ag Building – 129,000 GSF and \$45,772,057 – Pending  
 SDSU Native American Center – 16,000 GSF and \$4,500,000 – Approved

SDSU Outdoor Sports Facility – 2,802 GSF and \$600,000 - Pending

USD National Music Museum Addition – 16,380 GSF and \$5,118,750 – Approved

The finance vice-presidents have agreed that new buildings do not need maintenance support for the first five years. A decision needs to be made whether or not we are going to increase our tuition across the system to fund the maintenance for these new facilities or if the institutions need to come up with their own plan to maintain the buildings after five years. While we can continue to request funding from the state to support maintenance and repair, we should probably not expect more than the 30% we are getting today.

### **Surrounding States**

The question is often asked if we are in this quandary alone. It seems that most states struggle with how to maintain their facilities. The challenge in South Dakota is compounded by the fact that the State does not fund new buildings with general obligation bonds or available cash.

The Higher Education Facilities Fund is currently used to support debt financing for capital projects as well as maintenance of facilities. If the entire HEFF fund could be targeted to maintaining buildings, we would have ample dollars available, but that would mean that new buildings would all have to be funded with donated dollars or the state would have to step up to the plate.

A brief summary of what surrounding states were doing as of FY16 follows:

*How does your state fund new public higher education academic facilities that are not privately fund raised? How is the maintenance funded?*

- Nebraska: Most projects that are appropriated state general funds have also had either a private source of funding, an institutional source of funding such as fees, reallocation of funds by the institution, institutionally issued bonds, or some combination of these. During the last 2016 legislative session, the legislature appropriated general funds to the universities and state colleges for several capital construction projects. Each institution will issue bonds and pay them from the general fund dollars appropriated and a similar amount of institutional funding. The Commission has taken the position that if a portion of funding was provided for an academic facility, it would be appropriate for general funds to be appropriated for operating and maintenance (O&M) costs. However, with limited funding, the legislature has funded very few academic facilities' O&M costs over the past several years.
- Montana: New academic buildings are funded by the state of Montana Long Range Building Program which is funded by cash appropriations from the legislature or general obligation bonds of the state of Montana - debt service paid by the

state of Montana. When a new academic building is approved, the state of Montana appropriates new O&M for the additional square footage.

- North Dakota: Academic facilities not funded with private dollars are typically paid for with state general fund cash appropriations. The state can also issue general obligation bonds for construction projects; however, the state has not issued new bonds since 2007. Generally, institutions are expected to pay for maintenance from their state general fund appropriations, or with any other appropriate funding source. Periodically, the legislature will approve one-time appropriations for deferred maintenance or other larger extraordinary repairs.
- Minnesota: The state funds academic space for the Minnesota state colleges and universities with state issued GO bonds. The colleges and universities pay one-third of the debt service (using state funds, tuition and fee income) and the state pays the rest. The funding allotment makes no special provision for maintenance costs. All state funds are distributed to the campuses as a block grant. When a college or university gets new academic square footage, it is expected to finance maintenance within its base operating budget.
- Wyoming: For the past 15 years, capital construction at the University of Wyoming has been almost exclusively paid for by the state's general fund. The state itself, for the last 15 years, has funded all capital construction with cash, no bonding. Given the current situation, that could well change. At the community colleges, it's a mixed bag. Generally, the state has paid for half of their building costs, the rest being paid through community college bonding and repayments via student fees and other local revenue sources (i.e. property tax mill levies in the respective community college districts).
- Iowa: Academic buildings are generally funded by a mix of state support (either with capital appropriations from the legislature or permission to sell bonds), as well as other funds from private gifts, temporary treasure investments or department revenues. Funding for operating costs must be included in the request; for academic buildings, this would most likely be from appropriations and tuition.

### **Planning for the Future**

A number of factors are at play that are causing us to lose significant ground on our 2% goal, and that is driving the requests for state funding up. First, the 2% need continues to grow each year due to an average building cost index inflation rate of 3% each year – this represents \$1.0M per year. Second, there was a significant impact on the need with the latest reassessment of building replacement values by the Office of Risk Management – the total impact was an additional need of \$4,957,009 for maintenance and repair with \$2,185,056 of that explainable by inflation. Third, we continue to add new space across the system without a real plan or funding stream to maintain the buildings – the impact of planned buildings is \$2,595,731. Finally, as the Board tries to manage

affordability by controlling tuition increases there is limited revenue growth to HEFF. We have not had a significant tuition increase in the last 4 years – 0% in FY15; 4.4% in FY16; 0.0% in FY17; average of 1.0% increase for FY18. Along with static or declining credit hours, the slowing of tuition increases has resulted in a revenue increase to HEFF of only 3.6% in the last 5 years totaling \$934,551.

Relying on future growth in credit hours or tuition increases to generate enough HEFF to fund the growing demand for maintenance and repair is no longer feasible. The investment from the state is an important factor in getting to 2%. Relying on the state to fund the FY19 estimated funding gap of \$7,678,542, is not a realistic plan. That shortfall would quickly grow to \$10.3M with the addition of all the buildings to be built.

As the Board purposely slows the level of tuition increases to keep a public postsecondary education accessible and affordable, the funding available for maintenance and repair will fall short of the need due to building cost inflation, let alone the burden of new facilities. It is estimated that inflation alone will require an additional \$1.0M per year to be invested in maintenance and repair (assuming a 3% building index cost). That would require a 3.7% tuition increase every year.

Making some assumptions, we can project what the funding needs will be in FY20 and over the next several years. This projection assumes: 1) that we will use the new replacement values as determined by the Office of Risk Management; 2) buildings will be included in the need only after they are five years old; 3) available university revenues will increase by 2% each year and the state will provide approximately one-half of the inflation need each year; 4) all proposed buildings are approved in the 2018 legislative session and will be built by fall 2020, but no additional buildings will be approved or built; and 5) the building index cost factor will be 3% (it has averaged 2.8% the last five years).

Maintenance and Repair Need and Funding Projection						
FY	Replacement Values less New Buildings	Buildings Added in 6th Year	Inflated Replacement Values (including buildings in 6th year)	2% M&R Need	Available Funds	Funding Shortfall
FY20	\$1,621,975,758	\$1,974,471	\$1,623,950,229	\$32,479,005	\$27,348,959	(\$5,130,046)
FY21	\$1,672,668,736	\$47,915,142	\$1,720,583,878	\$34,411,678	\$28,214,005	(\$6,197,672)
FY22	\$1,772,201,394	\$15,053,165	\$1,787,254,559	\$35,745,091	\$29,086,353	(\$6,658,739)
FY23	\$1,840,872,196	\$56,471,078	\$1,897,343,274	\$37,946,865	\$29,966,147	(\$7,980,719)
FY24	\$1,954,263,572	\$9,086,850	\$1,963,350,422	\$39,267,008	\$30,853,537	(\$8,413,471)
FY25	\$2,022,250,935	\$0	\$2,022,250,935	\$40,445,019	\$31,748,675	(\$8,696,344)
FY26	\$2,082,918,463	\$110,825,577	\$2,193,744,040	\$43,874,881	\$32,651,716	(\$11,223,165)
FY27	\$2,259,556,361	\$45,772,057	\$2,305,328,418	\$46,106,568	\$33,562,817	(\$12,543,751)

A full-time on-campus resident student currently contributes \$936.00 per year to support HEFF



debt, and maintenance and repair of facilities. An off-campus student contributes \$38.52 per credit hour to HEFF or about \$115.00 for each course taken. A \$2.00 increase in the maintenance and repair fee will generate \$1.4M more for maintenance and repair. The finance vice presidents have agreed that we need to do something to address the current shortfall so they have recommended a \$2.00 M&R fee increase for FY19. Another way to defer some of the impact is to exclude buildings for five years from the 2% need calculation and the funding allocation. There needs to be further dialogue on how the maintenance and repair on all the new buildings should be addressed after five years.

**SOUTH DAKOTA BOARD OF REGENTS**

**Budget and Finance**

**AGENDA ITEM: 7 – AA**  
**DATE: March 27-29, 2018**

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**SUBJECT**

**Active Duty Military Distance Rate**

**CONTROLLING STATUTE, RULE, OR POLICY**

Department of Defense Voluntary Education Partnership Memorandum of Understanding – Section 4(A) - One Single Tuition Rate. All Service members attending the same educational institution, at the same location, enrolled in the same course, will be charged the same tuition rate without regard to their Service component. This single tuition rate includes active duty Service members and the National Guard and Reservists who are activated under Title10 and using Title10 Military Tuition.

[SDCL 13-53-6](#) Tuition rates and fees

**BACKGROUND / DISCUSSION**

We currently have an active duty military rate at the Centers of \$250.00. This is a significant reduction from the current \$335.00 per undergraduate credit offered at the Centers. The reduced rate was adopted to be in-line with the federal tuition assistance benefit rate offered by other institutions. For internet courses, the rate is \$335.00, but the federal tuition assistance benefit is capped at \$250.00.

At the December 2017 Board meeting, the Board approved a pilot program to be offered by Dakota State University for active duty military taking online courses. The proposed tuition rate of \$250.00 per credit hour equals the federal tuition assistance benefit for active duty military. DSU also requested that active duty military students not be charged the distance delivery fee of \$125.60 per credit hour for undergraduate computer science, cyber operations, and network and security administration courses. The approval provided in December was necessary to address contractual agreements that were in play at that time.

The finance vice presidents discussed the \$250 Active Duty Military rate at their January 2018 meeting and agreed that our current rate is not competitive and that we should adopt the internet rate for active duty military across the system.

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**DRAFT MOTION 20180327\_7-AA:**

I move to approve a system-wide reduced tuition rate of \$250.00 per credit hour for active duty military taking distance (online) courses effective summer of 2018 term.

## **IMPACT AND RECOMMENDATIONS**

It is very difficult to project the impact of lowering the Active Duty Military rate to \$250.00 from the current \$335.00 because we do not track the active duty military classification for off-campus courses and we do not know how many additional students we are likely to attract. BAC believed that because other non-regental institutions were already offering the \$250.00 rate, that we were likely losing enrollments in this area. BAC felt that we should be consistent state-wide with the reduced tuition rate for active duty military students taking distance courses and requested the \$250.00 rate at all South Dakota public universities.

The Board staff concurs with the recommendation.

## **ATTACHMENTS**

None

**SOUTH DAKOTA BOARD OF REGENTS**

**Budget and Finance**

**AGENDA ITEM: BB**  
**DATE: March 27-29, 2018**

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**SUBJECT**

**BHSU Performance Contract Preliminary Facility Statement**

**CONTROLLING STATUTE, RULE, OR POLICY**

[SDCL 5-14-3](#)

[BOR 6:5 Building Committee](#)

**BACKGROUND / DISCUSSION**

BHSU is submitting a Preliminary Facility Statement for a performance contract for energy efficiencies for all academic buildings. BHSU has focused on energy efficiency for decades with their first lighting project completed in the late 1990's. EnergyCAP, the state's utility tracking system, shows BHSU as one of the most efficient campuses for both electrical and natural gas usage in the Regental System.

**IMPACT AND RECOMMENDATIONS**

BHSU is requesting to enter into a performance contract with UNESCO to complete multiple energy efficiency projects using utility savings to pay for the project. The total cost of the project is \$2,064,152. Due to the maintenance and repair aspect of this project, BHSU is requesting to be exempted from the capital improvement requirement.

**ATTACHMENTS**

Attachment 1 – BHSU Performance Contract Preliminary Facility Statement

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**DRAFT MOTION 20180327\_7-BB:**

I move to approve BHSU's Performance Contract Preliminary Facility Statement as presented in Attachment I and authorize the exemption from the capital improvement requirement.

## **Black Hills State University Performance Contract**

### *Preliminary Facility Statement*

#### *General Programmatic Needs to be Addressed*

BHSU has focused on energy efficiency for decades with our first lighting project completed in the late 1990's. Energy Cap, the State's utility tracking system, shows BHSU as one of most efficient campuses for both electrical and natural gas usage in the Regental system. Even with all energy efficiency projects already completed, more savings can be attained.

BHSU is requesting to enter into a performance contract with UNESCO to complete multiple energy efficiency projects using the utility savings to pay for the projects. These projects include LED lighting retrofits, updating temperature and lighting controls, replacing steam traps, and replacing domestic plumbing fixtures. The total project cost is \$2,064,152, but is comprised of multiple projects at lower dollar amounts. Due to the maintenance and repair aspect of this project, BHSU is requesting to be exempted from the capital improvement requirement.

#### *Analysis of the Student Body or Constituents to Be Served*

All students at BHSU will benefit from these projects through overall energy savings resulting in reduced utility costs and sustainable living practices.

#### *Additional Services to Be Offered*

NA

#### *Compliance with Master Plan*

NA

#### *Analysis of Needs Assessment Based on the Facilities Utilization Report*

NA

#### *A. Location*

The energy efficiency projects will occur in every academic building on campus.

#### *B. Reallocation of Old Space, if any*

NA

#### *C. Proposed Funding Source/Sources*

Funding for this project will be financed through a third party. The loan payment will be paid from the energy savings realized from these projects. The Governor's budget office

has agreed to allow BHSU to retain the utility savings from these projects to pay the loan payment. BHSU will not need to make any upfront capital investment.

*D. Budget for Development of a Facility Program Plan*  
NA

**SOUTH DAKOTA BOARD OF REGENTS**

**Budget and Finance**

**AGENDA ITEM: 7 – CC**  
**DATE: March 27-29, 2018**

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**SUBJECT**

**SDSU UC-SF Nursing Space Remodel Preliminary Facility Statement**

**CONTROLLING STATUTE, RULE, OR POLICY**

[SDCL 5-14-1](#) Classification of Capital Improvements

[SDCL 5-14-2](#) Supervision by Bureau of Administration of Capital Improvement Projects  
– Payment of Appropriated Funds

[SDCL 5-14-3](#) Preparation of Plans and Specifications for Capital Improvements – State  
Building Committees – Approval by Board or Commission in Charge of Institution

[BOR Policy 6:4](#) Capital Improvements

[BOR Policy 6:6](#) Maintenance and Repair

**BACKGROUND / DISCUSSION**

SDSU is submitting their Preliminary Facility Statement for the UC-SF Nursing Space Remodel.

**IMPACT AND RECOMMENDATIONS**

SDSU requests approval of the Preliminary Facility Statement so a consulting engineering firm may be procured to design and plan the relocation of the SDSU College of Nursing from Southeast Tech to the University Center – Sioux Falls.

SDSU requests permission to begin planning for a future renovation project at the Sioux Falls University Center. Space in the Sioux Falls University Center is being realigned to more efficiently utilize the facilities. Space will be reassigned to SDSU, specifically for the SDSU College of Nursing education programs. SDSU requests authority to hire an architect and begin planning efforts for a remodeling and renovation project of the assigned space. SDSU would utilize the design services to prepare a schematic design and estimate of the necessary renovation work to convert general education classrooms into classroom/laboratory space that is specifically suited to nursing student education. The results of the schematic design will provide the University necessary information for funding the project, establishing a project schedule, and further approvals required within the Regental system. SDSU will

(Continued)

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**DRAFT MOTION 20180327\_7-CC:**

I move to approve SDSU's Preliminary Facility Statement for the UC-SF Nursing Space Remodel to be funded with M&R dollars and to exempt the project from the Board's Capital Improvements Policy.

submit an OSE work request for the necessary planning efforts upon receiving authorization to proceed with the planning efforts.

SDSU further requests that the project be exempted from the capital improvement process requirements detailed in BOR Policy 6:4. Upon approval of this Preliminary Facility Statement, the University will request the Office of the State Engineer to initiate the selection process for a professional design consultant.

No building committee is needed for this project as SDSU will be requesting OSE to exempt the project from the capital improvement process.

#### **ATTACHMENTS**

None



The South Dakota Board of Regents adjourned its regular business meeting on March 29, 2018 and will meet again in regular session on May 8-10, 2018 in Vermillion, South Dakota.

I, Mike Rush, Executive Director and CEO of the South Dakota Board of Regents, declare that the above is a true, complete and correct copy of the minutes of the Board of Regents meeting held on March 27-29, 2018.

A handwritten signature in black ink that reads "Mike Rush". The signature is written in a cursive, flowing style.

Mike Rush  
Executive Director and CEO