

**BOARD OF REGENTS  
MINUTES OF THE MEETING  
March 28-30, 2017**

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**BOARD OF REGENTS  
MINUTES OF THE MEETING  
MARCH 28-30, 2017**

The South Dakota Board of Regents met on March 28-30, 2017 at Black Hills State University in Spearfish, South Dakota, with the following members present:

Randy Schaefer, President  
Bob Sutton, Vice President  
Kevin Schieffer, Secretary  
John Bastian, Regent  
Harvey Jewett, Regent  
Kathryn Johnson, Regent  
Jim Morgan, Regent  
Pam Roberts, Regent  
Conrad Adam, Regent

Also present during all or part of the meeting were Mike Rush, Executive Director and CEO; Paul Turman, System Vice President for Academic Affairs; Guilherme Costs, General Counsel; Nathan Lukkes, System Assistant Vice President for Research and Economic Development; Kayla Bastian, System Director of Human Resources; 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 Director; Scott Van Den Hemel, System Financial Compliance Officer; Sara Brainard, System Senior Accountant; Barry Dunn, SDSU President; José-Marie Griffiths, DSU President; Tom Jackson Jr., BHSU President; Tim Downs, NSU President; Marjorie Kaiser, SDSU/SDSBVI Superintendent; Kim Grieve, Sheila Gestring, Jim Moran, USD; Michaela Willis, Dean Kattelman, Wes Tschetter, Allyson Helms, Dennis Hedge, Mary Kay Helling, Tracy Greene, SDSU; Kathy Johnson, Randy Culver, Rob Houdek, Chris Crawford, BHSU; Checka Leinwall, Joelle Lien, Alan LaFave, Veronica Paulson, NSU; Steve Malott, Heather Forney, Jan Puszynski, Pat Mahon, Demitris Kouris, SDSM&T; Claudean Hluchy, SDSBVI/SDSD; Marcus Garstecki, Stacy Krusemark, Mark Johnston, Dick Hanson, DSU; Gene Bilodeau, BHSU-RC; Craig Johnson, UC-SF; Robert McLean, Student Federation; and other members of the Regental system and public and media.

## **TUESDAY, MARCH 28, 2017**

Regents' President Randy Schaefer declared a quorum present and called the meeting to order at 3:05 p.m.

### **REGENTS' WORKSHOP**

#### **University Business Auxiliary Plans**

Scott Van Den Hemel, System Financial Compliance Officer, explained that the intent of the workshop is to provide the Board of Regents a more in-depth view of the Institutions' auxiliary businesses as well as a glimpse into their future auxiliary system plans.

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 revenue system, which includes the Muenster University Center, Wellness Center, and nine residence halls. For FY16 the total coverage ratio for the auxiliary system is 1.6. Housing occupancy remains strong at 94.6%. Upcoming projects include renovations to the north complex commons which will transition the space to offices for student services. Additionally, she discussed planned residence hall upgrades for maintenance and security. She explained that Julien Hall and Brookman Hall will need to be taken off line and demolished. She further explained that the USD Wellness Center has met its capacity and they would like to expand the facility over the next five years.

Regent Johnson asked about the renovation of the North Complex Commons area and whether or not the proposed changes would require that it be removed from the auxiliary system. Sheila Gestring explained that the programs moving to that space are academic programs. Therefore, the academic function will lease it from the auxiliary system.

Regent Sutton asked if Julien Hall is being used. Sheila confirmed that it is not currently in use.

SDSU: Wes Tschetter, Vice President for Business & Finance, and Dr. Michaela Willis, Vice President for Student Affairs, provided an overview of the five areas within the SDSU auxiliary revenue system, which include the Residence Hall system, Dining Services, Student Union, Wellness Center, and Parking Services. When discussing the debt structure, it was noted that SDSU has a debt to asset ratio of 1:3. Much of this debt comes from the substantial re-investment in campus (1,902 beds in the residence halls system in the last 12 years). Wes indicated that because the residence hall system is half of the auxiliary system, what happens there largely affects the entire system. He said for FY18 the institution's coverage ratio is projected to be 1.52. Risk factors that affect the auxiliary system were also discussed. These include the number of first-time/full-time freshmen students, freshmen to sophomore retention, stable credit hour generation/load of on campus students, student choice on type of residence hall room - occupancy, M&R costs/investments in the older stock facilities, asset depreciation greater than maintenance schedule (parking lots, dining facilities, and wellness center).

Dr. Willis highlighted future plans for the auxiliary system, mentioning work on Larsen Commons HVAC system as well as continued evaluation of facilities using the student-experience perspective. She said a Student Union space study is being conducted to determine best utilization of the existing facility. Regarding parking areas, she said in addition to investing \$300,000

annually to maintain and upgrade parking space, the institution is considering new license plate recognition software to help manage parking.

Regent Johnson asked for clarification on the negative numbers in the operating expenses of the Student Union budget. Wes explained that this can happen when there is a revenue stream that is paying for other services on campus.

SDSM&T: Steve Malott, Vice President for Finance & Administration, Heather Forney, Director of Finance/Controller, and Dr. Pat Mahon, Vice President of Student Development and Dean of Students, explained that SDSM&T's auxiliary system consists of the Surbeck Center, Residence Hall system, and the Wellness Center. They explained that the Surbeck Center includes dining services provided by Aramark as well as the book store, meetings rooms, offices, and student success center. The Residence Hall system includes three university-owned halls and three leased apartment style halls. After providing the current year breakdown of revenues and expenditures at component, they indicated that the coverage ratio is 1.54 for FY16. Heather Forney explained that the projected coverage ratio for FY17 is 1.26 but said they anticipate the coverage ratio to be higher than 1.26. Although the institution's residence hall occupancy rate decreased this year, they anticipate an increase in utilization for the next academic year.

Dr. Mahon future plans to the auxiliary system include the Surbeck Center. She explained that SDSM&T asked for approval of its Preliminary Facility Plan to start planning for the Surbeck Center addition in 2014. She indicated that the institution is currently fundraising for this facility and will ask for the next level of approval once the money is in hand. The Surbeck Center expansion would include additional dining space as well as a student success center.

Regent Schieffer asked what prompts SDSM&T's expectation that utilization of residential halls will improve next academic year. Dr. Mahon indicated that the resident sign up is already showing an additional 150 occupants, which would bring it back to 90% occupancy.

NSU: President Downs and Veronica Paulson, Vice President for Finance & Administration, explained that the auxiliary system at NSU is meant to provide students convenient services in order to support their academic endeavors. The NSU auxiliary system includes six residence halls, the Student Center, the Wolf Shoppe (book store), and Dining Services. Veronica provided the revenue and expense statement for FY16 and indicated that NSU's coverage ratio for FY16 is 1.71. She noted that 2/3rds of NSU's General Activity Fee (GAF) money is used to support the operations and debt service of the student union, which demonstrates the need for the proposed \$6.00 GAF increase.

Veronica said that the auxiliary system's three new residence halls will enhance the student experience and indicated that more than 50% of the housing stock will be brand new by Fall 2018. She said in 2017 the Wolves Memorial Suites will open and much promotion is taking place around this facility. She also outlined the efforts to enhance Residence Life, which includes implementing new ideas, such as a living-learning community in McArthur-Welsh Hall for Education Majors. Also, she described new programming models for community engagement; growth and achievement with faculty; and social engagement.

Regarding the Wolf Shoppe, she explained that more and more instructors are moving to electronic classroom materials rather than hardcopy text books, which changes the dynamics of the book store.

In response to a question by Regent Schieffer, Veronica and President Downs explained that in addition to first and second year students, they are working to attract and retain sophomores to the on-campus housing. They are doing several things to promote the new housing opportunities.

DSU: Dr. Marcus Garstecki, Vice President for Student Affairs & Dean of Student, and Stacy Krusemark, Vice President for Finance & Administrative Services, said DSU's auxiliary system includes the Trojan Center Student Union, Dining Services and four residence halls. The auxiliary coverage ratio is 1.78 for FY16. They indicated that housing was at 101% occupancy this academic year, which not only created some challenges but also reaffirmed the need for additional housing that will come online with the opening of Courtyard Hall. Dr. Garstecki provided details of both the Trojan Center renovation (renovation and two new additions) and the Courtyard Hall/Learning Engagement Center (renovation of hospital building), which are currently in progress.

Regent Johnson asked whether or not Zimmerman Hall will be taken off-line. Dr. Garstecki responded by saying they have decided to wait on the decision to close Zimmerman considering this year's high rates of residence hall occupancy.

Regent Morgan asked about the Title III grant recently awarded to DSU, which was mentioned as being housed in the Learning Engagement Center. Dr. Garstecki explained the grant is a five year, \$2.5 million grant focused on student success. He said the grant components will include two main components: hiring a staff of academic advisors as well as creating Supplemental Instruction.

Regent Jewett asked for an explanation of the arrangement with the city of Madison on the 8-plex apartments used by DSU. Stacy said that in year 2000 DSU arranged a 10-year lease agreement with the Madison area housing authority. Since then the arrangement has been renewed continuously, and another three-year lease was just negotiated. The additional three-year agreement will give the institution time to move into the new residence hall space and reassess additional housing needs. It was clarified that the city of Madison built the property and leased it to the campus. The facility is treated as campus housing with residence assistants and rules set and monitored for students in that facility. Stacy said the facility is outside the auxiliary system, although it is treated like any other residence hall.

BHSU: Kathy Johnson, Vice President for Finance & Administration, and Dr. Lois Flagstad, Vice President for Enrollment and Student Affairs, explained that BHSU's auxiliary system includes Housing, Student Union, Dining Services, Book Store, and Parking. They said the coverage ratio for FY16 is 1.32. Dr. Flagstad indicated that this academic year saw a 9% increase in occupancy from the Fall to Spring semesters and sign up for housing next fall shows a record breaking rate of returners. They provided an overview of the BHSU housing options. Additionally, they provided information about the Student Union, which houses the Veterans Resource Center, mail services, and student health and counseling centers. Also, they said the book store will be undergoing a major renovation with a new entrance, larger convenience store, and refreshed look. They indicated that they are working to find affordable and sustainable options for the textbook program. Lastly, they explained some additional services and security measures they have integrated into auxiliary facilities.

IT WAS MOVED by Regent Bastian, seconded by Regent Schieffer, that the Board of Regents dissolve into executive session at 5:30 p.m. on Tuesday, March 28, 2017, to discuss personnel matters; that it rise from executive session at 7:30 p.m.; that it dissolve into executive session at 8:00 a.m. on Wednesday, March 29, 2017, to discuss personnel matters, pending and prospective

litigation, contractual matters, 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.

A copy of the Regents' Workshop – University Business Auxiliary Plans can be found on pages 253 to 392 of the official minutes.

### **WEDNESDAY, MARCH 29, 2017**

Regents' President Schaefer resumed the business meeting at 1:05 p.m.

#### **BOARD WORK**

##### **3-A Approval of the Agenda**

The Board approved the agenda as published.

##### **3-B Declaration of Conflicts**

Regent Sutton stated that he will abstain from agenda item 7-P.

##### **3-C Approval of the Minutes – Meetings on December 6-8, 2016; January 20, 2017; January 30, 2017; February 24, 2017; March 10, 2017**

The Board approved the minutes of the meetings for the December 6-8, 2016; January 20, 2017; January 30, 2017; February 24, 2017; March 10, 2017 meetings.

##### **3-D Rolling Calendar**

The Board approved next year's Board of Regents meeting to be held on March 27-29, 2018 in Spearfish at Black Hill State University.

A copy of the Rolling Calendar can be found on pages 393 to 397 of the official minutes.

##### **3-E BOR Policy Format Changes**

Dr. Mike Rush, Board of Regents' Executive Director, explained that in an effort to create consistent formatting for BOR Policies, the Board staff recently discussed and agreed upon a common template that will be used as a guide for all new and revised policies going forward.

A copy of the BOR Policy Format Changes can be found on pages 398 to 405 of the official minutes.

##### **3-F Election of Officers**

IT WAS MOVED by Regent Roberts, seconded by Regent Jewett, to elect the following slate of officers: Bob Sutton as President; Kevin Schieffer as Vice President; and John Bastian as Secretary effective March 31, 2017. Motion Passed.

## **CONSENT AGENDA**

Regents' President Schaefer explained that the consent agenda is created to include items that are not anticipated to generate discussion because of their routine manner. He offered that all items will be approved on a single vote unless any regent would like to pull an item from the consent agenda for discussion.

IT WAS MOVED by Regent Bastian, seconded by Regent Morgan, to approve items 4-A through 4-L. Motion Passed.

### **4-A Resolution of Recognition**

Approve Black Hills State University to recognize Dr. John Aslup as the Black Hills State University Distinguished Faculty Honoree from March 2017 through March 2018 as described in Attachment I.

Approve Dakota State University to recognize Dianne Halverson for 23 years of outstanding service and dedication to public higher education and to the state of South Dakota as described in Attachment II.

A copy of the Resolutions of Recognition can be found on page **406** to **408** of the official minutes.

### **4-B(1) Program Modifications – Black Hills State University**

Approve Black Hills State University's program modifications for its BS in English; BS in Composite Music; BSED in Biology; BSED in Business Education; BSED in Chemistry Education; BSED in Composite English; BSED Elementary Education; BSED in English; BSED in K-12 Special Education; BSED in Composite Social Science Education; BSED in Speech; BSED in Composite Speech Communication; BSED in Composite Science Education; and BSED in Physical Education programs.

A copy of BHSU's Program Modifications can be found on pages **409** to **456** of the official minutes.

### **4-B(2) Program Modifications – South Dakota School of Mines and Technology**

Approve South Dakota School of Mines and Technology's program modifications for its BS in Interdisciplinary Sciences program.

A copy of BHSU's Program Modification can be found on pages **457** to **460** of the official minutes.

### **4-B(3) Program Modifications – South Dakota State University**

Approve South Dakota State University's program modification requests for its MS in Sport Recreation Studies; MS in Athletic Training; Minor in Health Education; Ph.D. in Nutrition and Exercise Science; Minor in Nutrition; Ph.D. in Pharmaceutical Sciences; and Certificate in Science programs.



A copy of SDSU's Program Modifications can be found on pages 461 to 477 of the official minutes.

#### **4-B(4) Program Modifications – University of South Dakota**

Approve the University of South Dakota's program modification request for its Master of Public Administration Program.

A copy of USD's Program Modification can be found on pages 478 to 480 of the official minutes.

#### **4-C(1) New Certificate Requests – Black Hills State University – Social Media (Undergrad)**

Approve Black Hills State University's request for undergraduate certificate in Social Media as described in Attachment I.

A copy of BHSU's New Certificate Request can be found on pages 481 to 487 of the official minutes.

#### **4-C(2) New Certificate Request – University of South Dakota – Arts in Health Certificate (Undergraduate and Graduate)**

Approve the University of South Dakota's request for undergraduate and graduate certificate in Arts and Health as described in Attachment I.

A copy of USD's New Certificate Request can be found on pages 488 to 497 of the official minutes.

#### **4-C(3) New Certificate Request – University of South Dakota – Business Analytics Certificate (Graduate)**

Approve the University of South Dakota's request for a graduate certificate in Business Analytics as described in Attachment I.

A copy of USD's New Certificate Request can be found on pages 498 to 503 of the official minutes.

#### **4-C(4) New Certificate Request – University of South Dakota – Marketing Certificate (Graduate)**

Approve the University of South Dakota's request for a graduate certificate in Marketing as described in Attachment I.

A copy of USD's New Certificate Request can be found on pages 504 to 509 of the official minutes.

#### **4-C(5) New Certificate Requests – University of South Dakota – Operations and Supply Chain Management Certificate (Graduate)**

Approve the University of South Dakota's request for a graduate certificate in Operations and Supply Chain Management as described in Attachment I.

A copy of USD's New Certificate Request can be found on pages **510** to **515** of the official minutes.

#### **4-D(1) MS in Nursing – Clinical Nursing Leadership – New Specialization Requests – SDSU – MS in Nursing – Clinical Nurse Leader Specialization and Nurse Administrator Specialization.**

South Dakota State University currently offers a Clinical Nursing Leadership Specialization with two emphasis options, Nurse Administrator and Clinical Nurse Leader. Since an academic emphasis does not appear on a transcript, the existing specialization has provided confusion to students and employers. SDSU proposes abolishing the existing specialization and replacing it with the two new proposed specializations. The Nurse Administrator Specialization will prepare graduates to assume leadership positions in health care agencies utilizing concepts and theories from nursing management and health administration. The Clinical Nurse Leadership Specialization will prepare graduates to provide highly skilled point-of-care coordination for acutely ill, complex clients.

Approve SDSU's Clinical Nurse Leader Specialization and Nurse Administrator Specialization in the M.S. in Nursing Program as described in Attachment I.

A copy of SDSU's New Specialization Request can be found on pages **516** to **520** of the official minutes.

#### **4-D(2) Inactive Status and Program Termination Requests – SDSU**

Approve South Dakota State University's request to terminate the M.S. in Nursing – Clinical Nursing Leadership Specialization.

A copy of SDSU's Program Termination Request can be found on pages **521** to **523** of the official minutes.

#### **4-E(1) New Program Requests – South Dakota State University – Minor in Design Studies**

Approve South Dakota State University's request for a Minor in Design Studies as described in Attachment I.

A copy of SDSU's New Program Request can be found on pages **524** to **531** of the official minutes.

#### **4-E(2) New Program Requests – South Dakota State University – Minor in Graphic Design**

Approve South Dakota State University's request for a Minor in Graphic Design as described in Attachment I.

A copy of SDSU's New Program Request can be found on pages 532 to 539 of the official minutes.

#### **4-E(3) New Program Request – South Dakota State University – Minor in Inclusion and Equity**

Approve South Dakota State University's request for a Minor in Inclusion and Equity as described in Attachment I.

A copy of SDSU's New Program Request can be found on pages 540 to 547 of the official minutes.

#### **4-F New Site Request – South Dakota State University – BS in Psychology**

Approve South Dakota State University's request to offer the B.S. in Psychology online as described in Attachment I.

A copy of SDSU's New Site Request can be found on pages 548 to 555 of the official minutes.

#### **4-G(1) Agreements on Academic Cooperation – Northern State University**

Approve the Memorandum of Understanding between Northern State University and Meiji University, Tokyo, Japan shown in Attachment I.

A copy of NSU's Memorandum of Understanding can be found on pages 556 to 562 of the official minutes.

#### **4-G(2) Agreements on Academic Cooperation – South Dakota School of Mines and Technology**

Approve the Memorandum of Understanding between South Dakota School of Mines and Technology and National Institute of Technology Durgapur, West Bengal, India shown in Attachment I.

A copy of SDSM&T's Memorandum of Understanding can be found on pages 563 to 565 of the official minutes.

#### **4-G(3) Agreements on Academic Cooperation – South Dakota State University**

Approve South Dakota State University's agreements on academic cooperation with the Kumoh National Institute of Technology (Attachment I), Gyeongnam National University of Science and Technology (Attachment II), and EUROACE, S.L (Attachment III) as shown in the attached documents.

A copy of SDSU's Agreements on Academic Cooperation can be found on pages 566 to 581 of the official minutes.

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

Approve the renewal of the agreement on academic cooperation between the University of South Dakota and Friedrich Schiller University, Jena (Attachment I); and approve USD's new agreement with Pázmány Péter Catholic University (Attachment II) as shown in the attached documents.

A copy of USD's Agreements on Academic Cooperation can be found on pages **582** to **594** of the official minutes.

#### **4-H Memorandum of Understanding – University of South Dakota and LERN**

Approve the Memorandum of Understanding between the University of South Dakota and the Learning Resources Network as shown in Attachment I.

A copy of USD's Memorandum of Understanding can be found on pages **595** to **602** of the official minutes.

#### **4-I Naming Requests – South Dakota State University and University of South Dakota**

Approve 1) South Dakota State University's request to rename the Department of Communication Studies and Theatre to the Department of Communication Studies; 2) SDSU's request to rename their Division of Performing Arts to School for Performing Arts; 3) University of South Dakota's request to develop a University of South Dakota Interprofessional Health Education Center (IHEC); and 4) request to rename the Department of Earth Sciences and Physics, within the College of Arts & Sciences, to the Department of Physics.

A copy of the attachments for each Naming Request can be found on pages **603** to **613** of the official minutes.

#### **4-J Student Organization Award Winners for 2016**

Approve the recommendations offered by each instruction for student organization awards and to announce the names of the award winners.

A copy of the Student Organization Award Winners can be found on pages **614** to **615** of the official minutes.

#### **4-K DSU Naming Request – the Courtyard Hall and Learning Engagement Center**

Approve Dakota State University's request to name the former Madison Regional Hospital facility "The Courtyard Hall & Learning Engagement Center."

A copy of DSU's Naming Request can be found on pages **616** to **619** of the official minutes.

#### **4-L M&R Projects**

Approve the requested maintenance and repair projects as described in the item and approved of the executive director.

A copy of the M&R projects can be found on pages 620 to 622 of the official minutes.

## **PLANNING AND RESOURCE DEVELOPMENT**

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

President Tom Jackson, Jr. welcomed the Board and audience to Black Hills State University. He explained that STEM education stands for the following at BHSU: Sustainability, Teaching, learning, engagement by faculty, students and staff, Music and the arts. He showed a short video on sustainability and described the institution's recognized distinction in the area of sustainability. Dr. Desy Schoenewies, Assistant Professor of Art in the School of Arts and Humanities, provided highlights of the BHSU fine arts program.

### **5-B(1) Student Organization Awards – BHSU**

Dr. Lois Flagstad, Vice President for Enrollment and Student Life, presented the Student Organization Awards. The Award for Academic Excellence for 2016 was presented to South Dakota Educational Association. The Award for Community Service for 2016 was presented to the Thompson Diversion Program. The Award for Organizational Leadership for 2016 was presented to the Campus Activities Board – Activity Grants Committee.

A copy of the 2016 Student Organization Awards for BHSU can be found on page 623 of the official minutes.

### **5-B(2) Student Organization Awards – SDSM&T**

Dr. Patricia Mahon, Vice President for Student Development and Dean of Students, presented the Student Organization Awards. The Award for Academic Excellence for 2016 was presented to the American Chemical Society (ACS). The Award for Community Service for 2016 was presented to Alpha Omega Epsilon. The Award for Organizational Leadership for 2016 was presented to the Robotics Team.

A copy of the 2016 Student Organization Awards SDSM&T can be found on page 624 of the official minutes.

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

Regent Bastian reported that two weeks previously he attended the South Dakota School for the Deaf open house at its new west river clinic. At that time he also toured the mobile lab. Regent Bastian reported that the Regents can be justly proud of the facilities, lab and staff.

Regent Morgan said he recently had the opportunity to participate in a conversation coordinated through the PAST Foundation. At that meeting, there were people from the Brookings school district, SDSU, and Brookings economic development all talking about how to improve education in South Dakota.

Regent Adam reported he had the opportunity to attend the student research poster session at the Capitol a few weeks ago. He recognized the impressive work presented by the student researchers.

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

Upon convening at 5:30 p.m. on Tuesday, March 28, 2017, the Board dissolved into executive session in order to discuss personnel matters. The Board rose from executive session at 7:30 p.m. The Board dissolved into executive session at 8:00 a.m. on March 29, 2017, in order to discuss personnel matters, pending and prospective litigation, contractual matters, and to consult with legal counsel. The Board rose from executive session at Noon.

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

IT WAS MOVED by Regent Schieffer, seconded by Regent Sutton, 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. Approve the non-confidential settlement agreement between the Board, on behalf of SDSU, and Jerry Olson for Olson's infringement of the Plant Variety Protection Act Certificates for the Shelby 427 oat variety owned or licensed by the Board.
2. Deny SDSU Faculty Grievance No. 2017-01.
3. Deny SDSU Faculty Title IX/EEO Appeal No. 2017-03.
4. Deny SDSU Applicant Title IX/EEO Appeal No. 2017-02.
5. Deny SDSM&T Applicant Title IX/EEO Appeal No. 2017-01.
6. Deny USD Faculty Title IX/EEO Appeal No. 2017-01.
7. Approve the requests for a one (1) year extension of time for tenure consideration for Nicole Hamonic (USD).
8. Approve the leave requests for Elizabeth K. Haller (NSU); Ginny Lewis (NSU); Matthew James (SDSU); Robert Charles Thaler (SDSU); Todd P. Trooien (SDSU); Hugh Britten (USD); Yeng Deng (USD); Patrick Garry (USD); Karen Koster (USD); Seth Olson (USD); Constantine Gabriel Picioroaga (USD); Johntimothy Pizzuto (USD); and Xiao-Tian (USD).
9. Award the title of Professor Emeritus of History for Dr. Mark Bartusis (NSU); title of Professor Emeritus of Mathematics for Dr. Abderrahman Elkhader (NSU); title of Professor Emerita of Humanities for Dr. Sally B. Palmer (SDSM&T); title of Professor Emerita of Journalism and Mass Communication for Dr. Mary Arnold (SDSU); title of Dean and Professor Emeritus of University College for Dr. Keith Corbett (SDSU); title of Professor Emerita of Pharmacy Practice for Dr. Debra Farver (SDSU); title of Professor Emeritus of Pharmacy Practice for Dr. David Helgeland (SDSU); title of Professor Emerita of Sociology and Rural Studies for Dr. Diane Kayongo-Male (SDSU); title of Vice President Emeritus for Research and Economic Development for Dr. Kevin Kephart (SDSU); title of Professor Emeritus of Graphic Design for Michael (Tim) Steele (SDSU); title of Professor and Department Head Emeritus of Psychology for Dr. Bradley Woldt (SDSU); title of Associate Professor Emeritus for Dr. Paul Bunger (USD); title of Associate Professor Emeritus for Dr. Steve Feimer (USD); title of Professor Emeritus for Dr. Darlene Fett (USD); title of Professor Emeritus for Dr. Timothy Heaton (USD); title of Professor Emeritus for Dr. Gerard A. Jacobs (USD); title of Professor Emeritus for Dr. Tina Keller (USD); title of Professor Emeritus for Dr. Matthew Moen (USD); title of Distinguished Professor Emeritus for Dr. William D. Richardson (USD); title of Professor

Emeritus of Education for Dr. Len Austin (BHSU); and title of Professor Emeritus of Speech Communication for Dr. Pamela Wegner (BHSU). The resolutions of recognition can be found on pages 64 to 88 of the official minutes.

10. Award the title of Distinguished Professor to Dr. Kendra Kattelman (SDSU) and to Dr. Eric Nelson (SDSU).
11. Award a posthumous Bachelor of Science degree in Psychology and Political Science to Brittany Thompson (BHSU).
12. Award an honorary Doctorate of Science degree to LTG Susan S. Lawrence (ret.) (DSU); and award an honorary Doctorate of Public Service to Mr. Jeff Broin (SDSU).
13. Accept the resignation of Mr. Robert (Bob) Otterson from the DSU Vice President for Institutional Advancement and Communications and Marketing effective June 21, 2017; accept the retirement of Dr. Kevin Kephart from SDSU effective June 21, 2017; accept the appointment of Justin Frase as the NSU director of communications and marketing effective January 9, 2017 at an annualized salary of \$75,000; accept the appointment of Dr. Dennis Hedge as SDSU provost and vice president for academic affairs effective March 1, 2017 at an annualized salary of \$251,000; accept the interim appointment of Mr. Mark Johnston as DSU vice president for institutional advancement effective March 8, 2017 at an annualized salary of \$110,000; accept the appointment of Ms. Starla Stensaas as the DSU director of communications and marketing effective April 1, 2017 at an annualized salary of \$85,000.
14. 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 89 to 252 of the official minutes.

Motion Passed.

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

Dr. Mike Rush, Board of Regents Executive Director, recently attended both the student poster session at the Capitol in Pierre and the grand opening of SDSU nursing program in Rapid City. Additionally, he noted that since the last time the Board met in-person, the study examining the Economic Impact of the South Dakota System of Higher Education was officially released. He said the economic impact study shows that the system generates \$2.66 billion every year in gross domestic product.

Dr. Rush provided an opportunity for presidents to introduce new employees. DSU President Griffiths introduced Mark Johnston who recently joined the institution as Vice President of Institutional Advancement. SDSU President Dunn introduced Dr. Dennis Hedge who was recently appointed as the new Provost at SDSU.

A copy of the Interim Actions of the Executive Director can be found on pages 625 to 634 of the official minutes.

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

Mr. Steve Meeker, BHSU Vice President of University Advancement, described the BHSU Foundation and provided an overview of how it supports the university. In addition to explaining the foundation's organizational chart, he said the foundation has a 20 member board. He described

the total net assets as well as investment assets of the foundation, and discussed capital campaign efforts which produce student scholarships and operational support for the institution.

A copy of the BHSU Foundation Report can be found on pages **635** to **638** of the official minutes.

### **5-G 2017 Legislative Overview**

Dr. Janelle Toman, System Director of Communications, presented a high level overview of the 2017 legislative happenings. She said it was a challenging year because of the decline in state revenues and the midsession revision to the state budget due to revenue estimates. She explained that six of the seven bills filed on behalf of the Board of Regents were enacted and highlighted relevant details of those.

A copy of the 2017 Legislative Overview can be found on pages **639** to **640** of the official minutes.

## **ACADEMIC AND STUDENT AFFAIRS**

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

Robert McLean, Student Federation Executive Director, reflected on his term as executive director of the student federation. He said during his term the federation worked through the process of making and adopting major revisions to the organization's bylaws and constitution. He said that the group agreed upon flat-fee rate structure for all member universities, which totals \$635 per university. He also explained that SDSM&T student Paige Dexter was elected as the new Student Federation Executive Director.

He explained that in order to support incoming Student Federation Executive Directors, the Federation adopted an ordinance requiring the Executive Director to develop a transition document to help the incoming Executive Director function most effectively.

Regent Johnson commended Mr. McLean on his work revising the constitution and bylaws. Regent Bastian also recognized Mr. McLean's good work and said the Board has great respect for the Federation and all the work it does to represent the student body.

### **6-B Institutional Items of Information**

The Board received Institutional items of information submitted by the institutions and special schools.

A copy of the Institutional Items of Information can be found on pages **641** to **703** of the official minutes.

### **6-C(1) New Program Requests – Dakota State University – AS in Software Development**

Dr. Jay Perry, System Assistant Vice President for Academic Affairs, said DSU requests authorization to offer an Associate of Science (A.S.) in Software Development. The program will prepare graduates to develop, create and modify general computer applications software or specialized software, including analysis of user needs, design, implementation, testing and maintenance. The degree will prepare students in a wide range of careers including education,



business and industry, management, social and human services, corporate and non-profit organizations. The A.S. in Software Development will prepare graduates for entry-level work in the field and provide stackable transfer options into existing bachelor's programs in Computer Science, Cyber Operations and Network & Security Administration.

DSU is requesting authorization to deliver the program off campus at the University Center-Sioux Falls and online. Dr. Perry mentioned that per the Memorandum of Understanding for the University Center-Sioux Falls (approved April 2016), a university may request approval from the Board for use of the standard off-campus tuition rate (\$333.35/hour) rather than the UC-SF tuition rate (\$270/hour) for high cost programs. With that, he said DSU is requesting an exemption for 100- and 200-level courses in Computer Science (CSC) and Computer Information Systems (CIS). Approval of this exemption means program students receive 24-30 credits at the UC-SF rate of \$270/hour and 30-36 credits at the \$333.35/hour rate.

IT WAS MOVED by Regent Morgan, seconded by Regent Roberts, to approve DSU's A.S in Software Development as described in attachment I. Motion Passed.

A copy of the New Program Request from Dakota State University – AS in Software Development can be found on pages 704 to 719 of the official minutes.

#### **6-C(2) New Program Requests – South Dakota State University – A.S in Construction Technology**

Dr. Jay Perry, System Assistant Vice President for Academic Affairs, explained that SDSU requests authorization to offer an Associate of Science (A.S.) in Construction Technology. The program incorporates content in scheduling, construction materials, project control, and building methods with the liberal arts component of the system general education requirements. Graduates can expect entry-level positions in construction and affiliated industries. In addition, graduates can apply their credits to the SDSU B.S. in Construction Management and graduate with additional sixty credit hours.

Dr. Perry explained that the Executive Director waived the Intent to Plan due to SDSU having an existing bachelor's degree program in Construction Technology and that SDSU does not request any new State resources to implement or maintain the proposed program.

IT WAS MOVED by Regent Jewett, seconded by Regent Schieffer, to approve SDSU's A.S. in Construction Management as described in Attachment I. Motion Passed.

A copy of SDSU's New Program Request, A.S. in Construction Technology, can be found on pages 720 to 733 of the official minutes.

#### **6-C(3) New Program Requests – South Dakota State University – A.S. in Sociology**

Dr. Jay Perry, System Assistant Vice President for Academic Affairs, said SDSU requests authorization to offer an Associate of Science (A.S.) in Sociology. The purpose of this proposed program is to provide an associate-level credential to prepare graduates to serve in entry-level positions in human services, human resources, office and management assistance, and criminal justice/law enforcement. In addition, graduates looking to continue their education can complete the A.S. in Sociology with an additional sixty credit hours.

Dr. Perry explained that the Executive Director waived the Intent to Plan due to SDSU having an existing bachelor's degree program in Sociology and that SDSU does not request any new State resources to implement or maintain the proposed program.

IT WAS MOVED by Regent Morgan, seconded by Regent Schieffer, to approve SDSU's A.S. in Sociology as described in Attachment I. Motion Passed.

A copy of SDSU's New Program Request, A.S. in Sociology, can be found on pages 734 to 747 of the official minutes.

#### **6-C(4) New Program Requests – USD – AA in Graphic and Web Design (UC-SF)**

Dr. Jay Perry, System Assistant Vice President for Academic Affairs, said USD requests authorization to offer an Associate of Arts (A.A.) in Graphic and Web Design. Graduates of the program will acquire critical knowledge and skills for entry-level work in the field as well as opportunities to apply their credits to a bachelor's degree. Courses from the AA degree will transfer into the BFA in Art and the BFA in Art Education, allowing graduates to complete the BFAs with an additional sixty credits. Students in the program will develop a body of creative works for use in portfolios for job applications or future schooling applications.

Dr. Perry explained that the Executive Director waived the Intent to Plan due to USD having existing BFA programs in Graphic Design and Art and that USD does not request any new State resources to implement or maintain the proposed program.

He explained that the UC-SF Memorandum of Understanding allows rate exemptions for high cost programs with Board approval. He said USD is requesting the rate exemption as part of its approval of the Associate of Arts (AA) in Graphic and Web Design at UC-SF. He said USD specifically requests an exemption to use the \$333.35/credit hour rate for 100- and 200-level courses using the ART and ARTD prefixes. Approval of this exemption means program students receive thirty of the sixty required credits of the program at the UC-SF rate (\$270/hour).

IT WAS MOVED by Regent Morgan, seconded by Regent Schieffer, to approve USD's A.A. in Graphic Design as described in Attachment I. Motion Passed.

A copy of USD's New Program Request, A.A. in Graphic Design, can be found on pages 748 to 760 of the official minutes.

#### **6-C(4-a) Rate Approval for USD Certificates in Graphic Design and Web Design at University Center-Sioux Falls**

Dr. Jay Perry, System Assistant Vice President for Academic Affairs, explained that USD requests approval of a rate exemption for the certificates in Graphic Design and Web Design. Both certificates are offered at University Center-Sioux Falls (UC-SF).

He again touched on the fact that the UC-SF Memorandum of Understanding allows rate exemptions for high cost programs with Board approval. The standard rate for 100-200 level courses at UC-SF is \$270/hour; an exemption would allow USD to charge the regular off-campus tuition rate of \$333.35/hour. He also explained that USD is requesting the rate exemption as part

of their approval of the Associate of Arts (AA) in Graphic and Web Design at UC-SF. The exemption would apply to courses in the program that use the ART and ARTD prefixes. Both of the certificates stack to the AA and share coursework with the ARTD prefix. The Board approved the certificates in Web Design and Graphic Design at the December 2016 meeting; however, the initial certificate approval did not include a request for the rate exemption.

IT WAS MOVED by Regent Morgan, seconded by Regent Schieffer, to approve the rate exemption to allow USD to charge the regular off-campus tuition rate for the certificates in Graphic Design and Web Design at the University Center-Sioux Falls. Motion Passed.

A copy of the Rate Approval for USD Certificates in Graphic Design and Web Design at University Center-Sioux Falls can be found on pages 761 of the official minutes.

#### **6-D Intent to Plan – SDSU BS in Leadership and Management of Nonprofit Organizations.**

Dr. Jay Perry, System Assistant Vice President for Academic Affairs, said SDSU has submitted an Intent to Plan requesting approval to develop a Bachelor of Science (BS) in Leadership and Management of Nonprofit Organizations. He said approval or waiver of an Intent to Plan is required prior to submitting a formal program proposal. The program will provide education in marketing, public relations, fundraising, volunteer recruitment, program development, and other skills vital to success in the nonprofit sector. Graduates would qualify to obtain positions with local, national, and international nonprofit organizations. Dr. Perry explained that SDSU does not intend to offer the program off campus.

Regent Jewett said this is an increasingly large part of the economy and believes this is a strongly needed degree.

Regent Johnson recognized that students who are age 18-22 are making choices that influence their entire life. She asked if a degree like this would narrow students' options. Provost Dennis Hedge said there is great demand from students for this particular program. He noted that many of the courses within the program are broad and transferrable. In response to a follow-up question by Regent Johnson, Dr. Hedge said the demand in this area dictated the label.

Regent Sutton said this major is absolutely necessary and has the potential to take our region's nonprofits to the next level. He noted that this is the third most popular major at the Carlson School of Business at the University of Minnesota.

IT WAS MOVED by Regent Morgan, seconded by Regent Roberts, to authorize SDSU to develop a proposal for a B.S. in Leadership and Management of Nonprofit Organizations as described in Attachment I. Motion Passed.

A copy of SDSU's intent to plan for a B.S. in Leadership and Management of Nonprofit Organizations can be found on pages 762 to 772 of the official minutes.

#### **6-E Summary of Pending and In-Progress Program Requests**

Dr. Jay Perry, System Assistant Vice President for Academic Affairs, presented a summary of the pending and in-progress program requests and explained that the current list of pending programs is available for viewing on the Proposed Program Tracker Dashboard on the Academic Affairs

Council website. He explained that the list includes current Intents to Plan, New Program, New Site, New Certificate, and New Specialization proposals and their status within the approval process. The Proposed Program Tracker Dashboard indicates that over 100 programs are currently in development stages on Regental campuses and over 30 are currently under review with universities and Board office staff.

Dr. Perry said the Board approved 50 program proposals (certificates, minors, associate degrees, bachelor's degrees, graduate degrees) in the calendar year 2016. This is the most programs approved in any year since 1972 when a statewide initiative led to the approval of over 30 associate programs (the 32 programs approved in 2015 rank as the fourth highest year since 1973). In addition, the Board approved five intents to plan and ten new site requests in 2016, bringing the total of program-related approvals to 65 in 2016.

Regent Johnson asked if certificates are mainly designed for students currently completing a degree or for those working and wanting additional skills. Dr. Perry said that they are designed in a number of ways to fit different types of students. He said that nearly all certificates are designed to be stackable so they could be applied to future degree coursework. In response to a question about whether or not students must be fully admitted in order to take the coursework, Dr. Turman described the nuances of being "fully admitted" and said much of this ties to whether or not a student is pursuing federal financial aid.

In response to Regent Morgan's clarifying question, Dr. Turman said that non-degree seeking students will be put into an admissions category in which they do not need to fulfill any particular criteria in order to participate.

A copy of the Summary of Pending and In-Progress Program Requests can be found on pages 773 to 775 of the official minutes.

#### **6-F Programs Approved for Online and Off-Campus Delivery**

Dr. Jay Perry, System Assistant Vice President for Academic Affairs, explained that the Board is being asked to review and approve two lists in order to assist campuses and the Board in transparency and in monitoring programming duplication.

He said the first list represents the best understanding of campuses, the Academic Affairs Council, and the Board office staff as to programs authorized by the Board as online programs or Authorized for off-campus sites (e.g., university centers). Programs on this list are offered either entirely online or at an off-campus site and the Board approves online and off-campus delivery of programs when new programs are brought to the Board for authorization or through a new site request for an existing program transitioning to online or an off campus location. Because comprehensive and accurate lists of these programs do not currently exist, the Board is being asked to approve the list offered as Attachment I of the agenda item. From there, Board office staff will update the list after every Board meeting and publish an accurate list of such programs on the Board's website.

He said the second list represents programs offered at least 50% online but not approved by the Board as an online program. The Higher Learning Commission (HLC) states that if more than 50% of the courses required for any program can be completed online, the institution should be reporting the program as an online offering. The Board addressed this issue at its December 2012 meeting, requiring approval of programs that meet HLC's definition of distance education. It did this

because the HLC definition differs from the list in Section 1 of this agenda item. He said that going forward AAC's new program approval forms will include reference to the 50% threshold so that such approval will occur with new programs as needed. In addition, institutions will submit an annual list of programs meeting this definition to the Board.

Regent Jewett said it is troublesome that our system has not made a consistent effort to safeguard fraud, outside of proctored tests. In response Dr. Paul Turman, System Vice President of Academic Affairs, described two mechanisms in the system that are meant to do this. He said all courses go through a system-wide quality review process. On the authentication side, he explained an update had been provided to the Board regarding modifications to federal regulations to ensure that campuses had processes/procedures in place to ensure that the students completing the work are actually who they say they are. He indicated efforts underway are already working to address these concerns, including authentication and plagiarism detecting software, of which he indicated a willingness to provide the Board an update at a future meeting if requested.

Regent Schieffer asked if there is a standardized definition for online courses, recognizing the difference between the accrediting body definition and the Regental system's definition. Recognizing the inconsistencies, Dr. Perry offered that the Regental system is more conservative because it wants to be upfront with the students about the program expectations.

Further discussion ensued about the how the percentage of online content within a single course is calculated.

IT WAS MOVED by Regent Morgan, seconded by Regent Adam, to approve 1) the list of approved online and off campus program sites as provided in Attachment I; and 2) the list of programs reported as at least 50% online as provided in Attachment II. Motion Passed.

A copy of the programs approved for Online and Off-Campus delivery can be found on pages 776 to 788 of the official minutes.

#### **6-G University Center – Sioux Falls Update**

Dr. Jay Perry, System Assistant Vice President for Academic Affairs, presented the update for the university center that summarized efforts and accomplishments in implementing the Memorandum of Understanding (MOU) over the past year. He said the MOU included a directive to provide stackable, workforce ready associate and certificate programs for Sioux Falls. He report that in the past year, six new associate degree programs received approval. These programs join four pre-existing programs. In addition, four undergraduate certificates stackable to available associate degree programs have received approval. Additionally, in response to Board requests for an expedited approval process for associate degree programs, revisions to BOR Policy 2:23 are under Board consideration. The revisions would eliminate a time-consuming step in approving new associate degree programs for UC-SF.

He explained that an Advisory Council was also created consisting of representatives from the Sioux Falls business and civic community and partner universities and they met four times during 2016. The Council met again in March of 2017 to discuss programs under consideration as well as a preliminary report from FutureWorks consultants. The intent of the Advisory Council is to provide community leaders with direct communication and input to UC-SF and to allow UC-SF leaders to hear directly from local business interests.

Additionally, UC-SF and the consulting firm FutureWorks are currently engaged in a strategic planning and assessment project. The project calls for 1) refining the UC-SF vision, mission and values; 2) preparing a market and needs assessment of the Sioux Falls region; and 3) preparing a 3-year strategic plan and business plan for UC-SF. FutureWorks consultants interviewed over 25 stakeholders from the university system and the local community. Consultants presented preliminary information to various UC-SF committees in March of 2017.

UC-SF participated in two presentations to legislators during 2016. In August, staff presented information at the request of the legislature's Government Operations and Audit Committee. In September, staff presented to a special legislative task force charged with reviewing compliance with SDCL 13-51-1.3 and SDCL 13-51-1.4.

He described the new student success initiatives recently implemented by the UC-SF. These include a new Student Support Center, a monthly Math 095 Bootcamp, and finals week events focusing on health, wellness, and stress release has begun.

Also, UC-SF hired a Marketing and Communications Coordinator in October 2016. He explained that a marketing plan for 2017 has been created, including billboard, radio, print media, and social media. Staff have increased involvement with community organizations on behalf of UC. Promotion of new academic programs is occurring through promotional videos and outreach to the newspapers and television news.

In response to a question by Regent Morgan, USD Provost Moran described several meetings with leadership of South East Technical Institute to provide support and coordinate with efforts by the technical schools around general education.

Receiving a question about student demographics, UC-SF Executive Director Craig Johnson explained that the current student pursuing the Associates Degree in General Studies is a mix of full-time and part-time students.

Regent Jewett noted that only full-time students have federal financial aid opportunities. Knowing that, he asked how part-time students are able to access financial aid. Dr. Johnson said there are scholarships through the UC Foundation where students do not have to be a full-time student to qualify. He said the intention is that within the next year, the foundation will take another run at fundraising for these types of student scholarships. Dr. Johnson noted that in addition to finances, students repeatedly say that a lack of time is the number reason students stop out. He said this is related to finances, because students work to earn money, but there are more reason for a lack of time which include children.

Regent Johnson asked about the admissions standards at the UC. Provost Moran said that the admission standards at the UC are more flexible than at the on campus locations. He explained that older students beyond age 24 are not required to bring an ACT score. He said as they think about the growing populations, they continue to consider the admission standards and reconsider the need.

Dr. Johnson said they have incorporated an intrusive advising method as well as workshops and peer tutoring and mentoring. He also reported that the first cohort in the fall semester was 50% Caucasian and 50% non-white, which is nearly triple what they typically see for diversity.

Regent Schieffer asked when the consultant's report will be final. Dr. Johnson said that the consultants will provide the deliverables on May 25 in an open meeting. Then the UC will create timelines and actionables.

Regent Sutton recognized that the recent round of meetings have transitioned into a new level of dialog. Dr. Johnson said that the UC is really reinventing/rebuilding how it fits into the community and how it partners rather than competes with the Sioux Falls technical college.

Dr. Johnson described the UC's efforts to address career advising with students in a holistic way, which strives to help the students really understand the ramifications of a career choice. They are even exploring how they could bring this effort into the high schools.

Regents recognized the work of Dr. Craig Johnson and Dr. Jay Perry in this effort.

A copy of the University Center – Sioux Falls Update can be found on pages 789 to 797 of the official minutes.

#### **6-H BOR policy 2:23 Revision – Program and Curriculum Approval (Second Reading)**

Dr. Jay Perry, System Assistant Vice President for Academic Affairs, introduced BOR Policy 2:23 for its second reading. He said these revisions attempt to build a comprehensive, restructuring of the policy in response to a Board conversations at its August meeting about the need to streamline the approval process of degree programs. Because Board members expressed interest in establishing a process that expedites associate degree program approvals for improved response to market needs, revisions laid out in policy identify methods for waiving the intent to plan process for associate degree programs, define which academic credentials appearing on a transcript require Board approval, maintain authorization for universities to offer certificates of recognition, and identify the approval process for new courses, minor course and program modifications, and substantive course and program modifications.

IT WAS MOVED by Regent Morgan, seconded by Regent Schieffer, to approve the second reading of the revisions to BOR policy 2:23 as presented. Motion Passed.

A copy of the BOR Policy 2:23 Program and Curriculum Revisions can be found on pages 798 to 801 of the official minutes.

#### **6-I BOR Policy 1:5 Revisions - Executive Director**

Dr. Jay Perry, System Assistant Vice President for Academic Affairs, explained that he brought the first reading of revisions to BOR Policy 2:23 to the December 2016 BOR meeting. Those revisions included designating authority to the System Chief Academic Officer to approve new unique and common courses as well as substantive course and program modifications. With the approval of the revisions to BOR Policy 2:23, it is also necessary for one section of Board Policy 1:5 to be revised so that the two policies are not contradictory. In addition, the current reference to curriculum approval in BOR Policy 1:5 includes obsolete terms that require deletion.

Regent Morgan noted that he plans to propose a motion to support this policy revision but explained that he will do this with an emergency clause. He explained his rationale for the

emergency clause by saying that this policy change incorporates a change already vetted through two readings in policy revisions to BOR Policy 2:23.

Regent Jewett said he has concern with section 6, which says grants “may” be submitted to the Executive Director. He believes that an opportunity is missed when the Board office is not involved in the process of reviewing and accepting grants. He said grant dollars comprise 20% of the system budget.

Dr. Turman said that the process proposed is logical to address concerns raised regarding oversight, but that oversight comes at a potential delay in processing that may have an adverse impact on campuses’ ability to submit grant proposals. He said the two points of review suggested, which include when institutions are considering submitting an application grant proposal and before they actually accept the grant, could seriously hamper the timely submittal of grant applications. He suggested another option where the Vice Presidents on the campuses would follow a Board-defined process that would comply with the necessary checkpoints.

Regent Jewett continued to express concerns and said that the system carries significant risk in this grant process. He didn’t think it would hamper the competitive ability of the institutions to have the Board office review.

Dr. Turman explained that 1,300 grants are submitted from the Regental system a year. In order to accomplish the proposed review, it is likely that the Board would need a few additional staff members to complete the responsibilities of the proposal. He said the Board could articulate the specific issues into a compliance checklist for institutional staff at the grants and contracts offices instead.

Both Regents’ President Schaefer and Regent Morgan said they felt that this job is more appropriate for the employees on campus. Regent Jewett expressed his trust for the employees but emphasized his desire to integrate modern processes.

IT WAS MOVED by Regent Morgan, seconded by Regent Sutton, to approve the emergency implementation of the revisions to BOR Policy 1:5 as presented. Motion Passed.

A copy of BOR Policy 1:5 Executive Director Revisions can be found on pages **802** to **806** of the official minutes.

#### **6-J BOR Policy 1:21 Revision – System Strategic Goals (First Reading)**

Dr. Jay Perry, System Assistant Vice President for Academic Affairs, presented BOR Policy 1:21 System Strategic Goals revisions. He said that the Board of Regents adopted new strategic goals as part of a new strategic plan in October of 2014. However, BOR Policy 1:21 System Strategic Goals was not updated at that time. The proposed revisions to BOR Policy 1:21 provided as Attachment I of the agenda item represent the Board’s current strategic goals as indicated in the strategic plan.

Regent Morgan said that because this is merely a cleanup of changes already documented, he felt that emergency implementation was appropriate.



Regent Bastian took the opportunity to compliment the staff on the new policy format change. He said this is a good example of the format and said it is helpful to have the information laid out in this way.

IT WAS MOVED by Regent Morgan, seconded by Regent Roberts, to approve emergency implementation of BOR Policy 1:21 System Strategic Goals policy revisions as presented. Motion Passed.

A copy of BOR Policy 1:21 System Strategic Goals first reading can be found on pages **807** to **812** of the official minutes.

#### **6-K BOR Policies 2:7 & 2:26 Revisions – General Education Credit Distribution (First Reading)**

Dr. Paul Turman, System Vice President for Academic Affairs, presented the policy changes to BOR Policies 2:7 and 2:26 to further clarify credit hour distributions. He said after this final set of revisions that will likely come at the May 2017 meeting, the general education redesign will be complete.

He explained that the institutions were asked to identify their campus designations for the 12 and 6 credit hours of flexibility to be aligned within the curriculum. As a result, each campus discussed individually and came back with a nearly identical placement of their 12 credit hours. However, he felt that it is important to keep the framework in place, so the campuses have flexibility in the future to shift requirements depending on degree programs. Additionally, when it comes to the Associate Degree requirements, the institutions felt that the students should be able to pick courses in Goals 3, 4 or 6 to best complement that coursework in their particular program. He said language will likely be included in the policy for second reading approval to provide this flexibility.

IT WAS MOVED by Regent Morgan, seconded by Regent Roberts, to approve the first reading of BOR Policies 2:7 & 2:26 General Education Credit Distribution revisions as presented. Motion Passed.

A copy of BOR Policy 2:7 and 2:26 General Education Credit Distribution Revisions can be found on pages **813** to **819** of the official minutes.

#### **6-L BOR Policy 1:30 Revisions – Unmanned Aircraft Systems Policy (Emergency Approval)**

Nathan Lukkes, System Assistant Vice President of Research & Economic Development, presented the BOR Policy 1:30 Unmanned Aircraft Systems Policy revisions to the Board. He noted that at the April 2015 meeting, the Board adopted the policy. However, on June 21, 2016, the Federal Aviation Administration issued its new rules for non-hobbyist small unmanned aircraft operations – Part 107 of the Federal Aviation Regulations – which cover a broad range of commercial uses for drones weighing less than 55 pounds. The new rules, commonly referred to as “Part 107,” became effective August 29, 2017.

He explained that prior to Part 107, universities had to identify an operation as civil or public, then pursue a Certificate of Authorization (COA) or Section 333 Exemption, as appropriate, to operate the UAS. Part 107 provides greater flexibility to universities and allows them to opt into the civil framework of Part 107 and operate as a civil aircraft under Part 107, so long as the “public” aircraft

operation can function under Part 107. No special notice is required to operate in this fashion, the operation must simply comply the Part 107 rules. Consequently, Part 107 has streamlined the process and is the preferred method for university UAS operations, assuming the operations are compatible with the Part 107 framework.

BOR Policy 1:30, as currently written, does not address UAS operation under Part 107. As such, draft revisions to BOR Policy 1:30 have been prepared to address the implementation of Party 107, in addition to adjusting the policy to align with the new BOR policy template. The proposed changes have been vetted through RAC, BAC and COPS with no negative feedback. Because Part 107 offers a more efficient and streamlined process for university UAS operations, emergency approval is sought pursuant to Section 5.5.1 of the BOR By-Laws to expedite the alignment of BOR Policy 1:30 with current best practice.

IT WAS MOVED by Regent Morgan, seconded by Schieffer, for emergency approval of BOR Policy 1:30 Unmanned Aircraft Systems Policy revisions as presented. Motion Passed.

A copy of BOR Policy 1:30 Unmanned Aircraft Systems Policy revisions can be found on pages **820** to **828** of the official minutes.

#### **6-M(1) SDSU Program Modification – Accelerated Track: MS in Sociology**

Dr. Paul Turman, System Vice President for Academic Affairs, presented the proposed SDSU program modification request to create an accelerated pathway for undergraduate students to obtain a Master's degree in Sociology at SDSU. This would allow students the opportunity to pursue the accelerated coursework under Option A (Thesis), Option B (Research/Design Paper), or Option C (Coursework Only) plans of study. Undergraduate students with conditional acceptance into the Master's program will complete 12 credits of graduate work which will count toward both the undergraduate and the graduate degree.

Regent Johnson recalls approving other programs like this. She asks how they are working. Dr. Turman said that it has taken some time to figure out the coding to track when the student is officially recognized as participating in the accelerated master's track. He said this would be good information to bring back to the Board at a future meeting.

IT WAS MOVED by Regent Morgan, seconded by Regent Adam, to approve SDSU's program modification request to add an accelerated pathway option for the M.S. in Sociology program. Motion Passed.

A copy of SDSU's Accelerated Track for M.S. in Sociology Program Modification can be found on pages **829** to **832** of the official minutes.

#### **6-M(2) USD Program Modification – Accelerated Track: MS in Computer Science**

Dr. Paul Turman, System Vice President for Academic Affairs, presented the USD program modification request to create an accelerated pathway for undergraduate students to obtain a Master's degree in Computer Science at USD. Computer science has been identified as a field with critical workforce needs, and the U.S. Department of Labor has predicted a critical shortage of skilled computer scientists in the next 5-10 years. As workforce demands for highly skilled computer scientists are growing, especially in the areas of Software Development, Data Analysis,

Computer Networks and Security, the Accelerated Master's program will enable USD's students to enter the highly skilled workforce quicker.

IT WAS MOVED by Regent Morgan, seconded by Regent Johnson, to approve USD's program modification request to change the total credits required for the program as well as add an accelerated pathway option for the M.S. in Computer Science. Motion Passed.

A copy of USD's Accelerated Track for M.S. in Computer Science Program Modification can be found on pages 833 to 836 of the official minutes.

### **6-N General Education Program Modifications**

Dr. Paul Turman, System Vice President for Academic Affairs, explained that during the August 2016 meeting, the Board approved a number of revisions to BOR Policies 2:7 and 2:26 to reflect changes to the General Education curriculum for both the Associate and Bachelor degree programs. One of the major changes to these policies was the elimination of the Institutional Graduation Requirements (IGR's) on each campus which required institutions to complete a series of Major Program Modifications as departments/units began to integrate the additional credit hours into the various program requirements. He said across five of the Regental institutions (SDSM&T had already eliminated their IGR's in 2010 when reducing credit hour requirements from 136 to 128), each undergraduate major/specialization needed to facilitate program modifications. In order to do so, campus curriculum committees engaged in the process of reviewing the set of program modifications that would ultimately need to be approved by the Board.

He explained that each institution has provided the Board with a brief overview of the program modifications being requested. Because each campus varied in the number of IGR credit hours available following the BOR policy change in August, different approaches emerged as the program modifications came forward. For instance, BHSU, SDSU and USD saw additional credit hours added to the various program requirements. The computer science course requirements at DSU were added to all degree requirements which served as prerequisites for roughly 90% of their degree options. Lastly, NSU sought to provide students with considerable elective credit while adding in a two credit hour first-year seminar specific to each degree program.

He said the recommendation is for the Board to approve submitted revisions in order to formalize the IGR elimination in the 2017 Fall catalogs at the various campuses.

Regent Johnson recognized Dr. Turman and the Academic Affairs Council for their work over the last several years toward this goal. She said this effort streamlines requirements for students while maintaining the quality of education.

IT WAS MOVED by Regent Morgan, seconded by Regent Sutton, to approve the substantive program modification requests to finalize the elimination of the Institutional Graduation Requirements (IGR's) for the 2017 catalogs. Motion Passed.

A copy of the General Education Program Modifications can be found on pages 837 to 873 of the official minutes.

## **6-O College Application Week**

Molly Hall-Martin, System Director of Student Preparation & Success, explained that South Dakota's third College Application Week took place from October 31-November 4, 2016, and included 40 schools. Of the 40 schools invited to participate, 33 high schools had students submit applications to Regental institutions. She said because the first two cohorts of the College Application Week are now first and second year students at postsecondary institutions across the country, data from both National Student Clearinghouse and the South Dakota Department of Education can be used to track the enrollment and persistence of these students. She said that an analysis of postsecondary enrollment trends for students from high schools that have participated in College Application Week shows that participating high schools have seen growth in the percentages of their students staying in South Dakota and enrolling at Regental institutions.

She recognized Leon Leader Charge, Jump Start Access Advisor, and Gear Up Regional Coordinators for their assistance in the work to make the College Application Week successful.

Regent Sutton asked for the rationale of how high schools were selected to participate. Molly said they used the data in the matriculation dashboard and prioritizing the schools with the lowest matriculation. Additionally, she worked with the school counselors at those schools to ensure they were ready and able to participate. She indicated that school counselors are integral in the success of the program.

Regent Johnson cited the great success of the program by commenting on the numbers in the report. She said the report shows that because of the program, 141 students have enrolled in the Regental institutions who otherwise wouldn't have enrolled. Furthermore, over 170 student enrolled in other institutions who likely wouldn't have otherwise enrolled.

A copy of College Application Week can be found on pages **874** to **884** of the official minutes.

## **6-P Proactive Admissions**

Molly Hall-Martin, System Director of Student Preparation & Success, explained that in 2011 the Academic Affairs Council discussed the option of establishing an alternate approach to admission that would grant provisional admission to students as a mechanism to both better facilitate application processing and encourage students to eliminate any remedial deficiencies they might have before they complete their first semester. Despite considerable discussion, the proposal was set aside due to the adverse implications it might have on student enrollment interest. However, more recently states have begun to explore an alternative model of proactive admission that does not place any barriers on students once they have been admitted.

She said that since the fall Board office staff have been engaged in discussions with the South Dakota Department of Education on making a similar program work for South Dakota. Therefore, the work to get in place the necessary data agreements is ongoing. Additionally, admissions staff from the system were engaged and the group advised the project by saying students who receive provisional admission need to be fully and explicitly informed about the next required steps in the admission process. They also recommended three tiers of letters that focused on different levels of admission. She noted that the proactive admissions would dovetail well into the College Application Week activities.

In response to a question by Regent Johnson, Dr. Paul Turman, System Vice President of Academic Affairs, provided more details about the data agreement with the S.D. Department of Education, referencing Infinite Campus which is the information system used by the public secondary schools.

A copy of Proactive Admissions can be found on pages **885** to **894** of the official minutes.

Before moving to the Budget and Finance Committee items, Dr. Paul Turman asked for a personal privilege in order to recognize a new Board office employee, Tasha Dannenbring, who has taken the role of System Director of Institutional Research.

## **BUDGET AND FINANCE**

### **7-1 Building Committee Report**

Dr. Monte Kramer, System Vice President of Finance & Administration, provided information regarding the activities of the various building committees since the Board's last meeting.

A copy of the Building Committee Report can be found on page **895** of the official minutes.

### **7-B Capital Projects List**

Dr. Monte Kramer, System Vice President of Finance & Administration, provided the Capital Improvement Project List identifying the current capital improvement projects along with Regental representative, estimated dollar amount, the source of funds for the project, and the current status of the project. Recognizing a small error in the original item, Dr. Kramer provided a revised Capital Projects List that included correct numbers for one of the projects listed.

A copy of the Capital Project List can be found on pages **896** to **899** of the official minutes.

### **7-C BOR Policy 4:47 Revision – Background Checks (First Reading)**

Kayla Bastian, System Director of Human Resources, explained that IRS publication 1075, issued in September 2016, provided new policy guidelines for background check requirements for organizations that receive Federal Tax Information (FTI) directly from the IRS, or a secondary source. In the Regental system, some employees working with financial aid information are impacted by this new regulation because of the information that is received through the financial aid verification process from the U.S. Department of Education and also through the receipt of tax transcripts.

As a result of the IRS publication 1075, which requires that employer policies include specific requirements, the BOR policy 4:47 is being revised to include Section 5. Essentially the changes require that any employee, contractor or subcontractor who has access to FTI undergo a criminal history check, including FBI fingerprinting, and will have to do so every ten years. In addition, any convictions of crimes related to identity theft, misuse, misappropriation or mishandling of funds would preclude an individual from getting security access to FTI.

IT WAS MOVED by Regent Schieffer, seconded by Adam, to approve the first reading of the revisions to BOR Policy 4:47 as presented in Attachment I. Motion Passed.

A copy of the BOR Policy 4:47 Revisions – Background Checks can be found on pages 900 to 907 of the official minutes.

### **7-D SDSM&T Math Initiative**

Dr. Monte Kramer, System Vice President of Finance & Administration, shared information about the SDSM&T Math Initiative and funding for that program. He said the Mines program was funded with private money in FY16 and one-time state funds in FY17 in the amount of \$250,000.

He said for FY18, likely because of the revenue situation, the only items recommended by the Governor were adjustments to existing base programs including South Dakota Opportunity Scholarship, Postsecondary Scholarship, special schools teacher salaries, and maintenance and repair. In the end, the system's operating base budgets were cut, the maintenance and repair base was cut, and there was no money for the Math Initiative. Prior to the final action, a meeting between Senator Tidemann, Representative Anderson, Senator Partridge, Dr. Rush and Dr. Kramer was held to discuss options for funding the program. It was agreed that the Board and SDSM&T would pursue private funds or identify one-time funds within BOR that could be used for FY18, and to bring the program request back in FY19.

He explained that the only system funds available that have not been committed are the dollars in the tuition reserve fund. The fund is projected to have \$4,393,241 at the end of FY17, or 3.87% of the annual tuition revenue. The goal for the fund is 5% of on-campus tuition or an estimated \$5,670,863. By the end of FY18, when Mines pays back the balance of their loan, the fund will be at 4.76%. Using \$250,000 of tuition reserve funds would bring the projected balance to \$5,143,241 or 4.53%.

He said SDSM&T took its share of the base budget reduction for FY18. If the system does not continue to fund the Math Initiative, SDSM&T essentially takes another \$250,000 reduction. Funding the program for FY18 will keep the program alive and provide one more year to collect solid data results.

Regent Schieffer recognized the importance of this program; however, he said there are many priorities for the system. He is concerned that because the tuition reserve fund does not have a steady stream of income outside of the interest earnings, it is important to reserve this money for emergencies.

SDSM&T Provost Demetris Kouris said this program has been tested and is successful. It has the opportunity to make a big difference for the preparation of SDSM&T students. He said it does constitute a major priority for the institution because math is the foundation of everything they do at the institution.

In response to a question by Regent Bastian, Dr. Kramer indicated that the only policy statement on this fund says that the fund is to be used for emergencies and strategic initiatives. He said this is the first time the pool of money would be used for initiatives, but \$250,000 is not a significant amount. Dr. Kramer said he believes the Board needs to maintain the pool of money for emergencies and initiatives.

Dr. Rush provided some context to the decision to recommend use of the fund, noting that this was a high priority of the Board and not funding it would create a large cut for SDSM&T this year.

Regent Jewett supports supporting this priority with money from this fund, and he stressed the importance of maintaining a reserve for the system.

Upon request by Regent Morgan, SDSU Provost Hedge provided information about the funds SDSU originally requested for this same purpose.

Regent Schieffer said that a reserve fund should be for emergencies and not priorities. He would prefer using this money for the SDSM&T math program as an emergency because we are at risk of losing the program if not funded. He would like to tighten the language in the policy and consider deleting the word “priority.”

Dr. Rush followed up to say that this effort would not be funded by the Board’s reserve fund in an ongoing manner. It will need to be funded by the legislature next year or it will have to go away.

It was clarified that the difference between funding the program at SDSM&T and not SDSU this year is that the legislature funded the SDSM&T program last year with one-time money. By bridging the program this year with the Board’s one-time money, it is more possible that the program will be funded with base money next year.

Provost Kouris provided background about how the program was started and how it got the attention of the legislature. He said SDSM&T would like to see every Regental institution with a similar program.

Regents’ President Schaefer encouraged SDSU and the other Regental institutions to work with the Board office staff to consider a joint legislative proposal for funding a similar program.

IT WAS MOVED by Regent Schieffer, seconded by Regent Johnson, to approve the Executive Director to allocate up to \$250,000 from the tuition reserve pool to SDSM&T on a one-time basis to fund the SDSM&T Math and Mines Initiative for FY18. Motion Passed.

A copy of the SDSM&T Math Initiative can be found on pages 908 to 945 of the official minutes.

#### **7-E FY17 HEFF M&R Allocation Adjustment**

Dr. Monte Kramer, System Vice President of Finance & Administration, explained the proposal to make an adjustment to the annual Higher Education Facilities Fund (HEFF) allocation this year due to the fact that the system increased nonresident tuition and self-support last year. It is the practice of the Board to keep the HEFF maintenance and repair fund consistent with the tuition dollars received. The additional allocation is \$411,000 this year.

IT WAS MOVED by Regent Schieffer, seconded by Regent Adam, to approve the revised FY17 HEFF M&R allocation and the project lists as presented in Attachment I. Motion Passed.

A copy of the FY17 HEFF M&R Allocation Adjustment can be found on pages 946 to 947 of the official minutes.

### **7-F BOR Policy 5:5 – Tuition & fees: General Procedures (Emergency Approval)**

Dr. Monte Kramer, System Vice President of Finance & Administration, presented the BOR Policy 5:5 revisions. The significant change to this policy is the threshold for when a receivable hold (CAR HOLD) is placed on an overdue student account. BOR Policy 5:21 System Collection Policy set the hold amount for a delinquent account at \$250.00, per a request from Academic Affairs to increase it from \$50.00. This proposed policy change now adds that \$250.00 amount to all accounts past due.

IT WAS MOVED by Regent Schieffer, seconded by Regent Johnson, to approve the emergency implementation of revisions to BOR Policy 5:5 – Tuition and Fees: General Procedures. Motion Passed.

A copy of BOR Policy 5:5 – Tuition and Fees: General Procedure revisions can be found on pages **948** to **953** of the official minutes.

### **7-G BOR Policy 5:11 – Personal Dues and Subscriptions (Second Reading)**

Dr. Monte Kramer, System Vice President of Finance & Administration, presented the proposed changes to BOR Policy 5:11 – Personal Dues and Subscriptions. He said the policy was last reviewed in 1990, yet the purpose and intent have not changed. Definitions have been added to the policy and the policy has been reworded to clarify its intent.

IT WAS MOVED by Regent Schieffer, seconded by Regent Roberts, to approve the second reading of the revisions to BOR Policy 5:11 – Personal Dues and Subscriptions. Motion Passed.

A copy of the BOR Policy 5:11 Personal Dues and Subscriptions revisions can be found on pages **954** to **956** of the official minutes.

### **7-H BOR Policy 5:25 – Auxiliary Revenue System (Second Reading)**

Dr. Monte Kramer, System Vice President of Finance & Administration, presented the proposed changes to BOR Policy 5:25 – Auxiliary Revenue System. He said the revisions are minor but reflect reporting requirements in the current bond covenants.

Regent Bastian asked a question about the definitions section. He pointed out a definition that is not actually a definition rather policy content. Dr. Kramer agreed and said that he would need to change the policy and replace it within the body of the policy. Regent Bastian said he is alright to vote for this policy but suggests that Dr. Kramer clean it up when he is able.

Regent Jewett asked clarifying questions about the revenue system accounts.

IT WAS MOVED by Regent Schieffer, seconded by Regent Morgan, to approve the second reading of the revisions to BOR Policy 5:25 – Auxiliary Revenue System. Motion Passed.

A copy of the BOR Policy 5:25 Auxiliary Revenue System revisions can be found on pages **957** to **965** of the official minutes.



## **7-I Residence Hall Occupancy Report for Fall 2016/Spring 2017**

Dr. Monte Kramer, System Vice President of Finance & Administration, introduced the Residence Hall Occupancy Report, explaining that each year the Board office staff collects information on the fall utilization numbers for the campuses' residence halls. This information is summarized by campus and put in the Fact Book. Last year the Board office staff also began collecting the information for the spring semester. Percentages for both 2016 and 2017 academic years were presented and compared.

He mentioned that when campuses prepare financial information for new residence halls, 90% is the number used for occupancy. 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.

Regent Johnson asked about the requirement that the Regental institutions maintain a 90% occupancy rate target. She said the annual average of the numbers provided do not equal 90%. Dr. Kramer said the long-term trend of being below 90% is the concern. He said when these numbers are below 90% in any given year, the campuses must cut costs to make up for the loss.

A copy of the Residence Hall Occupancy Report can be found on pages **966** to **969** of the official minutes.

## **7-J USD North Commons Renovation Preliminary Facility Statement**

Dr. Monte Kramer, System Vice President of Finance & Administration, explained that this project is a little bit different because the USD North Commons facility is part of the revenue system. Therefore, appropriate rent is required from the unit using the space or until such time as the Commons space is purchased from the auxiliary system.

Sheila Gestring, USD Vice President for Finance & Administration, explained that USD requests approval of its Preliminary Facility Statement to begin planning for the renovation of the North Commons building. This space previously housed the USD dining services and has not been occupied since 2014 when USD moved all its dining to the Muenster University Center addition. She said USD is considering a renovation to the North Commons to provide much needed space for USD support services and student programs. Originally, USD estimated a renovation cost of \$1.5 million or less. However, the project now may exceed the \$1.5 million threshold which will require Board approval.

IT WAS MOVED by Regent Schieffer, seconded by Regent Adam, to approve the USD's Preliminary Facility Statement to plan for renovation of the North Commons Building. A building committee representative should be appointed to oversee this project. Motion Passed.

A copy of the USD North Commons Renovation Preliminary Facility Project can be found on pages **970** to **973** of the official minutes.

**THURSDAY, MARCH 30, 2017**

Regents' President Schaefer resumed the meeting at 9:25 a.m.

## **7-K FY17 General Bill Amendments**

Dr. Monte Kramer, System Vice President of Finance & Administration, presented the General Bill Amendments to the FY17 General Bill. He described the portion of the bill relating to the Board of Regents and noted that any changes in the bill are considered one-time adjustments and are not base-budget adjustments.

Regent Johnson said she disagrees with the formula used to determine the claw backs of general funds distributed a year ago. She said it seems like the same formula used to allocate the funds should be used to determine the claw backs. In other words, they determined the general funds by one formula and took them away using another. If a similar scenario is presented in future years, she encourages the Board to ensure fairness of how general funds are apportioned and taken away.

A copy of the FY17 General Bill Amendments can be found on page **974** of the official minutes.

## **7-L FY18 Budget Summary**

Dr. Monte Kramer, System Vice President of Finance & Administration, provided an overview of the general fund base budget changes pertaining to the Board of Regents. He explained that the Board received an overall decrease to the general fund base of \$3,675,961. He said no employee compensation package was approved this year, which is another 1.7% decrease to the FY17 general fund base.

He said the estimated base for FY18 does not include health insurance funding. Dr. Kramer explained that the state will need to modify its health care package to recover the loss. Additionally, the Board will have to increase tuition in order to cover health care increase for every employee (\$83.00 per employee). Regarding the modification to the state's health care plan, he said the Commissioner of the Bureau of Human Resources recently informed state employees that the employee health care plan will be modified in the following ways: the current \$750 deductible plan which will move to \$850, and the out-of-pocket maximums will increase by \$500 for all health care plan options.

Dr. Kramer said that the state was not able to contribute to the system's maintenance and repair (M&R) fund this year. He said this state investment has been a very important element of our budget. He said keeping the M&R fund to 2% has been very important and he hopes the legislature will be able to fund it again next year.

Regent Jewett asked for clarification about the reduction, which he understands to be a total of \$4 million. Dr. Kramer said that total is correct with one caveat. He said FY17 is not a base budget cut so it only comes out of the budget one time.

Regent Jewett commented on the Higher Education Facilities Fund (HEFF) and said the state of South Dakota has rarely been involved in building higher education's facilities. Until 2014, the state was also not maintaining any part of the buildings. At that time, the state started participating in the maintenance of buildings which is very important to the system. He said South Dakota students carry a materially larger burden than other states' students in terms of building and maintaining buildings. He emphasized the importance of keeping this a priority.

A copy of the FY18 Budget Summary can be found on pages **975** to **978** of the official minutes.

## **7-M 2016-2017 Regional Tuition Survey**

Mary Ellen Garrett, System Accounting Director, explained that the Board office conducts an annual comprehensive tuition survey of the four-year public institutions in the surrounding states.

She said when looking at how South Dakota tuition and fee rates rank in the region (ranking from lowest to highest), South Dakota continues to rank seventh highest out of eight states for undergraduate resident tuition and fees. It ranks third out of eight states for graduate resident tuition and fees. South Dakota remains the lowest for nonresident undergraduate and graduate tuition and fees. South Dakota's undergraduate resident total cost (including tuition, fees, room and board) ranks fifth highest out of the eight states while nonresident undergraduate and nonresident graduate total costs are the lowest. Graduate resident rates are within \$1,159 of the lowest school. The low nonresident rates reflect the goal of recruiting nonresident students to build the SD workforce.

In response to a question, Dr. Monte Kramer said this survey does not account for any graduate assistantships that are awarded to students.

Regent Johnson said in the areas of engineering and science, it is true that at the PhD level students get assistantships but others, such as those getting a doctorate in education, often do not get assistantships.

The results and more information on the 2016-2017 Regional Tuition Survey can be found on pages **979** to **1027** of the official minutes.

## **7-N FY18 Tuition and Fee Overview**

Mary Ellen Garrett, System Accounting Director, presented an overview in order to frame the context of the proposed tuition and fee increases being considered by the Board. Included in the overview was a summary of cost drivers (funding issues that must be considered when determining the annual cost increase to students), annual cost, and state versus student funding.

A copy of the FY18 Tuition and Fee Overview can be found on pages **1028** to **1033** of the official minutes.

## **7-O FY18 On-Campus Tuition and Mandatory Fees**

Mary Ellen Garrett, System Accounting Director, described the factors that were considered in the proposals for tuition and mandatory fee increases. She said the FY18 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.

For Option 1 as described in the agenda item, the impact to students within the system will range from \$48.00 to \$315.00 per year and will be an average cost increase of \$197.50 per year or 2.4%.

She indicated that minimal cost drivers will influence the tuition and fee rates for the upcoming year. There is no state salary policy increase for FY18. The estimated increase of \$342 in health care per benefit eligible employee was recommended by the Governor; however, the Legislature funded only 25% of this need through general funds. The increased cost per benefit eligible

employee will be \$83; the difference will have to be made up with health care plan changes. The \$83 increase is covered in this proposal as part of the increase to tuition of 0.5%. Additionally, she explained that the Consumer Price Index increase for the last fiscal year was .67%. This inflationary increase will be applied to the operating expense base budgets for tuition and all the fees.

She said BHSU, NSU, SDSU, and USD all submitted GAF increases above inflation. Justifications for these requests were presented and discussed.

She provided insight into Option 2 as described in the agenda item. She said in March 2012, the Board established differential tuition rates for the research universities. The differential rates allowed SDSM&T, SDSU, and USD to generate income that is retained under University Managed Resources to support the broader research mission. The differences in salary levels, overhead to support research, commitment by researchers to generate research monies, space requirements, and equipment investments are just some of the real costs that are recognized differences between the institutions. These differences provide a sound rationale for the alignment of price with cost of delivery. This would be a \$5.70 per credit hour increase for undergraduate residents, \$16.30 for undergraduate non-residents, \$8.60 for graduate residents, and \$26.30 for graduate nonresidents.

Dr. Monte Kramer provided additional perspective on the 2012 differential rates and further described Option 2 which proposes changes to the \$5.70 and \$8.60 rates described.

Regent Adam noted that the CPI increase has not mirrored the actual inflation of tuition over the last 10 years. Therefore, he wonders if it is really fair to use the CPI as a long term inflationary measure. He wonders about the sustainability over the long term if we continue to make increases above and beyond our benchmark. It is important to keep this in mind. Every increase above our benchmark should not be taken lightly.

Regent Johnson shares Regent Adams thoughts and concerns. However, she said she will support Option 2. She said six years ago there was a thought among most of the Regents that it was important to take a look at the historic distribution of base funds to the universities. The Board office staff analyzed whether or not the money had really followed the work load of the different universities. She described the funding formula they used to analyze the fund distribution. She said at that time they found disparity in base funding measures but had limited tools to correct it. Working with the Governor's office, they understood that this could be dealt with in phases which included a modest realignment of base budgets and differential tuition. After looking at the annual increases for the smaller schools which are slight, it is clear that they have been doing this on a shoe string. Her concern is that there is an expectation on these small schools to increase retention while taking more at-risk students, yet there is no new money for increased services. With this increase, she expects an increased responsibility for institutions and foundations to raise money for scholarships to help the students who cannot afford this.

Regent Bastian assumed that Option 2 would include a .5% increase at the three research schools which is proposed in Option 1. He asked for clarity on whether or not Option 2 was inclusive of all schools or only the schools with the lower tuition rate. It was clarified that Option 2 incorporated all of Option 1; the difference is in the \$5.70 per credit hour increase for undergraduate students and \$8.60 for graduate residents.

Regent Adam asked Dr. Kramer if all three of the smaller schools support Option 2. Regents' President Schaefer invited the presidents from NSU, BHSU and DSU to comment.

BHSU President Jackson supports Option 2 and hopes the Board will support it. BHSU Student Senate President concurred.

DSU President Griffiths supports Option 2 and does not feel it will have an impact on enrollment. The additional money will help support student success efforts and said that all comprehensive schools conduct research and have similar demands as the research institutions.

NSU President Downs said that the students have indicated that they want the GAF increases and the other proposed increases will not impact enrollment. He agreed that it is important to raise scholarship dollars to support students.

Regent Morgan asked the presidents if this money would be used for student success efforts. President Griffiths agreed that this money is critical for student success efforts, which they have continually identified as a top priority. President Downs agreed and described NSU's Title III grant which only last five years. He said their retention efforts have paid off with an increase of 8%. This money would support the efforts built by the Title III grant, which the institution needs to pay for on its own starting the sixth year after the grant was received.

Regent Schieffer asked if Option 2 would affect BHSU considering the proposal to be addressed later in the meeting. Dr. Rush said if Option 2 is approved, he has an alternative motion for the BHSU proposal to reflect it.

Regent Jewett shared additional perspective on the historical summary provided by Regent Johnson. He used Fact Book information to show the funding challenges of the smaller schools. He also addressed the CPI issue and said that the higher education CPI was always higher than the actual CPI, which is why the legislature did not like it. He said that higher education CPI included the nationally normed faculty salaries, which South Dakota does not pay.

In response to Regent Schieffer's question, Dr. Kramer said that the \$2 million decrease in general funds along with any tuition increase will set the system backward in its goal to get the state to pay 50% of the students' education.

Regent Schieffer commented on Regent Morgan's proposal. He said he does not understand the notion that the schools need to have the same or different tuition rates. He asked if each institution could be analyzed individually rate setting purposes in future years. He said the research institutions around the country have higher rates due to the fact that they cost more to run. From a business perspective, he would like to pursue an analysis and justification for individual rate structures. He would like a better cost justification to go in the reverse direction of our goal toward 50% of student burden.

Regent Jewett said he does not disagree philosophically with Regent Schieffer's sentiments. He said this cannot be done this year but could be considered in the future. He provided further justification for the proposal in front of the Regents.

Regent Roberts appreciated Regent Schieffer's comments and explained her concerns about raising rates for the smaller schools.

Regent Bastian asked Dr. Rush and staff to consider whether this should be a discussion topic at the August. The topic would address the following question: Can we set different rates at the different schools and what would we need to do in order to consider this change? Regents' President Schaefer agreed and suggested that this be added to the retreat agenda.

Regents' President Schaefer said there may have been a better way to handle the differential tuition in 2012. He is not clear that the two categories of schools, comprehensive versus research, was the right approach. He recognized that the lack of a critical mass as the smaller schools needs to be accounted for in the costs it takes to run an institution. He also indicated that the differential tuition effort of 2012 has not accomplished what he thought it would at that time. He felt that the motion on the floor would allow the smaller institutions the opportunity to regain footing on student success efforts and going forward we could analyze funding.

Regent Sutton agreed that we need a working group to consider the questions posed today and the work of that group can inform the August retreat topic. He felt that the motion on the floor would allow all institutions to start at a level playing field and help to focus the needed conversations.

Regent Adam recognized the importance of comments made by Regents and presidents and said he will vote for Option 2.

Regent Morgan asked that the opportunity be provided to the presidents of the larger schools to comment on the proposed .5% increase.

SDSU President Dunn said he has been monitoring the total cost of degrees and feels that SDSU's competitiveness remains. He recognized the challenges with the state budget and agreed with the cautious approach proposed.

Sheila Gestring, USD Vice President of Finance & Administration, said that although there are several student success initiatives USD would like to fund, she feels the .5% increase to cover the cost drivers is what must be considered at this time.

Regent Morgan said the most expensive degrees are those that are not completed. He said he doesn't feel that the comprehensive schools need to be lock step with the research universities in regard to tuition rates in the future. He would like to acknowledge the priority of student success and propose an additional increase for the large schools.

IT WAS MOVED by Regent Johnson, seconded by Regent Bastian, to approve the proposed FY18 On-Campus Tuition and Mandatory Fees represented within the Board agenda item with the addition of \$5.70 per credit hour increase for undergraduate residents and nonresidents; and \$8.60 for graduate residents and nonresidents at BHSU, DSU and NSU, and to authorize the Executive Director to adjust all tuition rates affected by these additions. Final rates are represented in Appendix A. Motion Passed.

IT WAS MOVED by Regent Morgan to amend the motion on the floor to increase the tuition at the large universities (SDSM&T, SDSU, USD) by \$2.50 per credit hour for student success initiatives. The motion died for lack of a second.

A copy of the FY18 On-Campus Tuition and Mandatory Fees can be found on pages 1034 to 1048 of the official minutes.

## **7-P FY18 System, Discipline, Delivery, and Vehicle Registration Fees**

Mary Ellen Garrett, System Accounting Director, presented the proposed increases to the FY18 System, Discipline, Delivery, and Vehicle Registration Fees.

She presented an additional handout to the Regents that describes the SDSU and USD BSN Clinical Nursing Fee increase. This increase is an additional \$36.50 per credit hour fee to pay for software required by the clinical sites. She said these additional proposals should be considered a part of Attachment I.

She also said the Bureau of Finance and Management calculated the annual Consumer Price Index (CPI) for the last fiscal year at .67%. This inflationary increase is sufficient to cover the \$83 increase in employee health care and an increase on operating expenses.

IT WAS MOVED by Regent Schieffer, seconded by Regent Roberts, to approve the proposed FY18 System, Discipline, Delivery, and Vehicle Registration Fees as presented in Attachment I with the addition of the \$36.50 BSN Clinical Nursing fee increase that was not presented in the original Attachment I but was presented as a separate handout in this discussion. Motion Passed, Regent Sutton abstained.

A copy of the FY18 System Discipline, Delivery, and Vehicle Registration Fees can be found on pages **1049** to **1062** of the official minutes.

## **7-Q FY18 Off-Campus Tuition**

Mary Ellen Garrett, System Accounting Director, presented the FY18 Off-Campus Tuition Rates proposal to the Board. She said all courses offered off campus, including those at the University Centers and electronically delivered courses, are charged an 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. The proposed rate increase for off-campus tuition is commensurate with the system weighted cost increase for on-campus tuition. The increase is .5%.

Regent Jewett said that University Centers are treated as off-campus for tuition rates, meaning higher tuition rates for these students. He noted the challenge in this business model. He said it should be a priority of the Board to change this tuition structure to fall under “state support” or a lower tuition rate.

Regent Bastian asked for clarification about state statute. Statute says that the University Center in Sioux Falls has to be at a self-support rate and to change it to on-campus rates would require legislative action. There is an understanding that the other University Centers should be handled similarly. He said if the Board addresses this topic with the legislature, it should address both the UC-SF tuition rates and release the other University Centers from the understanding.

Regent Bastian asked for further clarification about the motion on the floor and whether or not it would need to be adjusted considering the rate adjustment just approved by the Board.

Dr. Rush said this motion should either be taken as written in the agenda item or be adjusted to reflect the preference of the Board considering the motion just approved by the Board that increases the rates for BHSU, NSU, and DSU.

Regent Johnson said the off-campus tuition rate is set equal to the highest tuition rate. Dr. Kramer said the highest rate is being driven by the GAF increase. Dr. Kramer said this can be corrected by accepting the motion with the addition that we will adjust the rate of the technical institutes to reflect the actions of Option 2.

IT WAS MOVED by Regent Schieffer, seconded by Regent Adam, to approve the proposed FY18 Off-Campus Tuition and Mandatory Fees as presented in Attachment I. Motion Passed.

IT WAS MOVED by Regent Schieffer, seconded by Regent Adam, to give the Executive Director the authority to make further refinements to the FY18 Off-Campus Tuition and Mandatory Fees just approved with respect to the Technical Institute charges that would comport with the tuition fee proposal (Option 2) that was earlier passed. Motion Passed.

A copy of the FY18 Off-Campus Tuition can be found on pages **1063** to **1065** of the official minutes.

### **7-R FY18 Housing and Food Service Rates**

Mary Ellen Garrett, System Accounting Director, presented the FY18 Housing and Food Service Rates to the Board. 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 FY18 is the Consumer Price Index (CPI) of .67% which will provide the necessary funds needed to cover the health care increase and inflation on operating expenses (OE). She provided an overview of the recommended rates and increases above inflation for FY18 that can be found on Attachment I in the agenda item.

IT WAS MOVED by Regent Schieffer, seconded by Regent Sutton, to approve the FY18 Housing and Food Service Plan rates as presented in Attachments I & II. Motion Passed.

A copy of the FY18 Housing and Food Service Rates can be found on pages **1066** to **1075** of the official minutes.

### **7-S FY18 Special Schools Nonresident Tuition**

Mary Ellen Garrett, System Accounting Director, said 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 non-resident students who may attend the school. The current tuition rate at SDSB&VI is \$35,611 for instructional costs and \$14,394 for residential care. This rate is reflective of the current costs for these areas. It is recommended that the rate be increased by inflation only.

IT WAS MOVED by Regent Schieffer, seconded by Regent Roberts, to approve the FY18 nonresident instructional tuition rate to be \$35,789.00 and the residence cost to be set at \$14,466.00 for the School for the Blind and Visually Impaired as presented in the item. Motion Passed.

A copy of the FY18 Special Schools Nonresident Tuition can be found on page **1076** of the official minutes.



### **7-T FY18 Graduate Assistant Stipends**

Mary Ellen Garrett, System Accounting Director, said 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 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.

Mary Ellen said 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. She also mentioned that SDSU 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 Schieffer, seconded by Regent Bastian, to approve of BHSU, DSU, and NSU for FY18 minimum graduate assistant stipends in the amount of \$3,612 per semester and \$903 per four-week session; SDSM&T FY18 minimum graduate assistant stipends in the amount of \$3,849 per semester and \$962 per four-week session; and USD FY18 minimum graduate assistant stipends in the amount of \$3,763 per semester and \$940 per four-week session. Motion Passed.

A copy of the FY18 Graduate Assistant Stipends can be found on pages **1077** to **1078** of the official minutes.

### **7-U SDSU Replacement of Bond and Utility Fee with General Activity Fee**

Dr. Monte Kramer, System Vice President of Finance & Administration, stated that currently student meal plan costs at four of the universities (BHSU, SDSM&T, SDSU and USD) include a facility fee, also known as bond and utility fee (BUF), in the total semester meal plan cost paid by the student. This fee is used to pay utility costs and bond payments on the student food service facilities. He said that this assessment methodology has been in place since the 1970's when food service was structured around traditional "board plans" (a specified number of meals provided per semester) and before the current food service flexibility to choose from a wide variety of meal options in the student union. Historically, this fee has been paid by the students residing in the university residence halls (residential students). With recent renovations and relocations of food service facilities to student unions and other locations, university food service facilities now serve non-residential students in addition to the traditional residential students. Over time, this assessment methodology has become outdated and increasingly unfair to residential students. Many on-campus students use the current student union food service venues, but only the residential students are currently paying the bond and support costs for those services.

SDSU proposes to assess the facility fee as a component of the general activity fee (GAF) rather than as an addition to residential meal plan costs. By assessing the fee through the GAF, the cost would be recovered from all students rather than just from residential students. This change would replace the current outdated assessment method with a fairer assessment method that fits contemporary food service operations that provide service to both residential and non-residential

students. Students taking on-campus courses would pay the fee as they are likely the ones using the food service venues.

Dr. Kramer mentioned that the proposed change would be revenue neutral – the facility fee on the meal plans would be phased out and the GAF would be increased to recover the revenue currently received from the facility fee. Instead of entirely replacing the BUF with a GAF in FY18, a four-year transition plan is proposed for FY18 to FY21. The proportion of revenue generated from the BUF will transition to GAF over the four-year period, phasing out the BUF entirely in FY21. This is the fairest approach to students that have already paid the full BUF as sophomores and juniors.

Wes Tschetter, SDSU Vice President of Finance & Administration, pointed the Board to the fee structure described in the agenda item. He said the structure includes a fee at the same rate as on the meal plan, which creates a more equitable and transparent way to assess the fee. He said the Student Union has seven venues that did not exist 10 years ago. He further explained that about 2,000 students use this facility who do not have a meal plan. Therefore, those with meal plans pay a 13% premium compared to the users without a meal plan. He said that in addition to being the fairest way to assess the fee, it is also the most stable way to pay the bond payments.

Michaela Willis, SDSU Vice President of Student Affairs, said the current system places the financial burden of the Student Union dining service on the backs of the freshmen and sophomores and creates inherent challenges for student success. The new model seeks to build in transparency to demystify the cost of college because the current system is difficult to understand. She said students and parents have a hard time understanding why they are charged this fee. Furthermore, the cost of the meal plan when including the BUF makes SDSU less competitive to prospective students as well. Spreading this cost allows the institution to be more comparable to competitors. She emphasized the fact that this change is revenue neutral. Additionally, she noted that while the Student Association approved a resolution that does not outright support the change, the Resident Hall Association which represents nearly 4,800 students voted in support of the change.

Allyson Helms, President of SDSU Student Association, spoke in opposition to this proposal. She said shifting this fee to the student body during a year with tuition increases is not the solution. The issue has never been presented as a problem on behalf of students, it was always brought forward by the administration. The Student Association does not see a compelling reason to change at this time.

Regent Schieffer asked Allyson why it is fair for the individuals without a meal plan to pay less than those with a meal plan. Allyson responded by saying that all students pay this at some point when they are required to live in the residence hall. She referenced a compromise position proposed by the student association which was declined by the administration.

Wes noted that he respected the students' position but there are reasons for this change other than preference. Dr. Willis further explained that the amount generated (\$200,000) does not cover the entire bond and utility payment. Additionally, she noted that the RHA did speak in favor to the four-year transition plan.

Regent Adam pointed out that only 15% have never paid the BUF and only 20% of students who do not have a meal plan use the Student Union dining services. Therefore, he feels that students who do not use the facilities will be forced to pay for a service they do not use.

Regent Jewett emphasized the importance of the student voice.

Dr. Kramer said the proposal in front of the Board is the best option for a transition plan. He said this is a better model that would work for SDSU.

Allyson emphasized that the Student Association brought forward a compromise position, but it was not achieved.

Regent Bastian understood that SDSU is considering future renovations to Larsen Commons. Dr. Willis said when Larson Commons was upgraded a few years ago, the back of the house was not addressed. She said there is significant need to upgrade the back side. As SDSU looks at that solution, it will not look to a bond and utility solution instead it will look at a GAF solution.

Regent Johnson said this is the better business plan and she has heard from countless parents that the meal plans cost more than if their student purchased food without the plan. Regent Morgan feels that the voice that is not represented is the incoming freshmen and this change has the possibility to help with recruitment.

Allyson recognized that the transition will likely happen at some point, but she said she felt this was not the year considering the additional tuition and GAF increases.

Wes indicated that there is no perfect year, but with no salary increase this year, there is less increases than would be included in a year with salary policy. Regent Jewett agreed and said this would be the year to do this due to this year's salary policy situation.

IT WAS MOVED by Regent Schieffer, seconded by Regent Morgan, to approve the plan to replace the bond and utility fee at SDSU with a GAF increase over the next four years and to reduce the food service rates. Motion Passed.

A copy of the SDSU Replacement of Bond and Utility Fee with General Activity Fee can be found on pages 1079 to 1081 of the official minutes.

### **7-V BHSU Tuition Structure Proposal**

Dr. Monte Kramer, System Vice President of Finance & Administration, explained that BHSU is proposing to charge an estimated rate of \$231 per credit hour for undergraduate resident taking on-campus courses and \$381 per credit hour for undergraduate nonresidents taking on-campus courses. No additional fees will be assessed on these rates with the exception of the professional education major's fees. All other special discipline fees will be eliminated, becoming part of the one-rate tuition structure for BHSU courses. He said this is a reasonable approach to presenting tuition and fee costs. The purpose of this is not to increase revenue as the costs will be spread evenly across students. The purpose is to make a simpler fee structure.

Regent Schieffer recognized the slight adjustment that will need to be reflected due to the Board's decision to pick Option 2 for the tuition setting in 7-O.

Dr. Kramer said that going forward BHSU will request increases and he feels comfortable that he will have the details needed to provide the appropriate background.

Regent Johnson said the discipline fees come as a surprise to students and parents because it is not clearly viewed when they look at the tuition and fee schedule. From this perspective, it is more transparent.

Regent Jewett said that although it is simpler he is uncomfortable with the proposal considering the Fact Book outlines all the fees and he is unsure of how these details will be outlined for BHSU going forward. Dr. Kramer described the fees that will be rolled into the tuition structure.

Dr. Kramer said that he knows what has been rolled into the rate structure and the history will be maintained.

Regent Bastian said he is in favor of this proposal and thinks that the Fact Book page, which will continue to list the various fees, could indicate by asterisks which fees are under the BHSU tuition rate.

Dr. Kramer said Regent Bastian's suggestion was not how he was envisioning this in the future. Instead he will use the history to describe the detail to the Regents.

IT WAS MOVED by Regent Schieffer, seconded by Regent Roberts, to approve BHSU's tuition proposal for an all-inclusive tuition structure proposal based on the FY18 on-campus rates already approved in agenda item 7-O. Motion Passed.

A copy of BHSU's Tuition Structure Proposal can be found on pages **1082** to **1084** of the official minutes.

Dr. Kramer clarified that the ADRDL is maintained by general funds. No HEFF funds will be used in

### **RESOLUTION TO RECOGNIZE REGENT KATHRYN JOHNSON**

Regents' President Randy Schaefer said if there was no objection to amend the agenda to recognize Regent Kathryn Johnson he would entertain a motion.

IT WAS MOVED by Regent Sutton, seconded by Regent Schieffer, to recognize Regent Kathryn Johnson for her years of dedicated service to South Dakota's system of public higher education. Motion Passed.

Regents' President Schaefer and Regent Sutton presented Regent Johnson with a plaque and medallion. Dr. Rush read Regent Johnson's Resolution of Recognition aloud:

**WHEREAS**, Kathryn Johnson served the people of the state of South Dakota for 12 years, from April 2005 to March 2017, as a member of the South Dakota Board of Regents; and

**WHEREAS**, Regent Johnson performed with distinction as Secretary (2008-2009), Vice President (2009-2011), and President of the Board of Regents (2011-2013); and

**WHEREAS**, Regent Johnson served as a tireless advocate for the advancement of research and innovation in South Dakota, playing an integral role in enhancing the state's research trajectory, and leaving a lasting impact for generations to come; and

**WHEREAS**, Regent Johnson exemplified steady, thoughtful leadership as the Board embarked on initiatives to promote strong academic standards, to develop innovative approaches to resource allocation and performance assessment, and to improve relationships with South Dakota policymakers; and

**WHEREAS**, Regent Johnson took an active and involved role to ensure that South Dakota's public resources were always invested wisely to achieve the academic, research, and service missions of the Board of Regents' system; and

**WHEREAS**, Regent Johnson served throughout her tenure on the Board with utmost integrity and steadfast dedication to the improvement of South Dakota's system of public higher education and its constituent institutions;

**THEREFORE, BE IT RESOLVED**, that it is the desire of the Board of Regents to applaud and recognize Regent Johnson for her dedicated service, leadership, and vision; and

**BE IT FURTHER RESOLVED**, that Regent Kathryn Johnson be thanked for her outstanding contributions and dedication to higher education and to South Dakota, and it is ordered that this Resolution be spread upon the minutes of this Board and that a copy thereof be forwarded to Regent Johnson.

Adopted this 30<sup>th</sup> day of March, 2017.

The audience gave Regent Johnson a standing applause.

Regent Sutton also recognized the leadership of Regents' President Schaefer as he concludes his term as president.

### **ADJOURN**

IT WAS MOVED by Regent Schieffer, seconded by Regent Morgan, to adjourn the March 2017 Board of Regents meeting. Motion Passed.

Meeting adjourned at 1:00 p.m.

## SPECIAL RESOLUTION

**WHEREAS**, Dianne Halverson, Senior Secretary, has retired from active service at Dakota State University effective June 21, 2017, and

**WHEREAS**, Mrs. Halverson has devoted twenty three years of her career to Dakota State University, to provide support and accounting functions for departmental efforts, first for the Business and Education Institute, then Technology Support Services, and finally the Center for Advancement of Health Information Technology. At the same time Mrs. Halverson provided support to eleven school districts of the Prairie Lakes Education Cooperative by processing Medicaid claims and supporting both the director and school psychologists, and

**WHEREAS**, Mrs. Halverson, has humbly shared her expertise with campus staff, as well as with visitors to the campus, and has provided admirable service to the South Dakota System of Higher Education and to the alumni of the university through her hard work to ensure the successful delivery of outreach across South Dakota and the upper Midwest, 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 Mrs. Halverson for her leadership and many years of dedicated service to the students, to the University, to the community, and to the profession, and

**THEREFORE, BE IT RESOLVED**, that Mrs. Dianne A. Halverson be accorded special recognition for her 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 Mrs. Halverson.

Adopted this 29<sup>th</sup> day of March, 2017.



**ATTEST:**

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Dr. José-Marie Griffiths, President  
Dakota State University

### SOUTH DAKOTA BOARD OF REGENTS

\_\_\_\_\_  
Randy Schaefer, President

\_\_\_\_\_  
Bob Sutton, Vice President

\_\_\_\_\_  
Kevin Schieffer, Secretary

**Special Resolution Number 01-2017**

## **SPECIAL RESOLUTION**

**WHEREAS**, Kathryn Johnson served the people of the state of South Dakota for 12 years, from April 2005 to March 2017, as a member of the South Dakota Board of Regents; and

**WHEREAS**, Regent Johnson performed with distinction as Secretary (2008-2009), Vice President (2009-2011), and President of the Board of Regents (2011-2013); and

**WHEREAS**, Regent Johnson served as a tireless advocate for the advancement of research and innovation in South Dakota, playing an integral role in enhancing the state's research trajectory, and leaving a lasting impact for generations to come; and

**WHEREAS**, Regent Johnson exemplified steady, thoughtful leadership as the Board embarked on initiatives to promote strong academic standards, to develop innovative approaches to resource allocation and performance assessment, and to improve relationships with South Dakota policymakers; and

**WHEREAS**, Regent Johnson took an active and involved role to ensure that South Dakota's public resources were always invested wisely to achieve the academic, research, and service missions of the Board of Regents' system; and

**WHEREAS**, Regent Johnson served throughout her tenure on the Board with utmost integrity and steadfast dedication to the improvement of South Dakota's system of public higher education and its constituent institutions;

**THEREFORE, BE IT RESOLVED**, that it is the desire of the Board of Regents to applaud and recognize Regent Johnson for her dedicated service, leadership, and vision; and

**BE IT FURTHER RESOLVED**, that Regent Kathryn Johnson be thanked for her outstanding contributions and dedication to higher education and to South Dakota, and it is ordered that this Resolution be spread upon the minutes of this Board and that a copy thereof be forwarded to Regent Johnson.

Adopted this 30<sup>th</sup> day of March, 2017.

### **SOUTH DAKOTA BOARD OF REGENTS**

\_\_\_\_\_  
Randy Schaefer, President

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Bob Sutton, Vice President

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Kevin Schieffer, Secretary

### **ATTEST:**

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Dr. Michael Rush, Executive Director & CEO  
South Dakota Board of Regents

**Special Resolution Number 02-2017**

## **SPECIAL RESOLUTION FOR MS. BRITTANY THOMPSON BLACK HILLS STATE UNIVERSITY**

**WHEREAS**, Ms. Brittany Thompson was our sitting Student Senate President who died from cancer on January 24, 2017 and was a junior with 30 credit hours remaining toward her degree in Psychology and Political Science; and

**WHEREAS**, her tenacious spirit and passion for social justice challenged university policies and procedures both at Black Hills State University and at the state level, and testified to the legislature on behalf of all South Dakota students regarding handguns on campus; throughout her interactions with students, faculty, administrators and State officials, she was professional, respectful and honest; and

**WHEREAS**, Brittany worked for two years to establish a restorative justice program now known as The Thompson Diversion Program, and was successful in building the BHSU debate team where she received an award for being in the Top 20 in the individual debate category; and

**WHEREAS**, as a Black Hills State University Presidential Ambassador for two years, Brittany represented BHSU as a host of campus events sponsored by the President, promoted the Alumni Association and collaborated with other student organizations; and

**WHEREAS**, Brittany loved BHSU and helped establish the Jacket Pack and was the driving force behind the establishment of a series of talks entitled "Socrates Café" and was honored as the Outstanding Student Leader for 2016.

**THEREFORE, BE IT RESOLVED**, that henceforth Brittany Thompson will be recognized as having an honorary Bachelor of Science degree in Psychology and Political Science; and as further recognition of her faithful service, it is ordered that this resolution be spread on the minutes of the Board of Regents.

Adopted this 29<sup>th</sup> day of March, 2017.

### **SOUTH DAKOTA BOARD OF REGENTS**

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Randy Schaefer, President

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Bob Sutton, Vice President

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Kevin Schieffer, Secretary

### **ATTEST:**

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Dr. Tom Jackson, Jr., President  
Black Hills State University

**Special Resolution Number 03-2017**



## SPECIAL RESOLUTION

**WHEREAS**, Dr. Mark Bartusis, Professor of History, retired after 29 years of service to Northern State University, the Department of History, Political Science, Sociology, and Geography, and the College of Arts and Sciences; and

**WHEREAS**, Dr. Bartusis achieved the academic rank of Full Professor based on distinguished record of meritorious teaching, scholarship, and service; and

**WHEREAS**, Dr. Bartusis has been an active leader in the field of history and history education, having received numerous awards, honors, and grants; and

**WHEREAS**, Dr. Bartusis established a distinguished record of teaching focused in History as demonstrated by consistently high evaluations by his supervisors and positive faculty peer observations; and student evaluations of instruction; and

**WHEREAS**, Dr. Bartusis contributed to the discipline through a distinguished record of research fellowships, including an Andrew W. Mellon Faculty Fellowship at Harvard University, 1988-1989; Dumbarton Oaks Summer Fellowship, 1989; a National Endowment for the Humanities Fellowship for College Teachers and Independent Scholars, 1993; a National Endowment for the Humanities Fellowship at the American School of Classical Studies at Athens, 2003-2004; and a Dumbarton Oaks Fellowship, 2010-2011; and

**WHEREAS**, Dr. Bartusis received numerous grants throughout his career, including from the National Endowment for the Humanities, 1986; State of South Dakota Governor's Faculty Award for Teaching with Technology, 1998; the Nora Staael Evert Summer Research Award, 2006; and several other grants from Northern; and

**WHEREAS**, Dr. Bartusis maintained an active research program that featured four academic books published by respected presses, such as University of Pennsylvania Press, 1992 and Cambridge University Press, 2013; published twenty-one academic journal articles and over seventy encyclopedia entries, as well as numerous conference presentations; and

**WHEREAS**, Dr. Bartusis distinguished himself through his leadership and service as Coordinator of the History and Geography Program, 2002-2003 and 2005-2009 and as a member of the Aberdeen/Brown County Landmarks Commission since 1999,

**THEREFORE, BE IT RESOLVED**, that henceforth, Dr. Bartusis will be awarded the title of Professor Emeritus of History, and as further recognition of his service, it is ordered that this resolution be recorded in the minutes of this Board and that a copy thereof be forwarded to Dr. Bartusis.

Adopted this 29<sup>th</sup> day of March, 2017.



**ATTEST:**

Dr. Timothy M. Downs, President  
Northern State University

**SOUTH DAKOTA BOARD OF REGENTS**

  
Randy Schaefer, President

  
Bob Sutton, Vice President

  
Kevin Schieffer, Secretary

**Special Resolution Number 04-2017**

## SPECIAL RESOLUTION

**WHEREAS**, Dr. Abderrahman Elkhader, Professor of Mathematics, will retire effect June 21, 2017, after 27 years of service to Northern State University, the Department of Biology, Chemistry, Physics, and Mathematics, and the College of Arts and Sciences; and

**WHEREAS**, Dr. Elkhader achieved the academic rank of Full Professor based on distinguished record of meritorious teaching, scholarship, and service; and

**WHEREAS**, Dr. Elkhader has been an active leader in the field of mathematics and math education, having received numerous awards, honors, and grants; and

**WHEREAS**, Dr. Elkhader distinguished himself through his leadership and service as the Assistant to the Provost and Vice President for Academic Affairs, 2008-2009; Interim Dean, 2008; Head and Director of the Department of Mathematics, 1997-2003 and 2008-2009; Director of the Office of Instructional Services, 2006-2009; Interim Coordinator of the Grants Office, 2007-2009; member of the Faculty Senate, 2012-2015; chair of the South Dakota Board of Regents Math Discipline Council, 2001-2002, 2007-2008, 2013-2014; and

**WHEREAS**, Dr. Elkhader established a distinguished record of teaching focused on mathematics as demonstrated by consistently high evaluations by his supervisors and positive faculty peer observations; and student evaluations of instruction; and

**WHEREAS**, Dr. Elkhader contributed to the discipline through a distinguished record of research fellowships, including a Bush Leadership Fellowship from the Archibald Bush Foundation, 2008-2010; Senior Fulbright Scholar Award from the U.S. Department of State, 2003-2004; the Nora Staael Evert Faculty Award from Northern State University, 2001; and

**WHEREAS**, Dr. Elkhader was recognized for his overall contributions to the University, the Board of Regents System, and the State of South Dakota by receiving the Outstanding Faculty Award at Northern State University, 1997,

**THEREFORE, BE IT RESOLVED**, that henceforth, Dr. Elkhader will be awarded the title of Professor Emeritus of Mathematics, and as further recognition of his service, it is ordered that this resolution be recorded in the minutes of this Board and that a copy thereof be forwarded to Dr. Elkhader.

Adopted this 29<sup>th</sup> day of March, 2017.



**ATTEST:**

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Dr. Timothy M. Downs, President  
Northern State University

**SOUTH DAKOTA BOARD OF REGENTS**

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Randy Schaefer, President

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Bob Sutton, Vice President

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Kevin Schieffer, Secretary

**Special Resolution Number 05-2017**

## SPECIAL RESOLUTION

**WHEREAS**, Dr. Sally B. Palmer, Professor of Humanities, retired from the faculty of the South Dakota School of Mines & Technology on May 21, 2017;

**WHEREAS**, Dr. Palmer has devoted eighteen years of teaching English and Humanities at the South Dakota School of Mines & Technology and has served with distinction in this capacity, being a respected faculty member in Humanities as shown by consistently positive ratings on student opinion surveys and enrollment in her courses;

**WHEREAS**, Dr. Palmer has unselfishly given of her time, talent, and energy to both students and colleagues at the South Dakota School of Mines & Technology, having taught all the courses in our writing and English literature sequences and having designed and offered creative and thought-provoking courses in the Humanities, including Shakespeare, King Arthur's Legend, the Hero's Journey, the Gothic Novel, Jane Austen, and others;

**WHEREAS**, Dr. Palmer, during her career, has ably guided many Interdisciplinary Sciences advisees, having directed or assisted with the IS senior capstone projects of 12 graduating IS majors;

**WHEREAS**, Dr. Palmer has successfully pursued a noteworthy scholarship agenda, becoming a well-known scholar in Jane Austen studies, even having created a South Dakota chapter of the Jane Austen Society;

**WHEREAS**, Dr. Palmer has also served her State as the SD Mines representative for the BOR English Discipline Council for over a decade and as a Quality Matters Master Reviewer of online courses since 2004;

**WHEREAS**, Dr. Palmer has served her community since her arrival as an active member of the Black Hills Literacy Council, including as President and continuously as a tutor and tutor trainer, for which she received the Literacy Council's Service Recognition Award;

**WHEREAS**, the Board of Regents and the South Dakota School of Mines & Technology wish to express their appreciation to Dr. Palmer for her many years of faithful and dedicated service, as well as to honor, recognize, and commend her.

**THEREFORE, BE IT RESOLVED**, that Dr. Sally B. Palmer will carry the title Professor Emerita of Humanities; as further recognition of her faithful service, it is ordered that this resolution be spread on the minutes of the Board of Regents and a copy be forwarded to Dr. Palmer.

Adopted this 29<sup>th</sup> day of March, 2017.



**ATTEST:**

\_\_\_\_\_  
Dr. Heather Wilson, President  
South Dakota School of Mines & Technology

**SOUTH DAKOTA BOARD OF REGENTS**

\_\_\_\_\_  
Randy Schaefer, President

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Bob Sutton, Vice President

\_\_\_\_\_  
Kevin Schieffer, Secretary

**Special Resolution Number 06-2017**

## SPECIAL RESOLUTION

**WHEREAS**, Dr. Mary Arnold, Professor and Department Head of Journalism and Mass Communication and Assistant to the Dean of the College of Arts & Sciences for Marketing and Communications, will retire effective June 21, 2017, after 15 years of service to South Dakota State University; and

**WHEREAS**, Professor Arnold has provided significant administrative leadership as Department Head, including budget management, strategic planning, mentoring junior faculty, recruiting and retaining students, leading two successful accreditation visits; adding majors in advertising and public relations, minors in advertising and social media, an award-winning, first-of-its-kind accredited online Master in Mass Communication; creating the Yeager Media Center; and

**WHEREAS**, Professor Arnold has been an outstanding scholar—writing, editing and contributing to her field in the areas of scholastic press freedom, minorities in media, and particularly women in media; and

**WHEREAS**, Professor Arnold has been an inspiring teacher in the areas of editing, writing and reporting, media law, media administration and management, graphic design and women in media; and provided oversight to numerous high school journalism summer camps, conferences, contests and other initiatives to train both students and teachers; and

**WHEREAS**, Professor Arnold has been recognized nationally as the 2016 Honors Lecturer, 2015 Teacher of the Year, and Multicultural Recruitment Award winner by AEJMC's Scholastic Journalism Division; as a University of Oklahoma College of Journalism Leadership Award recipient; as a charter inductee in the Iowa High School Press Association Hall of Fame; as the recipient of the Gold Key Award, Media of Merit, and Pioneer Award from three major scholastic press associations; and

**WHEREAS**, Professor Arnold has received numerous external grants to promote high school and minority journalism, including the "Journalisms: Reviving High School Journalism in North and South Dakota" program; Ethics and Excellence in Journalism Foundation grants to promote tribal college outreach, high school outreach, and a Native American Media Symposium; Freedom Forum funds to create a high school journalism diversity guide; and

**WHEREAS**, Professor Arnold has served with distinction nationally on the Association of Schools of Journalism and Mass Communication Executive Committee, on the Newspaper Association of America Foundation Youth Services Committee, as president and member of the Student Press Law Center Board of Directors, as vice-head and head of AEJMC's Scholastic Journalism Division, as co-chair of the Journalism Education Association Multicultural Commission; among other roles; and

**WHEREAS**, Professor Arnold has served South Dakota as a charter member of the Board of Directors for South Dakotans for Open Government, the South Dakota Newspaper Association Minority Affairs Committee; as well as South Dakota State University in numerous roles, including faculty marshal at graduation, Department Head representative to the Academic Council, member of SDSU Management, Academic Leadership, and Women's Studies committees; and

**WHEREAS**, Professor Arnold has been responsible for strategic marketing in her role as Assistant to the Dean for Marketing and Communications, including creation of the College of Arts and Sciences' magazine, *Transformations*; and

**WHEREAS**, the Board of Regents and South Dakota State University wish to recognize Professor Arnold and express their appreciation for her many years of laudable service,

**THEREFORE, BE IT RESOLVED**, that henceforth, Professor Arnold will carry the title of Professor Emerita of Journalism and Mass Communication, and as further recognition of her service, it is ordered that this resolution be spread on the minutes of this Board and that a copy thereof be forwarded to Professor Arnold.

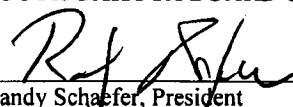
Adopted this 29<sup>th</sup> day of March.



ATTEST:

Dr. Barry H. Dunn, President  
South Dakota State University

SOUTH DAKOTA BOARD OF REGENTS

  
Randy Schaefer, President

  
Bob Sutton, Vice President

  
Kevin Schaeffer, Secretary

Special Resolution Number 07-2017

## SPECIAL RESOLUTION

**WHEREAS**, Dr. Keith Corbett, Professor and Dean of University College will retire in May, 2017, after more than 37 years of distinguished service to South Dakota State University; and

**WHEREAS**, Dr. Keith Corbett has effectively provided leadership for South Dakota State University's College of General Studies and University College; and

**WHEREAS**, Dr. Keith Corbett co-created the Summer Bridge program thereby enhancing student success for numerous incoming students transitioning from high school to college; and

**WHEREAS**, Dr. Keith Corbett has provided invaluable leadership to Jump Start, a grant funded student success initiative to support high risk students that incorporates summer bridge classes and activities; and

**WHEREAS**, Dr. Keith Corbett initiated development of the Exploratory Studies program which provides specialized courses and advising for students seeking to identify a major; and

**WHEREAS**, Dr. Keith Corbett supported the implementation of the course-based Academic Success Program for students on academic probation and students readmitted following an academic suspension; and

**WHEREAS**, Dr. Keith Corbett provided leadership for the development of the First-year Advising Center, the Early Alert Program, expansion of Supplemental Instruction, and growth of the Wintrobe Tutoring Program; and

**WHEREAS**, Dr. Keith Corbett has brought distinction and higher visibility to the university and his college through his dedication, distinguished leadership, and loyal service to South Dakota State University, the local community, state, and nation; and

**WHEREAS**, the Board of Regents and South Dakota State University wish to recognize Dr. Keith Corbett and express their appreciation for his many years of laudable service,

**THEREFORE, BE IT RESOLVED**, that henceforth, Dr. Keith Corbett will carry the title of Dean and Professor Emeritus of University College, and as further recognition of his service, it is ordered that this resolution be spread on the minutes of this Board of Regents, and that a copy thereof be forwarded to Dr. Keith Corbett.

Adopted this 29<sup>th</sup> day of March, 2017.



**ATTEST:**

\_\_\_\_\_  
Dr. Barry H. Dunn, President  
South Dakota State University

**SOUTH DAKOTA BOARD OF REGENTS**

\_\_\_\_\_  
Randy Schaefer, President

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Bob Sutton, Vice President

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Kevin Schietter, Secretary

**Special Resolution Number 08-2017**

## SPECIAL RESOLUTION

**WHEREAS**, Dr. Debra Farver, Professor of Pharmacy Practice at South Dakota State University will retire effective June 21, 2017 after 31 years of service to South Dakota State University and the College of Pharmacy and Allied Health Professions, and;

**WHEREAS**, Professor Farver has meritoriously served as a full-time faculty member responsible for teaching, scholarship, service, and assigned professional service, and;

**WHEREAS**, Professor Farver has been an impactful and outstanding educator and scholar in the Department of Pharmacy Practice, and;

**WHEREAS**, Professor Farver's leadership in the area of Interprofessional Education initiatives in the Department of Pharmacy Practice, the College of Pharmacy and Allied Health Professions, and South Dakota State University has been invaluable, and;

**WHEREAS**, Professor Farver has been an outstanding mentor of junior faculty in the areas of teaching and scholarly productivity, and;

**WHEREAS**, Professor Farver has provided outstanding patient care to the citizens of Yankton and the state while transferring these skills to students, and;

**WHEREAS**, Professor Farver has been a role model for students in the professional pharmacy program and mentored students in the skills necessary to thrive in their future careers, and;

**WHEREAS**, Professor Farver seeks to make a difference in every aspect of her life, and instills this desire in students, and;

**WHEREAS**, Professor Farver has exemplified professionalism, humanity and citizenship, and brought distinction to herself and South Dakota State University, and;

**WHEREAS**, the Board of Regents and South Dakota State University wish to recognize Professor Farver and express their appreciation for her many years of laudable service,

**THEREFORE, BE IT RESOLVED**, that henceforth, Professor Debra K. Farver will carry the title of Professor Emerita of Pharmacy Practice, and as a further recognition of her service, it is ordered that this resolution be spread on the minutes of this Board and that a copy thereof be forwarded to Professor Farver.

Adopted this 29<sup>th</sup> day of March, 2017



**ATTEST:**

\_\_\_\_\_  
Dr. Barry H. Dunn, President  
South Dakota State University

**SOUTH DAKOTA BOARD OF REGENTS**

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Randy Schaefer, President

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Bob Sutton, Vice President

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Kevin Schieffar, Secretary

**Special Resolution Number 09-2017**

## SPECIAL RESOLUTION

**WHEREAS**, Dr. David Helgeland, Professor of Pharmacy Practice at South Dakota State University will retire effective May 21, 2017 after 30 years of service to South Dakota State University and the College of Pharmacy and Allied Health Professions, and;

**WHEREAS**, Professor Helgeland has effectively served as a full-time faculty member responsible for teaching, scholarship, and service, and;

**WHEREAS**, Professor Helgeland has served as an excellent educator in the areas of pharmacy practice law and management, and;

**WHEREAS**, Professor Helgeland has provided outstanding leadership and advising to the professional pharmacy student leadership society, Phi Lambda Sigma, and;

**WHEREAS**, Professor Helgeland has provided an outstanding level of continual service over the years to the pharmacy profession and the South Dakota Pharmacists Association, and;

**WHEREAS**, Professor Helgeland has been responsible for leadership and outstanding service in coordinating the impactful State Medicaid Drug Evaluation and Education Program, and;

**WHEREAS**, Professor Helgeland has been a mentor and role model for students in the professional pharmacy program as demonstrated by his selection to provide the faculty speech to the graduating students during the Pharm.D. Hooding Ceremony on numerous occasions, and;

**WHEREAS**, Professor Helgeland has exemplified professionalism, citizenship, and brought distinction to himself and South Dakota State University, and;

**WHEREAS**, the Board of Regents and South Dakota State University wish to recognize Professor Helgeland and express their appreciation for his many years of laudable service,

**THEREFORE, BE IT RESOLVED**, that henceforth, Professor David Helgeland will carry the title of Professor Emeritus of Pharmacy Practice, and as a further recognition of his service, it is ordered that this resolution be spread on the minutes of this Board and that a copy thereof be forwarded to Professor Helgeland.

Adopted this 29<sup>th</sup> day of March, 2017



**ATTEST:**

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Dr. Barry H. Dunn, President  
South Dakota State University

**SOUTH DAKOTA BOARD OF REGENTS**

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Randy Schaefer, President

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Bob Sutton, Vice President

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Kevin Schieffelin, Secretary

**Special Resolution Number 10-2017**

## SPECIAL RESOLUTION

**WHEREAS**, Dr. Diane Kayongo-Male, Professor of Sociology and Rural Studies in the College of Arts & Sciences, will retire effective May 21, 2017, after 32 years of service to South Dakota State University as a graduate faculty member responsible for teaching, research and service; and

**WHEREAS**, Professor Kayongo-Male has provided administrative leadership as Acting Department Head of Sociology and Rural Studies; helped to establish the Gerontology minor at SDSU; and served as Administrative Associate in the Provost's Office; and

**WHEREAS**, Professor Kayongo-Male has an outstanding teaching record, having obtained the highest honor at SDSU for teaching, the F.O. Butler Foundation Award; and having received an additional four graduate teaching awards including the SDSU Students' Association Award for Graduate Teacher of the year; and

**WHEREAS**, Professor Kayongo-Male has made significant contributions to service by serving as a member of the National Science Foundation Graduate Research Fellowship Panel for Sociology and Geography for seven years; being appointed to and serving on the Provost's Faculty Standards Committee for seven years; creating a \$10,000 endowed scholarship for Sociology undergraduate students which has so far awarded 10 scholarships; being elected to the Faculty Senate and several related administrative committees; and serving for many years on various standing committees of the university and the Department of Sociology and Rural Studies; and

**WHEREAS**, Professor Kayongo-Male has been an outstanding scholar—writing, editing and contributing to her field in the areas of natural disasters and housing practice, child labor, women and development, urban squatter areas, women's reproductive health in Africa, grandparents raising grandchildren, and sociology of the African family. She has published two books and numerous articles and book chapters; and

**WHEREAS**, Professor Kayongo-Male has been continuously involved in research with a particular focus on evaluation research and international research; was a member of the research team for the National Children's Study Vanguard Center Brookings; conducted a three-state evaluation of a Kellogg Foundation funded project, Visions for Change; set up the evaluation framework for the SD (NASA-funded) Space Grant Consortium; and evaluated the 2 + 2 + 2 Program for American Indian students at SDSU; and

**WHEREAS**, Professor Kayongo-Male has been an outstanding mentor of graduate students having successfully supervised 26 doctoral students in their dissertation work and 6 M.S. students; and mentored students through evaluation research projects evaluating NSF-STEM education grant efforts at SDSU and others; and

**WHEREAS**, Professor Kayongo-Male has represented South Dakota State University and South Dakota by holding a number of regional, professional society positions, including being elected twice to serve on the board of the Midwest Sociological Society (MSS); serving on multiple MSS committees; and being elected president of the Great Plains Sociological Society; and

**WHEREAS**, the Board of Regents and South Dakota State University wish to recognize Professor Kayongo-Male and express their appreciation for her many years of laudable service,

**THEREFORE, BE IT RESOLVED**, that henceforth, Professor Kayongo-Male will carry the title of Professor Emerita of Sociology and Rural Studies, and as further recognition of her service, it is ordered that this resolution be spread on the minutes of this Board and that a copy thereof be forwarded to Professor Kayongo-Male.

Adopted this 19<sup>th</sup> day of March, 2017.



**ATTEST:**

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Dr. Barry H. Dunn, President  
South Dakota State University

**SOUTH DAKOTA BOARD OF REGENTS**

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Randy Schaefer, President

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Bob Sutton, Vice President

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Kevin Schieffer, Secretary

**Special Resolution Number 11-2017**



## SPECIAL RESOLUTION

**WHEREAS**, Dr. Kevin Kephart, has served South Dakota State University and the Board of Regents for the past 30 years; and

**WHEREAS**, Dr. Kephart began his career at South Dakota State University in 1986 as a faculty member; promoted to Director of the South Dakota Agricultural Experiment Station and Associate Dean for Research in the College of Agriculture in 1998; served as Vice President for Research since 2005 and was concurrently the Dean of the Graduate School from 2005-10 and in 2014 his title was changed to Vice President for Research and Economic Development; and

**WHEREAS**, Dr. Kephart was innovative and resourceful as he led the national effort in 2001 to establish the Sun Grant Initiative, a national program authorized in the 2014 Farm Bill that has received over \$77 million of federal funding to support bioenergy research and development; and

**WHEREAS**, under Dr. Kephart's leadership, research activity grew from \$30 million in 2004 to \$58 million in 2015; and

**WHEREAS**, Dr. Kephart was appointed by the secretaries of the U.S. departments of Agriculture and Energy as the co-chair of the DOE/USDA Biomass Research and Development Technical Advisory Committee in 2012; and

**WHEREAS**, Dr. Kephart was the founding member of the board of directors for the SD Biotech Association; and

**WHEREAS**, Dr. Kephart is a member of the prestigious Cosmos Club in Washington, D.C., that brings together individuals from professions that are involved with scholarship, creative genius or intellectual distinction; and

**WHEREAS**, Dr. Kephart was instrumental in creating the endowment and conducting the research on Edgar S. McFadden that led to the inaugural McFadden Symposium on Wheat Improvement.

**WHEREAS**, South Dakota State University and the South Dakota Board of Regents wish to recognize and to express their appreciation for his 30 years of exemplary service,

**THEREFORE, BE IT RESOLVED THAT**, henceforth, Dr. Kevin Kephart will carry the title of Vice President Emeritus for Research and Economic Development, and as further recognition of his service, it is requested that this resolution be spread on the Minutes of this Board and that a copy thereof be forwarded to Dr. Kevin Kephart.

Adopted this 29<sup>th</sup> day of March, 2017.



**ATTEST:**

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Dr. Barry H. Dunn, President  
South Dakota State University

**SOUTH DAKOTA BOARD OF REGENTS**

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Randy Schaefer, President

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Bob Sutton, Vice President

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Kevin Schieffer, Secretary

**Special Resolution Number 12-2017**

## SPECIAL RESOLUTION

**WHEREAS**, Michael (Tim) Steele, Professor of Graphic Design, former Department Head of Visual Arts and current Director of the School of Design, will retire effective June 21, 2017, after 31 years of service to South Dakota State University (SDSU), the Department of Visual Art/Graphic Design Program, and the School of Design in the College of Arts & Sciences; and

**WHEREAS**, Professor Steele has meritoriously served as a full-time faculty member responsible for teaching, scholarship, and service; and

**WHEREAS**, Professor Steele has been an active artist and designer maintaining a high level of creative activity both in the areas of graphic design and studio art, having received numerous awards for his graphic design work and participated in many art exhibitions; and

**WHEREAS**, Professor Steele has distinguished himself by providing leadership in service and administration as the Head of the Department of Visual Arts, 2012-2015; provided leadership in the development and reorganization of the design fields at SDSU into the School of Design, and as the first Director of the School of Design, 2015-2017; and

**WHEREAS**, Professor Steele has been responsible for significant outreach to the community, state, and national/international levels, all of which contribute to the land-grant mission of South Dakota State University through the establishment and fostering of the AIGA (American Institute of Graphic Arts) Student Group at SDSU; serving as a South Dakota Board of Regents Fine Arts Discipline Council Member; and providing art direction and design consultation to numerous community projects; and

**WHEREAS**, Professor Steele been responsible for providing significant leadership in the Graphic Design and Studio Arts Programs at South Dakota State University; recruiting and retaining students that contributed to the growth of the Graphic Design Program from 7 majors in 1985 when he started to 104 majors in 2017; developing the Graphic Design curriculum to meet the highest professional standards and maintain its relevancy; supervising/evaluating faculty; teaching and mentoring numerous students over the years, many that would go on to successful and influential design careers; championed the importance of the art and design fields; leaving a legacy of that will have a lasting impact on the campus of SDSU, the Brookings community, the State of South Dakota, and into the wider world; and

**WHEREAS**, Professor Steele has been formally recognized for his distinguished contributions to SDSU and beyond, as follows: awarded the Poynter Teaching Fellowship, 1990; F.O. Butler Enrichment Award 1987, 1999; the Governor Janklow Teaching with Technology Grant Award, 2000; F.O. Butler Faculty Award for Excellence in Scholarship, 2001; and the Dr. Harold and Barbara Bailey Award for Excellence in Academic Department Leadership, 2017; and

**WHEREAS**, the Board of Regents and South Dakota State University wish to recognize Professor Steele and express their appreciation for his many years of laudable service,

**THEREFORE, BE IT RESOLVED**, that henceforth, Professor Steele will carry the title of Professor Emeritus of Graphic Design, and as further recognition of his service, it is ordered that this resolution be spread on the minutes of this Board and that a copy thereof be forwarded to Professor Steele.

Adopted this 29<sup>th</sup> day of March, 2017.



**ATTEST:**

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Dr. Barry H. Dunn, President  
South Dakota State University

**SOUTH DAKOTA BOARD OF REGENTS**

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Randy Schaefer, President

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Bob Sutton, Vice President

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Kevin Schaeffer, Secretary

**Special Resolution Number 13-2017**

## SPECIAL RESOLUTION

**WHEREAS**, Dr. Bradley Woldt, Professor and Department Head of Psychology, will retire effective June 21<sup>st</sup>, 2017, after 22 years of service to South Dakota State University (SDSU), and the Department of Psychology in the College of Arts & Sciences; and

**WHEREAS**, Professor Woldt has meritoriously served as a full-time faculty member responsible for teaching, scholarship, and service; and

**WHEREAS**, Professor Woldt has been an outstanding provider of psychological services in the areas of clinical and forensic psychology for federal, state, and community agencies, conducting comprehensive forensic evaluations of child custody, termination of parental rights, competence to stand trial, disputed confessions, juvenile transfer to adult court, and sex offender amenability to assist various Circuit Courts of South Dakota; and

**WHEREAS**, Professor Woldt has distinguished himself by providing key leadership in his commitment to service at all levels, seen most specifically in his roles on promotion and tenure, curriculum, advisory and selection committees, through his bringing distinction to SDSU through his role in the newly organized master of science program in Industrial & Organizational Psychology; and through his service to the state of South Dakota and the profession as secretary and vice-president of the governor-appointed South Dakota Board of Psychologist Examiners, where he ensured the protection of the public using psychologists' services and determined licensure qualifications; and

**WHEREAS**, Professor Woldt has been responsible for significant administrative leadership in his role as Department Head of Psychology, successfully guiding the department through curriculum changes and program reviews as well as through various changes to the institution's standards and policies; and coordinating scholarships, planning programs both at SDSU and at the University Center in Sioux Falls, contributing to all phases of numerous strategic plans, managing budget and staffing patterns, mentoring and supervising/evaluating faculty, recruiting and retaining students; and

**WHEREAS**, the Board of Regents and South Dakota State University wish to recognize Professor Woldt and express their appreciation for his many years of service,

**THEREFORE, BE IT RESOLVED**, that henceforth, Professor Woldt will carry the title of Professor and Department Head Emeritus of Psychology, and as further recognition of his service, it is ordered that this resolution be spread on the minutes of this Board and that a copy thereof be forwarded to Professor Woldt.

Adopted this 29<sup>th</sup> day of March, 2017.



**ATTEST:**

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Dr. Barry H. Dunn, President  
South Dakota State University

**SOUTH DAKOTA BOARD OF REGENTS**

\_\_\_\_\_  
Randy Schaefer, President

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Bob Sutton, Vice President

\_\_\_\_\_  
Kevin Schieffer, Secretary

**Special Resolution Number 14-2017**

## SPECIAL RESOLUTION

**WHEREAS**, Paul Bunger, Ph.D., Associate Professor and Dean of Medical Student Affairs of the University of South Dakota Sanford School of Medicine, will retire on November 21, 2017; and

**WHEREAS**, Dr. Bunger has contributed invaluable service that has spanned all the missions of the University of South Dakota Sanford School of Medicine since 1976; and

**WHEREAS**, Dr. Bunger has served the USD Sanford School of Medicine with distinction and integrity for 41 years, culminating in his outstanding work as Dean for Medical Student Affairs in which he guided thousands of medical students successfully through their studies, improved the delivery of the curriculum, and ensured ongoing accreditation of the school; and

**WHEREAS**, Dr. Bunger has been recognized for his excellent leadership by receiving the national Outstanding Service Award from the Association of American Medical Colleges, a Star Quilt Presentation from the Pine Ridge Indian Reservation Tribal Council, and membership in the prestigious honorary society of Alpha Omega Alpha; and

**WHEREAS**, Dr. Bunger has been an outstanding educator and mentor, helping students become knowledgeable physicians of high integrity; and

**WHEREAS**, it is the desire of the Board of Regents and the University of South Dakota Sanford School of Medicine to honor, recognize, and commend such loyal and effective service;

**THEREFORE, BE IT RESOLVED**, that Dr. Paul Bunger be accorded special recognition for his outstanding service, and shall henceforth be named Associate Professor Emeritus with all the rights, privileges, and honors thereto. It is ordered that this resolution be affixed to the minutes of this Board of Regents meeting and that a copy be forwarded to Dr. Bunger.

Adopted this 29<sup>th</sup> day of March, 2017.



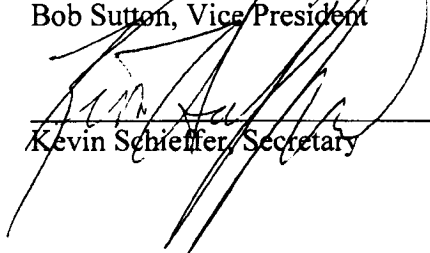
**ATTEST:**

James W. Abbott, President  
University of South Dakota

**SOUTH DAKOTA BOARD OF REGENTS**

  
Randy Schaefer, President

  
Bob Sutton, Vice President

  
Kevin Schieffer, Secretary

**Special Resolution Number 15-2017**

## SPECIAL RESOLUTION

**WHEREAS**, Dr. Steve Feimer, Associate Professor of Political Science & Criminal Justice, from the College of Arts & Sciences at the University of South Dakota (USD) will retire from active service on May 21, 2017; and

**WHEREAS**, Dr. Steve Feimer has admirably served higher education in the College of Arts & Sciences for 30 years, coming to the University in 1986; and

**WHEREAS**, Dr. Steve Feimer has distinguished himself in the areas of teaching, administration, contributions to the discipline, and university and/or civic involvement; and

**WHEREAS**, Dr. Steve Feimer is known as a conscientious instructor who cares deeply about his students and invests significant time and energy in their education, making new experiences available to them; and

**WHEREAS**, Dr. Steve Feimer has taught many different and often quite difficult courses on-campus, at the University Center, and overseas, including numerous ones on important issues in the field of Criminal Justice, in order to meet student interests and support the robust curriculum needed by the Department; and

**WHEREAS**, Dr. Steve Feimer has advanced the interests of his discipline, the University of South Dakota, law enforcement, and the State of South Dakota through his research on, and exemplary work with, veterans and his participation in Cold Case Task forces; and

**WHEREAS**, Dr. Steve Feimer has been an active university citizen throughout his tenure at USD, has directed a number of specialized projects, has served as Director of both the Government Research Bureau and, later, the Criminal Justice Studies program for many years, and has consistently represented the university in a positive fashion; and

**WHEREAS**, the Board of Regents of the public institutions of higher education in South Dakota wishes to recognize and express appreciation and thanks to Dr. Steve Feimer for his 30 years of service to South Dakota's system of public higher education.

**THEREFORE, BE IT RESOLVED**, that Dr. Steve Feimer be accorded special recognition for his outstanding service, and shall henceforth be named Associate Professor Emeritus with all the rights, privileges, and honors thereto. It is ordered that this resolution be affixed to the minutes of this Board of Regents meeting and that a copy be forwarded to Dr. Steve Feimer.

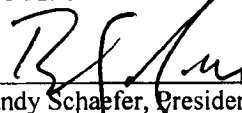
Adopted this 29<sup>th</sup> day of March, 2017.

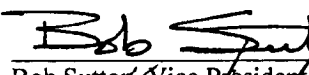


**ATTEST:**

James W. Abbott, President  
University of South Dakota

**SOUTH DAKOTA BOARD OF REGENTS**

  
Randy Schaefer, President

  
Bob Sutton, Vice President

  
Kevin Schaeffer, Secretary

**Special Resolution Number 16-2017**

## SPECIAL RESOLUTION

**WHEREAS**, Darlene Fett, PhD., Associate Professor of Music at The University of South Dakota, will retire from active service on May 21, 2017, and

**WHEREAS**, Associate Professor Darlene Fett has admirably served higher education in the Department of Music in the College of Fine Arts at the University of South Dakota for 21 years, coming to the University in 1995, and has educated numerous students to become outstanding public school music educators at the elementary, middle school, and high school levels, and

**WHEREAS**, Associate Professor Darlene Fett has been an outstanding teacher in the areas of elementary, secondary, and graduate music education and has served as an adjudicator and clinician at music contests in the quad-state region, and

**WHEREAS**, Associate Professor Darlene Fett has been an active advocate for music education during her career and has served as a mentor to many of her students in their professional work, and

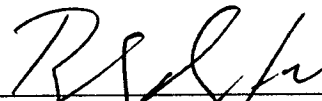
**WHEREAS**, the Board of Regents of the public institutions of higher education in South Dakota wishes to recognize and express appreciation and thanks to Associate Professor Darlene Fett for her 21 years of dedicated service to South Dakota's system of public higher education.

**THEREFORE, BE IT RESOLVED**, that Associate Professor Darlene Fett be accorded special recognition for her outstanding service, and shall henceforth be named Professor Emeritus with all the rights, privileges, and honors thereto. It is ordered that this resolution be affixed to the minutes of this Board of Regents meeting and that a copy be forwarded to Associate Professor Darlene Fett.

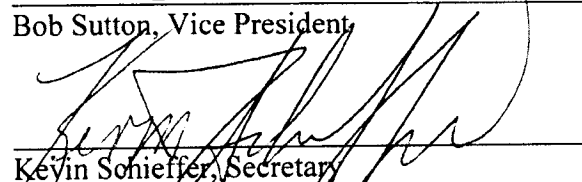
Adopted this 29<sup>th</sup> day of March, 2017.



### SOUTH DAKOTA BOARD OF REGENTS

  
Randy Schaefer, President

  
Bob Sutton, Vice President

  
Kevin Schieffer, Secretary

**ATTEST:**

\_\_\_\_\_  
James W. Abbott, President  
University of South Dakota

**Special Resolution Number 17-2017**

## SPECIAL RESOLUTION

**WHEREAS**, Dr. Timothy Heaton, Professor of Earth Sciences from the College of Arts & Sciences at the University of South Dakota (USD) will retire from active service on May 21, 2017; and

**WHEREAS**, Dr. Timothy Heaton has admirably served higher education in the College of Arts & Sciences for 26 years, coming to the University in 1990; and

**WHEREAS**, Dr. Timothy Heaton has distinguished himself in the areas of teaching, research, and service including administration; and

**WHEREAS**, Dr. Timothy Heaton is known as a thoughtful and conscientious teacher who cares deeply about his students and works to engage them in the field and laboratory in addition to the classroom; and

**WHEREAS**, Dr. Timothy Heaton has taught 11 different courses and four Honors seminars over the years, often merging science with history, philosophy, and religion to bridge the gap between the disciplines; and

**WHEREAS**, Dr. Timothy Heaton has spent 14 summers excavating fossils from caves in coastal Alaska and has taken 14 USD students on these excavations; and

**WHEREAS**, Dr. Timothy Heaton's paleontological research in Alaska has brought publicity to USD in diverse venues such as National Geographic, Science, Nature, Smithsonian, U.S. News and World Report, and a NOVA television program; and

**WHEREAS**, Dr. Timothy Heaton has led seven Spring Break field trips, taking USD students to national parks and monuments of the Four Corners area, including a hike to the bottom of the Grand Canyon; and

**WHEREAS**, Dr. Timothy Heaton has been an active university citizen throughout his tenure at USD, has served on many committees and in leadership positions, and has consistently represented the university in a positive fashion; and

**WHEREAS**, the Board of Regents of the public institutions of higher education in South Dakota wishes to recognize and express appreciation and thanks to Dr. Timothy Heaton for his 26 years of service to South Dakota's system of public higher education.

**THEREFORE, BE IT RESOLVED**, that Dr. Timothy Heaton be accorded special recognition for his outstanding service, and shall henceforth be named Professor Emeritus with all the rights, privileges, and honors thereto. It is ordered that this resolution be affixed to the minutes of this Board of Regents meeting and that a copy be forwarded to Dr. Timothy Heaton.

Adopted this 29<sup>th</sup> day of March, 2017.



**ATTEST:**

\_\_\_\_\_  
James W. Abbott, President  
University of South Dakota

**SOUTH DAKOTA BOARD OF REGENTS**

\_\_\_\_\_  
Randy Schaefer, President

\_\_\_\_\_  
Bob Sutton, Vice President

\_\_\_\_\_  
Kevin Schieffer, Secretary

**Special Resolution Number 18-2017**

## SPECIAL RESOLUTION

**WHEREAS**, Dr. Gerard A. Jacobs, Professor of Psychology, College of Arts and Sciences at The University of South Dakota, will retire from active service on May 21, 2017; and

**WHEREAS**, Dr. Jacobs has admirably served higher education in the College of Arts and Sciences at The University of South Dakota since coming to the University in 1988; and

**WHEREAS**, Professor Jacobs has distinguished himself by founding the Disaster Mental Health Institute and serving as its only Director until his retirement, as well as playing a major role in establishing the field of disaster psychology nationally and internationally including providing direct service and leadership for regional, national, and international catastrophic events; and

**WHEREAS**, Professor Jacobs has directed over 47 MA and PhD theses and dissertations, and has served as teacher and mentor for innumerable USD students at both the undergraduate and graduate levels, and has pioneered the first full curriculum in disaster response and disaster psychology; and

**WHEREAS**, Professor Jacobs has published and presented over 180 articles and conference papers, including 59 papers and workshops in 26 countries, as well as a seminal book on Psychological First Aid, and in 2008 was given the top humanitarian honor awarded by the American Psychological Association; and

**WHEREAS**, the Board of Regents of the public institutions of higher education in South Dakota wishes to recognize and express appreciation and thanks to Professor Jacobs for his twenty-eight years of service to South Dakota's system of public higher education.

**THEREFORE, BE IT RESOLVED**, that Professor Jacobs be accorded special recognition for his outstanding service, and shall henceforth be named Professor Emeritus with all the rights, privileges, and honors thereto. It is ordered that this resolution be affixed to the minutes of this Board of Regents meeting and that a copy be forwarded to Professor Jacobs.

Adopted this 29<sup>th</sup> day of March, 2017.

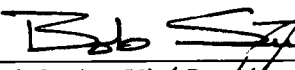


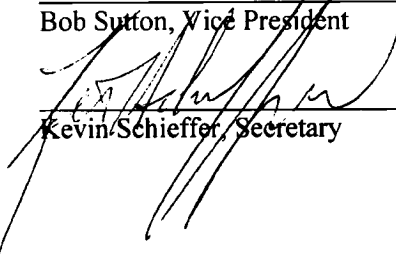
**ATTEST:**

James W. Abbott, President  
University of South Dakota

**SOUTH DAKOTA BOARD OF REGENTS**

  
Randy Schaefer, President

  
Bob Sutton, Vice President

  
Kevin Schieffer, Secretary

**Special Resolution Number 19-2017**



## SPECIAL RESOLUTION

**WHEREAS**, Dr. Tina Keller, Professor of Physics in the College of Arts & Sciences at the University of South Dakota (USD), will retire from active service on August 21, 2017; and

**WHEREAS**, Dr. Keller has admirably served higher education in the College of Arts & Sciences at The University of South Dakota since coming to the University in 1989; and

**WHEREAS**, Dr. Keller has distinguished herself in the classroom, having taught twenty-one unique classes and labs during her time at USD, and was recognized with the Belbas-Larson Award for Excellence in Teaching in 2006; and

**WHEREAS**, Dr. Keller has served as the administrative leader for the physics program since 1997, during which time she was instrumental in resurrecting the physics major at USD by establishing a collaborative program with SDSU and SDSM&T and otherwise strengthening the physics program at USD; and

**WHEREAS**, Dr. Keller helped establish a Master's program in Physics at USD and a collaborative PhD in physics with SDSM&T by securing funding from the state of South Dakota to support four new faculty positions and twelve graduate students; and

**WHEREAS**, Dr. Keller has served as the faculty athletics representative to the NCAA since 2006, co-chaired the task force recommended our institution's move to NCAA Division I, assisted more than ten student-athletes in obtaining NCAA postgraduate scholarships, supported one Walter Byers award winner, and has developed numerous programs and policies to promote student-athlete well-being and success; and

**WHEREAS**, Dr. Keller served as the associate dean for administration in the College of Arts and Sciences since 2003, and in that role, worked closely with sixteen department chairs and faculty across all divisions of the College, bolstered the research mission, awarded annual scholarship dollars, and devoted special attention to fiscal matters; and

**WHEREAS**, Dr. Keller has been a steadfast advocate of the intellectual tradition of the liberal arts and sciences; and

**WHEREAS**, Dr. Tina Keller has been an active university citizen throughout her tenure at USD, has served on many committees including chair of the University Scholarship Committee, charged with bringing the best and brightest to USD, and has consistently represented the university in a positive fashion; and

**WHEREAS**, the Board of Regents of the public institutions of higher education in South Dakota wishes to recognize and express appreciation and thanks to Dr. Tina Keller for her 28 years of service to South Dakota's system of public higher education.

**THEREFORE, BE IT RESOLVED**, that Dr. Tina Keller be accorded special recognition for her outstanding service, and shall henceforth be named Professor Emeritus with all the rights, privileges, and honors thereto. It is ordered that this resolution be affixed to the minutes of this Board of Regents meeting and that a copy be forwarded to Dr. Tina Keller.

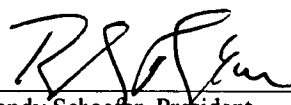
Adopted this 29<sup>th</sup> day of March, 2017.




**ATTEST:**

James W. Abbott, President  
University of South Dakota

**SOUTH DAKOTA BOARD OF REGENTS**

  
Randy Schaefer, President

  
Bob Sutton, Vice President

  
Kevin Schieffer, Secretary

**Special Resolution Number 20-2017**

## SPECIAL RESOLUTION

**WHEREAS**, Dr. Matthew Moen, Dean of the College of Arts & Sciences, Lohre Distinguished Professor, and Professor of Political Science at the University of South Dakota (USD) will resign from active service on February 24, 2017; and

**WHEREAS**, Dr. Moen has admirably served higher education in the College of Arts & Sciences at USD for 14 years, coming to the University in 2002; and

**WHEREAS**, Dr. Moen has distinguished himself in the classroom and as an administrator of the largest and most complex academic college at USD; and

**WHEREAS**, Dr. Moen has earned national prominence as an advocate and voice for liberal arts education; and

**WHEREAS**, Dr. Moen has been a driving force and tremendous resource in promoting student success and academic quality; and

**WHEREAS**, Dr. Moen has mentored and touched the lives of countless students, faculty, staff, and peers during his career; and

**WHEREAS**, Dr. Moen has diligently advanced USD toward achieving its strategic plans, mission, and vision, and his contributions are evident and recognized across campus; and

**WHEREAS**, the Board of Regents of the public institutions of higher education in South Dakota wishes to recognize and express appreciation and thanks to Dr. Moen for 14 years of service to South Dakota's system of public higher education.

**THEREFORE, BE IT RESOLVED**, that Dr. Matthew Moen be accorded special recognition for his outstanding service, and shall henceforth be named Distinguished Professor Emeritus with all the rights, privileges, and honors thereto. It is ordered that this resolution be affixed to the minutes of this Board of Regents meeting and that a copy be forwarded to Dr. Matthew Moen.

Adopted this 29<sup>th</sup> day of March, 2017.



**ATTEST:**

\_\_\_\_\_  
James W. Abbott, President  
University of South Dakota

**SOUTH DAKOTA BOARD OF REGENTS**

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Randy Schaefer, President

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Bob Sutton, Vice President

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Kevin Schieffler, Secretary

**Special Resolution Number 21-2017**

## SPECIAL RESOLUTION

**WHEREAS**, Dr. William D. Richardson, Odeen-Swanson Distinguished Professor of Political Science from the College of Arts & Sciences at the University of South Dakota (USD), will retire from active service on June 30, 2017; and

**WHEREAS**, Dr. Richardson has admirably served higher education in the College of Arts & Sciences for 19 years, coming to the University in 1998; and

**WHEREAS**, Dr. Richardson has distinguished himself in the areas of teaching, scholarship, administration, alumni relations, contributions to the discipline, and university and/or civic involvement; and

**WHEREAS**, Dr. Richardson is known as a thoughtful and conscientious mentor who cares deeply about his students and invests significant time and energy in their education, frequently connecting current students with alumni who can offer practical guidance, internships, and/or employment; and

**WHEREAS**, Dr. Richardson has taught many different courses and seminars over the years, developing numerous new courses and regularly revising existing ones in America politics, ethics, public administration, and political philosophy in order to meet student interests and support a robust curriculum; and

**WHEREAS**, Dr. Richardson's scholarship, which has been both significant and wide-ranging, included three books on ethics, one on capital punishment, one on confederate symbols, one on Melville's political thought, and dozens of articles and papers; and

**WHEREAS**, Dr. Richardson has been an active university citizen throughout his tenure at USD, has directed a number of specialized projects, has served in administrative capacities throughout his time at USD, and has consistently represented the university in a positive fashion; and

**WHEREAS**, the Board of Regents of the public institutions of higher education in South Dakota wishes to recognize and express appreciation and thanks to Dr. Richardson for his 19 years of service to South Dakota's system of public higher education.

**THEREFORE, BE IT RESOLVED**, that Dr. William D. Richardson be accorded special recognition for his outstanding service, and shall henceforth be named Distinguished Professor Emeritus with all the rights, privileges, and honors thereto. It is ordered that this resolution be affixed to the minutes of this Board of Regents meeting and that a copy be forwarded to Dr. Richardson.

Adopted this 29<sup>th</sup> day of March, 2017.



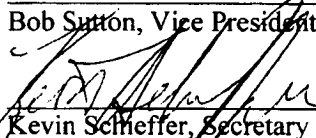
**ATTEST:**

James W. Abbott, President  
University of South Dakota

**SOUTH DAKOTA BOARD OF REGENTS**

  
Randy Schaefer, President

  
Bob Sutton, Vice President

  
Kevin Scheffer, Secretary

**Special Resolution Number 22-2017**

## SPECIAL RESOLUTION

**WHEREAS**, Dr. Len Austin, Professor of Education in the College of Education and Behavioral Sciences, will retire from Black Hills State University on June 30, 2017 following over 20 years of dedicated and distinguished service, and

**WHEREAS**, Dr. Austin has served Black Hills State University and the State of South Dakota, with distinction, as a member of the education faculty and on numerous campus committees and with unfailing collegiality and perseverance, and

**WHEREAS**, Dr. Austin has made considerable contributions to the university and to the discipline in the field of Educational Psychology, and

**WHEREAS**, Dr. Austin has admirably served the students of BHSU in dedicating time and effort to advising students and offering a critical service-learning component through his work on the *Teammates* program, strengthening student participation to 90% of education students, and

**WHEREAS**, Dr. Austin has demonstrated dedication to the university and his profession, publishing three books, his most recent entitled *Educational Psychology: Theories & Ideas About How Students Learn*, a text used by a number of higher education institutions in South Dakota and the United States, and

**WHEREAS**, Dr. Austin has served on a number of university and statewide committees, including service as department chair for the Secondary Education and Certification Programs and on the organizing committee for the annual *Systems Change Conference*, and

**WHEREAS**, Dr. Austin has devoted his time to the students of BHSU, volunteering as a School of Education representative at student registration, Prep Days, and Teacher's Fair as well as providing scholarly mentorship for student research at the BHSU research symposium and TIE conference, and

**WHEREAS**, the Board of Regents and Black Hills State University wish to express their appreciation to Dr. Austin for his years of faithful and dedicated service to the students, university, community, and profession.

**THEREFORE, BE IT RESOLVED**, that henceforth Dr. Len Austin will carry the title of Professor Emeritus of Education; and as further recognition of his faithful service, it is ordered that this resolution be spread on the minutes of the Board of Regents and a copy be forwarded to Dr. Austin.

Adopted this 29<sup>th</sup> day of March, 2017.



**ATTEST:**

\_\_\_\_\_  
Dr. Tom Jackson, Jr., President  
Black Hills State University

**SOUTH DAKOTA BOARD OF REGENTS**

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Randy Schaefer, President

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Bob Sutton, Vice President

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Kevin Schieffer, Secretary

**Special Resolution Number 23-2017**

## SPECIAL RESOLUTION

**WHEREAS**, Dr. Pamela Wegner, Professor of Speech Communication in the College of Liberal Arts, will retire from Black Hills State University on May 21, 2017 after 23 years of dedicated and distinguished service, and

**WHEREAS**, Dr. Wegner has served Black Hills State University and the State of South Dakota, with distinction, as a member of the liberal arts faculty and on numerous campus committees and with unfailing collegiality and perseverance, and

**WHEREAS**, Dr. Wegner has served the theater program as one of two faculty members in the discipline, teaching both general education and advanced courses in addition to directing plays each semester, and

**WHEREAS**, Dr. Wegner has been instrumental in BHSU's participation in the Kennedy Center for American College Theater, coaching students and accompanying them in regional competitions in which they compete in directing, acting, and technical elements of theater production, and

**WHEREAS**, Dr. Wegner has demonstrated dedication to the university and her profession during the years in which BHSU hosts the Johanna Meyer Summer Opera Theater Program by donating her services in costume design, and

**WHEREAS**, Dr. Wegner has served professionally by making presentations and serving as a faculty judge during the regional Kennedy Center for American College Theater festival, and

**WHEREAS**, Dr. Wegner has devoted time and energy to advising students in the areas of Speech Communication and Theater in addition to participating regularly in new student registration each summer, and

**WHEREAS**, the Board of Regents and Black Hills State University wish to express their appreciation to Dr. Wegner for her years of faithful and dedicated service to the students, to the university, to the community, and to the profession.

**THEREFORE, BE IT RESOLVED**, that henceforth Dr. Pamela Wegner will carry the title of Professor Emeritus of Speech Communication; and as further recognition of her faithful service, it is ordered that this resolution be spread on the minutes of the Board of Regents and a copy be forwarded to Dr. Wegner.

Adopted this 29<sup>th</sup> day of March, 2017.



**ATTEST:**

\_\_\_\_\_  
Dr. Tom Jackson, Jr., President  
Black Hills State University

**SOUTH DAKOTA BOARD OF REGENTS**

\_\_\_\_\_  
Randy Schaefer, President

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Bob Sutton, Vice President

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Kevin Schieffer, Secretary

**Special Resolution Number 24-2017**

## SPECIAL RESOLUTION

**WHEREAS**, the Black Hills State University Faculty Senate has resolved to select one faculty member each year to recognize as a Distinguished Faculty Member; and

**WHEREAS**, the Committee, to select a Distinguished Faculty Member, has designated Dr. John Alsup, Professor of Math Education in the College of Education and Behavioral Sciences, as the 2017 Black Hills State University Distinguished Faculty Member; and

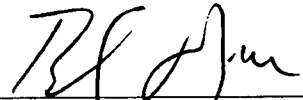
**THEREFORE, BE IT RESOLVED**, that from March 2017 through March 2018, Dr. John Alsup be recognized as the Black Hills State University Distinguished Faculty Honoree; and

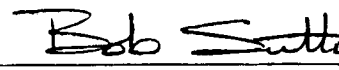
**THEREFORE, BE IT RESOLVED**, that the South Dakota Board of Regents joins the Black Hills State University faculty in congratulating Dr. Alsup and in expressing appreciation for his example of excellence in education, and it is ordered that this resolution be spread on the minutes of the Board of Regents and a copy be forwarded to Dr. John Alsup.

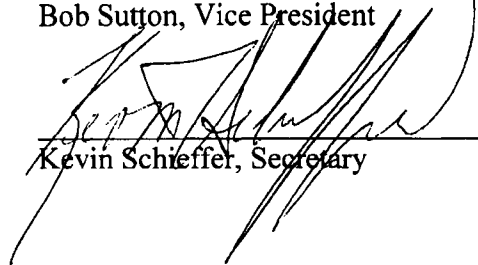
Adopted this 29<sup>th</sup> day of March, 2017.

### SOUTH DAKOTA BOARD OF REGENTS



  
\_\_\_\_\_  
Randy Schaefer, President

  
\_\_\_\_\_  
Bob Sutton, Vice President

  
\_\_\_\_\_  
Kevin Schieffer, Secretary

### ATTEST:

\_\_\_\_\_  
Dr. Tom Jackson, Jr., President  
Black Hills State University

**Special Resolution Number 25-2017**

**SOUTH DAKOTA BOARD OF REGENTS**

**Executive Session**

**AGENDA ITEM: 2 – M**

**DATE: March 28 - 30, 2017**

\*\*\*\*\*

**SUBJECT: Personnel Actions**

Attachment I includes the personnel actions that were submitted for the Board's consideration from the institutions.

Attachment II includes salary changes, permanent and temporary, outside of salary policy that are greater than five percent for the time period of October 22, 2016 through February 21, 2017.

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**DRAFT MOTION 20170328\_2-M:** I move to approve the personnel actions as provided in Attachment I.

P2RNJOB

South Dakota Board of Regents  
BOR Routine  
Date Range : 22-OCT-16 thru 21-FEB-17  
For :BHSU

03/10/2017 08:19:03

Ver: 072011.28a

Career Service Benefit Eligible (CSA1)					
Appointments(AA)					
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal. Effective Date
Jesse Bohanan	BE9967	00	Facility Worker	Appointment	22796.36 17-JAN-17
Gregory Brenner	BE9375	00	Facility Worker	Appointment	22796.36 22-JAN-17
Gregory Brenner	BE9692	00	Facility Worker	Appointment	22796.36 29-NOV-16
Christina Couch	BE9357	00	Program Assistant I	Appointment	34735.33 03-JAN-17
David Eckmann	BE9197	00	Building Maint Spect, BH-RC	Appointment	43679.16 20-FEB-17
Luke Gainey	BE9170	00	Sr Building Maint Wkr (Elctrc)	Appointment	30970.60 22-JAN-17
Peter Gradinaru	BE9753	00	Facility Worker	Appointment	22796.36 18-DEC-16
Joyce Huggins	BE9860	00	Facility Worker	Appointment	22796.36 17-JAN-17
Troy Imberi	BE9692	00	Facility Worker	Appointment	22796.36 05-FEB-17
Debra Jankord	BE9982	00	Facility Worker	Appointment	22796.36 14-NOV-16
Bryan Johnson	BE9156	00	Grounds Keeper	Appointment	25479.51 23-NOV-16
Mandi Markel	BE9748	00	Facility Worker	Appointment	22796.36 22-OCT-16
Len Sparrow	BE9760	00	Facility Worker-Young Ctr	Appointment	22796.36 21-NOV-16
Frank Spitler	BE9450	00	Grounds Keeper	Appointment	26540.29 13-FEB-17
Bethany Watrous	BE9194	00	JacketZone RC Sales Clerk	Appointment	24959.52 01-NOV-16
April Yenglin	BE9705	00	Secretary	Appointment	26540.29 22-JAN-17

Career Service Benefit Eligible (CSA1)								
Permanent Salary Adjustment(SP)								
Name Adj.	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New
John Hague	BE9215	00	Facility Worker	Sal Adj to 5% Range at 6 mo	22796.36	23503.55	707.19	
Lisa Harris	BE9688	00	Facility Worker	End of Probation Adjust	23503.55	25396.31	1892.76	

Career Service Benefit Eligible (CSA1)					
Terminated					
Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Gregory Brenner	BE9692	00	Facility Worker	SA017	21-JAN-17
Christina Couch	BE9393	00	Senior Secretary	SA011	02-JAN-17
Lisa Harris	BE9688	00	Facility Worker	TV001	06-JAN-17
Kari Hoover	BE9375	00	Facility Worker	TI000	06-DEC-16
Carrie Kappes	BE9982	00	Facility Worker	TV001	11-NOV-16
Anne Stevens	BE9823	20	Telephone Stipend	TV000	21-DEC-16
Eileen Thomas	BE9860	00	Facility Worker	TV000	18-JAN-17
Matthew Wagner	BE9967	00	Facility Worker-Student Union	TI000	12-DEC-16
Hailima Yates	BE9357	00	Program Assistant I	TV001	16-DEC-16
April Yenglin	BE9450	00	Grounds Keeper	SA017	21-JAN-17
April Yenglin	BE9450	20	Telephone Stipend	SA017	21-JAN-17
Ralph Hoover	BE9753	00	Facility Worker-Library	TR002	21-DEC-16

Career Service Non-Benefit Eligible (CSA2)					
Appointments(AA)					
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal. Effective Date
Travis Axlund	BE9387	00	Bookstore Temp Assistant	Hire Temp Appointment	2160.00 14-FEB-17
Travis Axlund	BS9973	00	Bookstore Assistant	Hire Temp Appointment	2160.00 10-FEB-17
Lydia Block	BE9387	00	RC Bookstore Temp Sales Clerk	Hire Temp Appointment	4966.50 03-NOV-16

ATTACHMENT 12



Anastasia Buchholz	BE9184 00	JZSP Temp Sales Clerk	Hire Temp Appointment	1440.00	22-OCT-16
Annie Cook	BE9387 00	Bookstore Temp Assistant	Hire Temp Appointment	3520.00	09-FEB-17
Alek Crawford	BE9457 00	Temporary Facility Worker	Hire Temp Appointment	14028.80	22-OCT-16
Karen Holzer	BE9232 00	Temporary Archivist	Hire Temp Appointment	9000.00	01-JAN-17
Jordan Houdek	BE9266 00	Temporary Grounds Worker	Hire Temp Appointment	74.00	16-DEC-16
Crystal Hughes	BE9387 00	Bookstore Temp Sales Clerk	Hire Temp Appointment	337.50	09-JAN-17
Kelsey Huntley	BE9401 00	Child Care Worker	Hire Temp Appointment	4000.00	23-JAN-17
Thomas Klaudt	BE9387 00	Bookstore Temp Sales Clerk	Hire Temp Appointment	367.50	09-JAN-17
Kendall Murie	BE9266 0	Temporary Grounds Worker	Hire Temp Appointment	9600.00	22-JAN-17
Gary Price	BE9185 00	JZ RC Part time Sales Clerk	Hire Temp Appointment	3456.00	04-JAN-17
Kathy Stewart-Martinson	BE9387 00	RC Bookstore Temp Sales Clerk	Hire Temp Appointment	4320.00	04-JAN-17
Kathy Stewart-Martinson	BS9580 00	Administrative Support	Hire Temp Appointment	352.00	22-DEC-16
Lucinda Wilson	BE9387 00	Bookstore Temp Sales Clerk	Hire Temp Appointment	367.50	03-JAN-17
Mindy Zacher	BE9401 00	Temporary Child Care Worker	Hire Temp Appointment	7583.10	10-NOV-16

Career Service Non-Benefit Eligible (CSA2)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Alek Crawford	BE9457 00		Temporary Facility Worker	TV013	21-DEC-16
Karen Holzer	BE9232 00		Temporary Archivist	TV013	31-DEC-16
Jordan Houdek	BE9266 00		Temporary Grounds Worker	TV013	21-JAN-17
Crystal Hughes	BE9387 00		Bookstore Temp Sales Clerk	TV013	20-JAN-17
Thomas Klaudt	BE9387 00		Bookstore Temp Sales Clerk	TV013	20-JAN-17
Kendall Murie	BS9715 00		Student Library Clerk	TV012	21-DEC-16
Kendall Murie	BS9910 00		Student Grounds Assistant	TV012	14-DEC-16
Gary Price	BE9185 00		JZ RC Part time Sales Clerk	TV013	31-JAN-17
Kathy Stewart-Martinson	BS9580 00		Administrative Support	TV012	21-DEC-16
Kathy Stewart-Martinson	BS9580 00		Administrative Support	TV012	30-DEC-16
Kathy Stewart-Martinson	BW9680 00		Administrative Office Support	TV012	14-DEC-16
Lucinda Wilson	BE9387 00		Bookstore Temp Sales Clerk	TV013	09-JAN-17
Mindy Zacher	BE9401 00		Temporary Child Care Worker	TV013	20-JAN-17

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Melissa Haught	BE9478 00		Adj Inst PSYC 221	Overload for Teaching	3228.00	22-JAN-17
Richard Loose	BE9478 00		Adj Inst ED 431/531	Overload for Teaching	2152.00	22-JAN-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.								
Brock Anundson	BE9205 00		Asst Dir-Events & Int Oper	Title Change	47476.00	47476.00	0.00	
Michael Erz	BE9172 00		Regional Coordinator, GearUp	Sal Adj-Unusual Circumstance	45000.00	47500.00	2500.00	
Colton Nickelson	BE9165 00		Video Prod & Dig Design Coord	Change in Overtime Eligibility	28000.00	28000.00	0.00	
Kaitlin Schneider	BE9179 00		International Admissions Coord	Title Change	32960.00	32960.00	0.00	
Warren Wilson	BE9873 00		Chief Info Technology Officer	Permanent Additional Duties	130783.00	134967.00	4184.00	

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Nora Leinen	BE9566 00		Retention Advisor	TV001	21-JAN-17
Mark Urban	BE9478 00		Adj Inst ED 101	TV013	21-DEC-16

Student Employment and NFE Non-Benefit Eligible (NFE2)						
Appointments(AA)						
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Roxie Ahlbrecht	BE9160	00	Sanford Lab Science Presenter	Hire Temp Appointment	625.00	22-OCT-16
Roxie Ahlbrecht	BE9160	00	Sanford Lab Science Presenter	Hire Temp Appointment	375.00	22-JAN-17
Bonnie Alberts	BE9397	00	Retention Advisor	Hire Temp Appointment	2929.60	23-JAN-17
Al Asama	BS9587	00	Office Assistant	Hire Temp Appointment	3591.00	02-DEC-16
Ariel Aufdengarten	BW9975	00	Food Service Worker	Hire Temp Appointment	1800.00	09-JAN-17
Margaret Austin	BE9301	00	Math Coach	Hire Temp Appointment	1462.50	22-OCT-16
Margaret Austin	BE9301	00	Math Coach	Hire Temp Appointment	975.00	22-NOV-16
Margaret Austin	BE9301	00	Math Coach	Hire Temp Appointment	1462.50	22-DEC-16
Margaret Austin	BE9301	00	Math Coach	Hire Temp Appointment	812.50	22-JAN-17
Queensly Ayegba	BS9828	00	Student Recycling	Hire Temp Appointment	1480.00	22-JAN-17
Casey Barlow	BS9844	00	Tutor - Geology	Hire Temp Appointment	1920.00	22-JAN-17
Casey Barlow	BW9990	00	Game Day Asst.	Hire Temp Appointment	1750.00	22-DEC-16
Brittney Bell	BS9964	00	Information Specialist	Hire Temp Appointment	1730.00	05-JAN-17
Macallie Bettcher	BW9712	00	Student Admissions Assistant	Hire Temp Appointment	2394.00	14-NOV-16
Melissa Bettcher	BW9712	00	Student Admissions Assistant	Hire Temp Appointment	2394.00	14-NOV-16
Wyatt Bills	BS9987	00	GDA - Video Production	Hire Temp Appointment	1039.20	22-JAN-17
Whitney Bischoff	BS9968	00	Office Assistant	Hire Temp Appointment	1800.00	22-JAN-17
Britnee Biza	BS9865	00	Student Telecounselor	Hire Temp Appointment	1400.00	24-JAN-17
Amanda Blank	BS9973	00	Bookstore Assistant	Hire Temp Appointment	2400.00	15-DEC-16
Hannah Bohlinger	BS9828	00	Student Recycling	Hire Temp Appointment	7200.00	22-DEC-16
Jamil Bond	BW9990	00	Game Day Asst	Hire Temp Appointment	519.60	22-JAN-17
Walter Bordewyk	BW9914	00	FWS Grounds Assistant	Hire Temp Appointment	1900.00	22-DEC-16
Amber Borkovec	BS9769	04	Lab Assistant	Hire Temp Appointment	3600.00	22-NOV-16
Bradley Branson	BS9583	00	RHA Vice President	Hire Temp Appointment	500.00	22-NOV-16
Vera Brave Bird-Garland	BW9718	00	FWS Library Clerk	Hire Temp Appointment	865.00	09-JAN-17
Erin Broberg	BS9964	00	Information Specialist	Hire Temp Appointment	1400.00	01-JAN-17
Joshua Bruce Zuniga	BS9787	00	KBHU - News Producer	Hire Temp Appointment	1384.00	01-FEB-17
Dimitri Butts	BS9962	00	Operations Specialist	Hire Temp Appointment	2052.00	28-NOV-16
Dimitri Butts	BS9987	00	Game Day Assistant	Hire Temp Appointment	957.60	22-OCT-16
Michaela Byrne	BS9844	00	Peer Mentor - Sociology	Hire Temp Appointment	2880.00	22-OCT-16
Jesse Caron	BE9271	00	Admin Office Assistant	Hire Temp Appointment	346.00	03-JAN-17
Brady Chase	BS9910	00	Student Grounds Assistant	Hire Temp Appointment	1900.00	22-DEC-16
David Christiansen	BS9781	00	Rec Sports Official	Hire Temp Appointment	1384.00	17-FEB-17
Katie Christy	BS9563	00	Student Sustainability Worker	Hire Temp Appointment	3000.00	22-JAN-17
Jessie Clark	BS9958	00	Undergraduate Research	Hire Temp Appointment	2400.00	22-DEC-16
Jessie Clark	BW9912	00	Sanford Lab Student Employee	Hire Temp Appointment	4104.00	22-NOV-16
Destinee Cole	BS9554	00	JZRC Student Assistant	Hire Temp Appointment	2800.00	06-FEB-17
Clayton Cooch	BE9188	00	NFE Temp Exempt - DOE Grant	Hire Temp Appointment	6600.00	22-DEC-16
Darlene Coppe	BS9715	00	Student Library Clerk	Hire Temp Appointment	1730.00	09-JAN-17
Darlene Coppe	BS9769	04	Research Assistant	Hire Temp Appointment	3600.00	22-DEC-16
Darlene Coppe	BS9910	00	Student Grounds Assistant	Hire Temp Appointment	2160.00	22-NOV-16
Kiersten Crabtree	BS9781	00	Rec Sports Official	Hire Temp Appointment	1730.00	27-JAN-17
Rachel Crawford	BS9769	00	Lab Assistant	Hire Temp Appointment	3600.00	22-NOV-16
Calvin Crooks	BE9190	00	Broadcast Engineer	Hire Temp Appointment	3675.00	22-DEC-16
Miranda Crosby	BS9715	00	Student Library Clerk	Hire Temp Appointment	1730.00	09-JAN-17
Joshua Davis	BS9973	00	Bookstore Assistant	Hire Temp Appointment	3150.00	06-JAN-17
Karra Dawson	BS9563	00	Student Sustainability Worker	Hire Temp Appointment	3000.00	22-JAN-17
Angelina Delgado	BG9998	00	GA Soccer	Hire Temp Appointment	3200.00	22-JAN-17
Amanda Derrek	BW9718	00	FWS Library Clerk	Hire Temp Appointment	1730.00	09-JAN-17
Stefan Desnica	BS9962	00	Operations Specialist	Hire Temp Appointment	2052.00	18-NOV-16
Randall Doran	BE9376	00	Game Event Asst.	Hire Temp Appointment	1000.00	23-DEC-16
Randall Doran	BE9619	00	Adj Instr - Math 102	Hire Temp Appointment	3228.00	22-JAN-17
Randall Doran	BE9619	02	Adj Instr Math 095 B307	Hire Temp Appointment	3228.00	22-JAN-17
Goodness Ebenezer	BS9828	00	Student Recycling	Hire Temp Appointment	1800.00	22-DEC-16
Cody Eckhardt	BS9714	00	Student Library Clerk Supv	Hire Temp Appointment	1930.00	09-JAN-17
Jess Edens	BW9914	00	FWS Grounds Assistant	Hire Temp Appointment	2160.00	22-NOV-16
Jess Edens	BW9914	00	FWS Grounds Assistant	Hire Temp Appointment	1900.00	22-DEC-16
Jessica Engberg	BW9975	00	Food Service Worker	Hire Temp Appointment	1800.00	14-JAN-17
Taryn Eversvik	BW9967	00	Child Care Worker	Hire Temp Appointment	1384.00	31-JAN-17
Catlyn Falconer	BW9967	00	Child Care Worker	Hire Temp Appointment	1384.00	31-JAN-17
Connie Feist	BE9192	00	Head Women's Triathlon Coach	Hire Temp Appointment	3960.00	22-JAN-17
Elizabeth Ferdinand	BS9963	01	Child Care Worker	Hire Temp Appointment	1384.00	02-FEB-17
Elizabeth Ferdinand	BW9967	00	Child Care Worker	Hire Temp Appointment	3096.00	22-JAN-17
Claire Fergusson	BS9587	00	Office Assistant	Hire Temp Appointment	3114.00	10-JAN-17

Ana Fieldgrove	BS9708 00	Student Admissions Assistant	Hire Temp Appointment	1730.00	09-JAN-17
Caleb Gallagher	BS9964 00	Information Specialist	Hire Temp Appointment	1730.00	05-JAN-17
Caleb Gallagher	BS9974 00	Night Assistant	Hire Temp Appointment	2394.00	22-OCT-16
Sara Garcia	BE9387 00	RC Bookstore Temp Assistant	Hire Temp Appointment	2800.00	10-FEB-17
Megan Gayer	BS9708 00	Student Admissions Assistant	Hire Temp Appointment	1730.00	11-JAN-17
Allison Geier	BS9811 00	Event Photographer	Hire Temp Appointment	1200.00	22-NOV-16
Allison Geier	BS9998 00	Student Technology Fellow	Hire Temp Appointment	5090.40	09-JAN-17
Makeesha Geiger	BS9847 00	Rodeo Assistant	Hire Temp Appointment	1384.00	22-JAN-17
Alden Giang	BW9687 00	FWS Mail Services	Hire Temp Appointment	2177.70	22-OCT-16
Alden Giang	BW9708 00	SFS Office Assistant	Hire Temp Appointment	1760.00	10-JAN-17
Dillon Gilpin	BS9865 00	Student Telecounselor	Hire Temp Appointment	1400.00	26-JAN-17
Cassity Goetz	BW9990 00	Game Day Asst	Hire Temp Appointment	866.00	22-JAN-17
Damon Goldhammer	BS9987 00	Game Day Asst	Hire Temp Appointment	519.60	22-JAN-17
Rebecca Golliher	BS9964 0	Information Specialist	Hire Temp Appointment	1400.00	01-JAN-17
Molly Graesser	BW9709 00	Registrar Office Assistant	Hire Temp Appointment	1520.00	15-FEB-17
Jessica Gramm	BS9964 01	Building Supervisor	Hire Temp Appointment	2292.00	09-DEC-16
Jessica Gramm	BS9964 01	Building Supervisor	Hire Temp Appointment	1930.00	01-JAN-17
Kyle Graves	BS9840 00	Student Senate Campus & Extern	Hire Temp Appointment	1300.00	22-OCT-16
Kate Griffin	BS9910 00	Student Grounds Assistant	Hire Temp Appointment	740.00	31-JAN-17
Camille Griffith	BG9999 01	MSIG Grad Research Assistant	Hire Temp Appointment	10296.00	22-DEC-16
Karlee Gusso	BS9865 00	Telecounselor	Hire Temp Appointment	1480.00	09-JAN-17
Anna Hafele	BG9999 05	MSIG Grad Assistant	Hire Temp Appointment	5546.68	22-DEC-16
Erick Hairston	BW9915 00	FWS Building Maintenance	Hire Temp Appointment	2660.00	15-NOV-16
Mahyle Hausman	BS9575 00	YC Lifeguard	Hire Temp Appointment	1560.00	12-JAN-17
Mahyle Hausman	BS9962 00	Operations Specialist	Hire Temp Appointment	1384.00	12-JAN-17
Sierra Henke	BW9824 00	Office Assistant for O.E.	Hire Temp Appointment	1038.00	07-FEB-17
Marti Herber	BS9910 00	Student Grounds Assistant	Hire Temp Appointment	2000.00	22-DEC-16
Jake Herman	BS9987 00	Game Day Asst	Hire Temp Appointment	1197.00	22-OCT-16
Cristian Hernandez	BS9844 00	Peer Tutor - Spanish	Hire Temp Appointment	2880.00	22-NOV-16
Cristian Hernandez	BW9966 00	Operations Specialist	Hire Temp Appointment	1730.00	22-DEC-16
Amanda Hill	BS9580 00	Administrative Office Support	Hire Temp Appointment	2394.00	26-OCT-16
Sarah Hill	BS9987 00	Game Day Asst	Hire Temp Appointment	1440.00	22-JAN-17
Michael Hurst	BS9769 05	Research Assistant	Hire Temp Appointment	900.00	22-NOV-16
Michael Hurst	BS9769 06	Lab Assistant	Hire Temp Appointment	3600.00	22-NOV-16
Bianca Hutzler	BS9811 00	Work Study- Business	Hire Temp Appointment	2400.00	22-JAN-17
Robyn Hynes	BW9675 00	Student Sustainability Assista	Hire Temp Appointment	2520.00	09-NOV-16
Alissa Iverson	BS9769 04	Research Assistant	Hire Temp Appointment	3600.00	22-DEC-16
Isaac Iverson	BS9910 00	Student Grounds Assistant	Hire Temp Appointment	1400.00	22-JAN-17
Thomas Jackson	BS9910 00	Student Grounds Assistance	Hire Temp Appointment	2052.00	22-NOV-16
Colton Jacobs	BS9581 00	Technology Assistant	Hire Temp Appointment	1730.00	22-DEC-16
Koty Janis	BS9987 00	Game Day Asst	Hire Temp Appointment	866.00	22-JAN-17
Koty Janis	BW9990 00	Game Day Asst	Hire Temp Appointment	692.80	22-JAN-17
Madison Jilek	BS9769 03	Research Assistant	Hire Temp Appointment	900.00	22-NOV-16
Blake Johnson	BS9911 00	Student Building Maintenance	Hire Temp Appointment	4325.00	04-JAN-17
Arthur Jones	BE9216 00	Project Manager, Facilities	Hire Temp Appointment	18480.00	22-DEC-16
Emily Jons	BS9962 00	Operations Specialist	Hire Temp Appointment	1384.00	12-JAN-17
Emily Jons	BS9987 00	GDA - VB Mgr	Hire Temp Appointment	1732.00	15-JAN-17
Haley Juhnke	BS9987 00	Game Day Asst-T&F Student Asst	Hire Temp Appointment	1350.00	22-DEC-16
Burkelee Kenefick-Aschoff	BS9574 00	Math Mentor - MAC	Hire Temp Appointment	1440.00	05-JAN-17
Karli Kilby	BS9844 01	Peer Tutor - Psychology	Hire Temp Appointment	1920.00	22-JAN-17
Karson Klein	BS9998 00	Student Technology Fellow	Hire Temp Appointment	3636.00	29-DEC-16
Keely Kleven	BS9587 00	Office Assistant	Hire Temp Appointment	3591.00	02-DEC-16
Hallie Kocer	BS9998 00	Student Technology Fellow	Hire Temp Appointment	3636.00	09-JAN-17
Christopher Kopriva	BS9844 00	Tutor - Exercise Science	Hire Temp Appointment	1920.00	22-JAN-17
Ryan Lahr	BS9575 00	YC Lifeguard	Hire Temp Appointment	2340.00	18-NOV-16
Ryan Lahr	BS9962 00	Operations Specialist	Hire Temp Appointment	2052.00	17-NOV-16
Kristi Laqua	BW9967 00	Child Care Worker	Hire Temp Appointment	1730.00	09-JAN-17
Maddisen Larsen	BW9967 00	Child Care Worker	Hire Temp Appointment	1384.00	18-JAN-17
Samone Last Horse	BW9828 00	FWS Office Assistant	Hire Temp Appointment	3591.00	22-OCT-16
Madonna Lends His Horse	BS9989 00	Jacket Journal	Hire Temp Appointment	450.00	18-JAN-17
Taylor Lenz	BS9583 00	RHA President	Hire Temp Appointment	500.00	22-NOV-16
Edward Leonard	BE9271 00	Tutor	Hire Temp Appointment	1800.00	17-JAN-17
Guanxuan Liang	BS9581 00	Technology Assistant	Hire Temp Appointment	1730.00	22-DEC-16
Zane Lindsey	BS9910 00	Student Grounds Assistant	Hire Temp Appointment	2450.00	22-OCT-16
Danielle Litaba	BS9835 00	Marketing and Design Assistant	Hire Temp Appointment	315.00	14-DEC-16
Jo Lolley	BW9824 00	Office Assistant	Hire Temp Appointment	1730.00	09-JAN-17
Amber Lorius	BS9974 00	Night Assistant	Hire Temp Appointment	2394.00	22-OCT-16
Naveen Malik	BS9746 00	Lab Assistant	Hire Temp Appointment	3600.00	22-NOV-16

Jessica Malm	BW9988 00	Parking Office	Hire Temp Appointment	1900.00	25-JAN-17
Michael Marshall	BS9781 00	Rec Sports Official	Hire Temp Appointment	1384.00	17-FEB-17
Keith Marson	BS9781 0	Rec Sports Official	Hire Temp Appointment	1730.00	27-JAN-17
Keith Marson	BW9966 00	Operations Specialist	Hire Temp Appointment	1730.00	22-DEC-16
Tammi Martin	BS9811 00	ACCT Tutor	Hire Temp Appointment	1600.00	22-JAN-17
Aliesha McCarthy	BW9687 00	FWS Mail Services	Hire Temp Appointment	865.00	12-JAN-17
Aliesha McCarthy	BW9834 00	Printing Center Assistant	Hire Temp Appointment	1522.40	30-JAN-17
Suzanne McCarty	BW9824 00	Office Assistant	Hire Temp Appointment	1730.00	09-JAN-17
Kayla McCaskell	BS9910 00	Student Grounds Assistant	Hire Temp Appointment	4750.00	22-DEC-16
Matthew McCaskell	BS9902 00	Videography	Hire Temp Appointment	200.00	10-FEB-17
Clair McEnelly	BE9160 00	Sanford Lab Science Presenter	Hire Temp Appointment	562.50	22-OCT-16
Clair McEnelly	BE9160 00	Sanford Lab Science Presenter	Hire Temp Appointment	3312.50	22-NOV-16
Clair McEnelly	BE9160 00	Sanford Lab Sci Presenter	Hire Temp Appointment	750.00	22-DEC-16
Clair McEnelly	BE9160 00	Sanford Lab Science Presenter	Hire Temp Appointment	1375.00	22-JAN-17
Laketon McLaughlin	BW9990 00	Game Day Asst	Hire Temp Appointment	598.50	28-NOV-16
Angie Mcdonnell	BS9902 00	Videographer	Hire Temp Appointment	200.00	10-FEB-17
Kenedee Miles	BS9580 00	Administrative Office Assistan	Hire Temp Appointment	1730.00	22-DEC-16
Mason Moir	BS9998 00	Student Technology Fellow	Hire Temp Appointment	3636.00	09-JAN-17
Jessica Mollman	BS9563 0	Student Sustainability Worker	Hire Temp Appointment	3000.00	22-JAN-17
Aaron Montoya	BW9772 00	Office Assistant	Hire Temp Appointment	1384.00	23-JAN-17
Dennis Morton	BW9680 00	Administrataive Office Support	Hire Temp Appointment	1710.00	01-DEC-16
Lexi Nehlich	BS9963 01	Child Care Worker	Hire Temp Appointment	1384.00	22-JAN-17
Trisha Nelson	BS9564 00	Testing Assistant	Hire Temp Appointment	1800.00	22-DEC-16
Cassandra Ness	BS9564 00	Testing Assistant	Hire Temp Appointment	1800.00	22-JAN-17
Cory Noss	BS9958 00	Physiology Lab Assistant	Hire Temp Appointment	1200.00	22-OCT-16
Jasmine Nygaard	BW9838 00	FWS Storekeeper Assistant	Hire Temp Appointment	2052.00	01-DEC-16
Joshua O'Byrne	BS9964 00	Information Specialist	Hire Temp Appointment	1400.00	01-JAN-17
Ian Osborn	BW9687 00	FWS Mail Services	Hire Temp Appointment	830.40	22-JAN-17
Hannah Owens	BS9769 01	Research Assistant	Hire Temp Appointment	900.00	22-NOV-16
Timothy Palmer	BS9811 01	Tutor MIS School of Business	Hire Temp Appointment	2000.00	22-DEC-16
Timothy Palmer	BW9905 00	KBHU Program Director	Hire Temp Appointment	1384.00	17-JAN-17
Rachel Palyan	BS9963 00	Child Care Worker	Hire Temp Appointment	1384.00	01-FEB-17
Rachel Palyan	BW9967 00	Child Care Worker	Hire Temp Appointment	3078.00	22-JAN-17
Nicholas Pappas	BS9828 00	Student Recycling	Hire Temp Appointment	2304.00	22-JAN-17
Jaeyoung Park	BS9987 00	Game Day Asst	Hire Temp Appointment	692.80	22-JAN-17
Makayla Pavel	BW9718 00	FWS Library Clerk	Hire Temp Appointment	1730.00	09-JAN-17
Micah Pennel	BW9822 00	Music Work Study	Hire Temp Appointment	1384.00	18-JAN-17
Kyle Peter	BW9988 00	Parking Office	Hire Temp Appointment	1520.00	22-JAN-17
Courtney Pierce	BE9268 00	AEP Instructor	Appointment	8400.00	22-DEC-16
Tristen Polensky	BS9989 00	Jacket Journal Work Study	Hire Temp Appointment	360.00	25-JAN-17
Taylor Powell	BS9989 00	Jacket Journal Student	Hire Temp Appointment	360.00	25-JAN-17
Collin Powers	BS9987 00	GD Asst/Weight Room Monitor	Hire Temp Appointment	1384.00	03-FEB-17
Ariel Pozorski	BS9840 00	Student Senate Vice President	Hire Temp Appointment	577.76	01-FEB-17
Tahiry Razafimanjato	BS9828 00	Student Recycling	Hire Temp Appointment	1520.00	22-JAN-17
Tahiry Razafimanjato	BS9910 00	Student Grounds Assistant	Hire Temp Appointment	1900.00	22-DEC-16
Tahiry Razafimanjato	BS9973 00	RC Bookstore Assistant	Hire Temp Appointment	2100.00	19-JAN-17
Dwan Red Elk	BS9844 00	Office Assistant	Hire Temp Appointment	2880.00	22-OCT-16
Dwan Red Elk	BW9993 0	Disability Receptionist	Hire Temp Appointment	1107.20	01-FEB-17
Erika Redinger	BS9574 00	Math Mentor - MAC	Hire Temp Appointment	1440.00	05-JAN-17
Bethany Reman	BS9844 00	Tutor - Biology	Hire Temp Appointment	1920.00	22-JAN-17
Bethany Reman	BS9890 00	Labratory Assistant	Hire Temp Appointment	1600.00	22-OCT-16
Bethany Reman	BS9890 00	Labratory Assistant	Hire Temp Appointment	4000.00	22-DEC-16
Sharon Rendon	BE9301 05	Math Coaching	Hire Temp Appointment	1096.88	22-OCT-16
Sharon Rendon	BE9301 05	Math Coaching	Hire Temp Appointment	325.00	22-NOV-16
Sharon Rendon	BE9301 05	Math Coaching	Hire Temp Appointment	1218.75	22-DEC-16
Shawn Robertson	BW9822 00	Theatre Work Study	Hire Temp Appointment	1730.00	10-JAN-17
Bailey Roebing	BS9835 00	Public Relations Intern	Hire Temp Appointment	1730.00	18-JAN-17
Bailey Roebing	BS9989 00	Jacket Journal Work Study	Hire Temp Appointment	675.00	13-JAN-17
Kathy Rose	BE9160 00	Sanford Lab Science Presenter	Hire Temp Appointment	1875.00	22-OCT-16
Thomas Rose-Gray	BS9574 00	Math Mentor	Hire Temp Appointment	1440.00	18-JAN-17
Amber Rotramel	BG9998 00	GA Rec Sports	Hire Temp Appointment	3200.00	22-JAN-17
Ashley Schaeffer	BS9973 00	RC Bookstore Assistant	Hire Temp Appointment	2160.00	19-JAN-17
Agnes Schallenkamp	BW9712 00	Admissions Assistant	Hire Temp Appointment	1730.00	15-DEC-16
Agnes Schallenkamp	BW9834 00	Printing Center Assistant	Hire Temp Appointment	1384.00	30-JAN-17
Andrea Schipper	BW9718 00	FWS Library Clerk	Hire Temp Appointment	1730.00	09-JAN-17
Samantha Schroefel	BW9712 00	Student Admissions Assistant	Hire Temp Appointment	1730.00	09-JAN-17
Wade Schutz	BS9828 0	Student Recycling	Hire Temp Appointment	3000.00	22-JAN-17
Paige Schuurmans	BW9687 00	FWS Mail Services	Hire Temp Appointment	1728.00	22-NOV-16

Taylor Schweitzer	BW9914	00	FWS Grounds Assistant	Hire	Temp	Appointment	1900.00	22-DEC-16
Nathaniel Scott	BS9715	00	Student Library Clerk	Hire	Temp	Appointment	1730.00	09-JAN-17
Jessica Sea	BS9830	00	Printing Center Assistant	Hire	Temp	Appointment	692.00	25-JAN-17
Jamy Shassetz	BS9575	00	YC Lifeguard	Hire	Temp	Appointment	2340.00	18-NOV-16
Jamy Shassetz	BS9962	00	Operations Specialist	Hire	Temp	Appointment	2052.00	18-NOV-16
Chheji Sherpa	BS9578	00	Student Labor - Facilities RC	Hire	Temp	Appointment	1800.00	22-DEC-16
Ashley Siebrasse	BW9708	00	SFS Office Assistant	Hire	Temp	Appointment	1730.00	03-JAN-17
Kyle Slater	BW9824	00	Office Assistant	Hire	Temp	Appointment	1730.00	17-JAN-17
Samuel Sorrell	BS9581	00	Technology Assistant	Hire	Temp	Appointment	1730.00	22-DEC-16
Wesley Sorrell	BW9719	00	FWS Library Clerk Supv	Hire	Temp	Appointment	1930.00	09-JAN-17
Samara Soyland	BS9964	00	Information Specialist	Hire	Temp	Appointment	1730.00	05-JAN-17
Jammie Stancombe	BS9554	00	JZRC Student Assistant	Hire	Temp	Appointment	1152.00	22-OCT-16
Lacy Stevens	BS9987	00	Game Day Asst	Hire	Temp	Appointment	1260.00	28-NOV-16
Rebecca Stevenson	BS9781	00	Rec Sports Official	Hire	Temp	Appointment	1384.00	17-FEB-17
Tiffany Stewart	BS9574	00	Math Mentor - MAC	Hire	Temp	Appointment	1440.00	05-JAN-17
Charla Stickland	BW9822	00	Art Dept Assistant	Hire	Temp	Appointment	1384.00	01-FEB-17
Shelby Stoltz	BS9910	00	Student Grounds Assistant	Hire	Temp	Appointment	1900.00	22-DEC-16
Allan Stubbs	BW9838	00	FWS Storekeeper Assistant	Hire	Temp	Appointment	2160.00	10-JAN-17
Rico Stubbs	BS9844	00	Tutor - Chemistry	Hire	Temp	Appointment	1920.00	22-JAN-17
Samuel Suess	BS9708	00	Student Admissions Assistant	Hire	Temp	Appointment	2394.00	14-NOV-16
Samuel Suess	BS9967	00	On-Duty Resident Assistant	Hire	Temp	Appointment	1197.00	26-OCT-16
Kathryn Swier	BS9683	00	Student Mail Services	Hire	Temp	Appointment	1107.20	22-JAN-17
Abigail Switzer	BS9781	00	Rec Sports Official	Hire	Temp	Appointment	1730.00	27-JAN-17
Anna Teghtmeyer	BW9822	00	Jacket Journal Work Study	Hire	Temp	Appointment	1440.00	25-JAN-17
Anna Teghtmeyer	BW9906	00	BHTV Production Director	Hire	Temp	Appointment	1384.00	17-JAN-17
Serena Tennis	BW9967	00	Child Care Worker	Hire	Temp	Appointment	2394.00	23-OCT-16
Jordan Thaler	BS9964	00	Building Supervisor	Hire	Temp	Appointment	1560.00	01-JAN-17
Amanda Thompson	BS9844	00	Tutor - Education	Hire	Temp	Appointment	1920.00	17-JAN-17
Jeffery Thompson	BS9578	00	Student Labor - Facilities RC	Hire	Temp	Appointment	1800.00	22-DEC-16
Deborah Thorp	BE9160	00	Sanford Lab Science Modules	Hire	Temp	Appointment	750.00	22-OCT-16
Deborah Thorp	BE9160	00	Sanford Lab Sci Modules	Hire	Temp	Appointment	250.00	22-NOV-16
Deborah Thorp	BE9160	00	Sanford Lab Sci Presenter	Hire	Temp	Appointment	500.00	22-DEC-16
Deborah Thorp	BE9160	00	Sanford Lab Sci Presenter	Hire	Temp	Appointment	500.00	22-JAN-17
Thomas Trimble	BS9769	03	Research Assistant	Hire	Temp	Appointment	900.00	22-NOV-16
Jaelani Utke	BS9574	01	Math Mentor	Hire	Temp	Appointment	2520.00	06-DEC-16
Ariana Vandersnick	BW9967	00	Child Care Worker	Hire	Temp	Appointment	346.00	09-JAN-17
Richard Walbe	BS9715	00	Library Clerk	Hire	Temp	Appointment	1730.00	09-JAN-17
Darian Warford	BW9990	00	Game Day Asst	Hire	Temp	Appointment	1197.00	28-NOV-16
Kimberly Webber	BE9160	00	Sanford Lab Science Curriculum	Hire	Temp	Appointment	446.88	22-OCT-16
Elizabeth Williams	BS9571	00	Student Research Assistant	Hire	Temp	Appointment	500.00	25-JAN-17
Diane Wimp	BE9301	00	Geometry Instructor	Hire	Temp	Appointment	2000.00	22-OCT-16
Katelyn Woten	BS9811	00	Tutor- Accounting	Hire	Temp	Appointment	1600.00	22-JAN-17
Dylan Wright	BS9781	00	Rec Sports Official	Hire	Temp	Appointment	1730.00	27-JAN-17
McLain Wunschel	BS9997	00	Writing Center Assistant	Hire	Temp	Appointment	2100.00	09-JAN-17
Lanaya Young	BS9963	00	Child Care Worker	Hire	Temp	Appointment	1730.00	09-JAN-17
Tara Ramsey	BE9484	00	Adjunct B0L 153L B003/4/5/6	Hire	Temp	Appointment	10536.00	22-JAN-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.								
Scott Alstiel	BS9787	00	BHTV Station Manager	Minimum Wage Increase	3078.00	3078.00	0.00	
Elliott Anderson	BS9997	00	Writing Center Mentor	Minimum Wage Increase	3078.00	3078.00	0.00	
Mialisoa Andriamanantena	BS9873	00	CAMSE Student Worker	Minimum Wage Increase	3078.00	3078.00	0.00	
Mikaelah Andriamanantena	BS9873	00	CAMSE Student Worker	Minimum Wage Increase	3078.00	3078.00	0.00	
Ai Asama	BS9587	00	Office Assistant	Minimum Wage Increase	3591.00	3591.00	0.00	
Marine Avril	BS9715	00	Library Clerk	Minimum Wage Increase	3078.00	3078.00	0.00	
Jordyn Ballard	BS9987	00	Game Day Asst	Minimum Wage Increase	2308.50	2308.50	0.00	
William Barham	BS9838	00	Phone-a-thon Caller	Minimum Wage Increase	680.00	680.00	0.00	
Aisha Baum	BW9712	00	Admissions Assistant	Minimum Wage Increase	3078.00	3078.00	0.00	
Abigail Bertram	BW9793	00	Student Athletic Trainer	Minimum Wage Increase	2308.50	2308.50	0.00	
Adam Bertsch	BS9987	00	Game Day Asst	Minimum Wage Increase	1368.00	1368.00	0.00	
Macallie Bettcher	BW9712	00	Student Admissions Assistant	Minimum Wage Increase	2394.00	2394.00	0.00	
Melissa Bettcher	BW9712	00	Student Admissions Assistant	Minimum Wage Increase	2394.00	2394.00	0.00	
Wyatt Bills	BS9902	00	TV Producer	Minimum Wage Increase	1154.25	1154.25	0.00	
Malaisia Boykin	BW9712	00	Admissions Assistant	Minimum Wage Increase	3078.00	3078.00	0.00	

Bradley Branson	BS9582 00	Senior Resident Assistant	Minimum Wage Increase	1539.00	1539.00	0.00
Bradley Branson	BW9683 00	Office Assistant	Minimum Wage Increase	3078.00	3078.00	0.00
Katherine Brock	BW9824 00	Office Assistant	Minimum Wage Increase	3078.00	3078.00	0.00
Matdalynn Buffington	BS9987 00	Game Day Asst	Minimum Wage Increase	2308.50	2308.50	0.00
Joseph Burch	BS9987 00	Game Day Asst.	Minimum Wage Increase	1710.00	1710.00	0.00
Dimitri Butts	BS9962 00	Operations Specialist	Minimum Wage Increase	2052.00	2052.00	0.00
Dimitri Butts	BS9987 00	Game Day Assistant	Minimum Wage Increase	957.60	957.60	0.00
Scott Carey	BW9990 00	Game Day Asst	Minimum Wage Increase	1539.00	1539.00	0.00
Diego Chacon Villacis	BS9987 00	Game Day Asst	Minimum Wage Increase	1368.00	1368.00	0.00
Sequoyah Chavez	BS9974 00	Night Assistant	Minimum Wage Increase	3078.00	3078.00	0.00
Jessie Clark	BW9912 00	Sanford Lab Student Employee	Minimum Wage Increase	4104.00	4104.00	0.00
Vanessa Clark	BW9966 00	FWS Operations Specialist	Minimum Wage Increase	3078.00	3078.00	0.00
Shandell Clutter	BS9706 00	Student Engagement Specialist	Minimum Wage Increase	3078.00	3078.00	0.00
Destinee Cole	BW9708 00	SFS Office Assistant	Minimum Wage Increase	3078.00	3078.00	0.00
Samantha Cole	BS9962 00	Operations Specialist	Minimum Wage Increase	3078.00	3078.00	0.00
Molly Connot	BW9712 00	Student Admissions Assistant	Minimum Wage Increase	3078.00	3078.00	0.00
Stefan Desnica	BS9962 00	Operations Specialist	Minimum Wage Increase	2052.00	2052.00	0.00
Stefan Desnica	BS9987 00	Game Day Asst	Minimum Wage Increase	3078.00	3078.00	0.00
Dominique DiManna	BW9990 00	Game Day Asst	Minimum Wage Increase	2308.50	2308.50	0.00
Madison Druse	BS9987 00	Game Day Asst	Minimum Wage Increase	2308.50	2308.50	0.00
Megan Duncan	BW9824 00	Office Assistant	Minimum Wage Increase	3078.00	3078.00	0.00
Cody Eckhardt	BS9715 00	Student Library Clerk	Minimum Wage Increase	3078.00	3078.00	0.00
Alyssa Egan	BW9793 00	Student Athletic Trainer	Minimum Wage Increase	2308.50	2308.50	0.00
Alexis Ellison	BS9974 00	Night Assistant	Minimum Wage Increase	3078.00	3078.00	0.00
Taylor Escott	BW9712 00	Student Admissions Assistant	Minimum Wage Increase	3078.00	3078.00	0.00
Catlyn Falconer	BW9993 00	Disability Receptionist	Minimum Wage Increase	3078.00	3078.00	0.00
Courtney Falconer	BW9842 00	FWS Office Assistant	Minimum Wage Increase	3078.00	3078.00	0.00
Brooklyn Fauth	BS9963 00	Child Care Worker	Minimum Wage Increase	3096.00	3096.00	0.00
Brooklyn Fauth	BS9987 00	Game Day Asst	Minimum Wage Increase	2308.50	2308.50	0.00
Elizabeth Ferdinand	BW9967 00	Child Care Worker	Sal Adj-Unusual Circumstance	3096.00		
Elizabeth Ferdinand	BW9967 00	Child Care Worker	Minimum Wage Increase	3096.00	3096.00	0.00
Yasmen Foes	BW9687 00	FWS Mail Services	Minimum Wage Increase	2476.80	2476.80	0.00
Myles Frazier	BW9718 00	Library Clerk	Minimum Wage Increase	3078.00	3078.00	0.00
Caleb Gallagher	BS9974 00	Night Assistant	Minimum Wage Increase	2394.00	2394.00	0.00
Megan Gayer	BS9582 00	Senior Resident Assistant	Minimum Wage Increase	1539.00	1539.00	0.00
Rachel Geier	BW9990 00	Game Day Asst	Minimum Wage Increase	2308.50	2308.50	0.00
Molly Graesser	BW9990 00	Game Day Assistant	Minimum Wage Increase	3078.00	3078.00	0.00
Kenya Grauberger	BS9987 00	Game Day Asst	Minimum Wage Increase	1539.00	1539.00	0.00
Kyle Graves	BW9822 00	Theatre Tech	Minimum Wage Increase	3078.00	3078.00	0.00
Taylor Gutjahr	BW9718 00	Library Clerk	Minimum Wage Increase	3060.00	3060.00	0.00
Kaitlyn Hadley	BS9781 00	Rec Sports Official	Minimum Wage Increase	1539.00	1539.00	0.00
Ann'D Hager	BS9683 00	Student Mail Services	Minimum Wage Increase	2462.40	2462.40	0.00
Samantha Halverson	BW9687 00	FWS Mail Services	Minimum Wage Increase	2462.40	2462.40	0.00
Elexa Hanson	BS9708 00	Student Admissions Assistant	Minimum Wage Increase	3078.00	3078.00	0.00
Payton Haslam	BW9990 00	Game Day Asst.	Minimum Wage Increase	3060.00	3060.00	0.00
McKayla Haugeberg	BS9987 00	Game Day Asst	Minimum Wage Increase	1539.00	1539.00	0.00
Mahyle Hausman	BW9966 00	FWS Operations Specialist	Minimum Wage Increase	3078.00	3078.00	0.00
Maxxwill Hausman	BW9990 00	Game Day Asst	Minimum Wage Increase	3078.00	3078.00	0.00
Ajallade Hennis	BW9834 00	Printing Center Assistant	Minimum Wage Increase	3078.00	3078.00	0.00
Jake Herman	BS9987 00	Game Day Asst	Minimum Wage Increase	1197.00	1197.00	0.00
Cristian Hernandez	BW9990 00	Game Day Asst	Minimum Wage Increase	3078.00	3078.00	0.00
Yesenia Herrera	BS9987 00	Game Day Asst	Minimum Wage Increase	1539.00	1539.00	0.00
Amanda Hill	BS9580 00	Administrative Office Support	Minimum Wage Increase	2394.00	2394.00	0.00
Morgan Hofeldt	BW9967 00	Child Care Worker	Minimum Wage Increase	3078.00	3078.00	0.00
Hailey Horob	BW9990 00	Game Day Asst	Minimum Wage Increase	2308.50	2308.50	0.00
Larissa Houtari	BW9828 00	FWS Office Assistant	Minimum Wage Increase	5472.00	5472.00	0.00
Thomas Jackson	BS9910 00	Student Grounds Assistance	Minimum Wage Increase	2052.00	2052.00	0.00
Colton Jacobs	BW9681 00	Technology Assistant	Minimum Wage Increase	3078.00	3078.00	0.00
Kelsey Jacobs	BS9963 00	Child Care Worker	Minimum Wage Increase	3078.00	3078.00	0.00
Emily Jacoway	BS9715 00	Student Library Clerk	Minimum Wage Increase	3096.00	3096.00	0.00
Ellie Jaques	BS9708 00	Student Admissions Assistant	Minimum Wage Increase	3078.00	3078.00	0.00
Amber Jensen	BS9781 00	Rec Sports Official	Minimum Wage Increase	1539.00	1539.00	0.00
Brady Jones	BW9905 00	KBHU Radio - FWS	Minimum Wage Increase	3078.00	3078.00	0.00
Jordan Jones	BS9967 00	On-Duty RA	Minimum Wage Increase	1539.00	1539.00	0.00
Emily Jons	BW9966 00	FWS Operations Specialist	Minimum Wage Increase	3078.00	3078.00	0.00
Emily Jons	BW9990 00	Volleyball Manager	Minimum Wage Increase	1641.60	1641.60	0.00
Raven Jorgensen	BW9708 00	SFS Office Assistant	Minimum Wage Increase	3078.00	3078.00	0.00
Minayo Kawamura	BS9962 00	Operations Specialist	Minimum Wage Increase	3078.00	3078.00	0.00

Hannah Kirk	BS3992 00	CEAP - Athletic Training	Minimum Wage Increase	3078.00	3078.00	0.00
Kaydee Kirwan	BW9785 00	Rec Sports Official	Minimum Wage Increase	1539.00	1539.00	0.00
Keely Kleven	BS9587 00	Office Assistant	Minimum Wage Increase	3591.00	3591.00	0.00
Abbi Klyaic	BS9987 0	Game Day Asst	Minimum Wage Increase	1539.00	1539.00	0.00
Shae Knox	BW9967 00	Child Care Worker	Minimum Wage Increase	3078.00	3078.00	0.00
James Knutson	BS9781 00	Rec Sports Official	Minimum Wage Increase	1539.00	1539.00	0.00
Rachel Kremer	BW9967 00	Child Care Worker	Minimum Wage Increase	3078.00	3078.00	0.00
Nicholas Krull	BW9826 00	Photo Lab Assistant	Minimum Wage Increase	3078.00	3078.00	0.00
Baylee Lacompte	BW9687 00	FWS Mail Services	Minimum Wage Increase	1915.20	1915.20	0.00
Justin Lafferty	BW9990 00	Game Day Asst	Minimum Wage Increase	2308.50	2308.50	0.00
Ryan Lahr	BS9962 00	Operations Specialist	Minimum Wage Increase	2052.00	2052.00	0.00
Ryan Lahr	BS9987 00	Game Day Assistant	Minimum Wage Increase	3078.00	3078.00	0.00
Kaylee Lamb	BS9997 00	Writing Center Consultant	Minimum Wage Increase	3078.00	3078.00	0.00
Samone Last Horse	BW9828 00	FWS Office Assistant	Minimum Wage Increase	3591.00	3591.00	0.00
Jasmine LeMaire	BW9674 00	R&R Work Study	Minimum Wage Increase	3078.00	3078.00	0.00
Chelsea Leblanc	BW9687 0	FWS Mail Services	Minimum Wage Increase	2462.40	2462.40	0.00
Kevin Lewey	BW9822 00	Art Department Assistant	Minimum Wage Increase	3078.00	3078.00	0.00
Danielle Litaba	BS9787 00	TV Producer	Minimum Wage Increase	1026.00	1026.00	0.00
Danielle Litaba	BS9901 00	Student KBHU Radio	Minimum Wage Increase	1154.25	1154.25	0.00
Danielle Litaba	BS9964 00	Information Specialist	Minimum Wage Increase	3420.00	3420.00	0.00
Rishell Lizasuain	BS9967 00	On-Duty RA	Minimum Wage Increase	1539.00	1539.00	0.00
Jennifer Loftin	BW9822 00	Music Work Study	Minimum Wage Increase	2736.00	2736.00	0.00
Justin Logue	BS9798 00	Student Assistant/Diversion	Minimum Wage Increase	3078.00	3078.00	0.00
Justin Logue	BS9967 00	On-Duty RA	Minimum Wage Increase	1539.00	1539.00	0.00
Amber Lorius	BS9708 00	Student Admissions Assistant	Minimum Wage Increase	3078.00	3078.00	0.00
Amber Lorius	BS9974 00	Night Assistant	Minimum Wage Increase	2394.00	2394.00	0.00
Annette Loveday	BW9718 00	Library Clerk	Minimum Wage Increase	3078.00	3078.00	0.00
Clara Macilravie-Canas	BS9997 00	Writing Center Consultant	Minimum Wage Increase	3078.00	3078.00	0.00
Morgan Mack	BS9987 00	Game Day Assistant	Minimum Wage Increase	2308.50	2308.50	0.00
Matthew Madrid	BW9990 00	Game Day Asst	Minimum Wage Increase	1368.00	1368.00	0.00
James Marshall	BW9990 00	Game Day Asst	Minimum Wage Increase	2308.50	2308.50	0.00
Keith Marson	BW9990 00	Game Day Asst	Minimum Wage Increase	3078.00	3078.00	0.00
Melissa Mason	BW9822 00	Theatre Tech	Minimum Wage Increase	3078.00	3078.00	0.00
Sumire Matsumoto	BS9962 00	Operations Specialist	Minimum Wage Increase	3078.00	3078.00	0.00
Matthew McCaskell	BW9993 00	Disability Receptionist	Minimum Wage Increase	3078.00	3078.00	0.00
Marissa McFarland	BS9708 00	Student Admissions Assistant	Minimum Wage Increase	3078.00	3078.00	0.00
Laketon McLaughlin	BS9987 00	Game Day Asst	Minimum Wage Increase	1539.00	1539.00	0.00
Laketon McLaughlin	BW9990 00	Game Day Asst	Minimum Wage Increase	598.50	598.50	0.00
Cheyenne Mendelsohn	BS9974 00	Night Assistant	Minimum Wage Increase	2736.00	2736.00	0.00
Cheyenne Mendelsohn	BW9712 00	Admissions Assistant	Minimum Wage Increase	3078.00	3078.00	0.00
Alexandria Menke	BW9990 00	Game Day Asst	Minimum Wage Increase	1368.00	1368.00	0.00
Maddison Miller	BS9683 00	Student Mail Services	Minimum Wage Increase	2462.40	2462.40	0.00
Mason Moir	BW9826 00	Photo Lab Asst	Minimum Wage Increase	3078.00	3078.00	0.00
Jessica Mollman	BS9582 00	Senior Resident Assistant	Minimum Wage Increase	1710.00	1710.00	0.00
Jessica Mollman	BS9967 00	On-Duty Resident Assistant	Minimum Wage Increase	1539.00	1539.00	0.00
Sean Mommerency	BW9824 00	Office Assistant	Minimum Wage Increase	3078.00	3078.00	0.00
Drazen Moratzka	BS9987 00	Game Day Asst	Minimum Wage Increase	1539.00	1539.00	0.00
Dennis Morton	BW9680 00	Administrataive Office Support	Minimum Wage Increase	1710.00	1710.00	0.00
Jordan Mullen	BS9715 00	Library Clerk	Minimum Wage Increase	3078.00	3078.00	0.00
Rachel Munce	BW9822 00	Theatre Tech	Minimum Wage Increase	3078.00	3078.00	0.00
Cassie Natvig	BS9987 00	Game Day Assistant	Minimum Wage Increase	3078.00	3078.00	0.00
Karly Niemann	BS9987 0	Game Day Asst	Minimum Wage Increase	2308.50	2308.50	0.00
Tarina Nye	BW9822 00	Theatre Tech	Minimum Wage Increase	3078.00	3078.00	0.00
Katelyn Odle	BS9987 00	Game Day Asst	Minimum Wage Increase	1539.00	1539.00	0.00
Wyatt Osthus	BW9687 00	FWS Mail Services	Minimum Wage Increase	2462.40	2462.40	0.00
Rachel Palyan	BW9967 00	Child Care Worker	Minimum Wage Increase	3078.00	3078.00	0.00
Tori Parks	BS9963 00	Child Care Worker	Minimum Wage Increase	3078.00	3078.00	0.00
Sarah Ponwith	BW9822 00	Theatre Tech	Minimum Wage Increase	3078.00	3078.00	0.00
Ariel Pozorski	BW9802 00	Receptionist	Minimum Wage Increase	3078.00	3078.00	0.00
Chelsea Price	BS9964 00	Information Specialist	Minimum Wage Increase	3078.00	3078.00	0.00
Ava Rankin	BW9851 00	Rodeo Assistant	Minimum Wage Increase	4617.00	4617.00	0.00
Alexandra Richards	BS9987 00	Game Day Asst	Minimum Wage Increase	2308.50	2308.50	0.00
Hannah Rodgers	BS9964 00	Information Specialist	Minimum Wage Increase	3078.00	3078.00	0.00
Sandrine Rudin	BS9582 00	Senior Resident Assistant	Minimum Wage Increase	1539.00	1539.00	0.00
Sandrine Rudin	BS9987 00	Game Day Asst	Minimum Wage Increase	1368.00	1368.00	0.00
Robert Russell	BS9579 00	AEPP Tutor	Minimum Wage Increase	4104.00	4104.00	0.00
Robert Russell	BS9587 00	Office Assistant	Minimum Wage Increase	2308.50	2308.50	0.00
Riley Ryan	BS9781 00	Rec Sports Official	Minimum Wage Increase	1539.00	1539.00	0.00

Bailey Sadowsky	BS9615	00	Volunteer Coordinator	Minimum Wage Increase	4309.20	4309.20	0.00
Sarah Satterlee	BW9822	00	Art Work Study	Minimum Wage Increase	3078.00	3078.00	0.00
Kendra Savery	BW9968	00	Student Engagement Specialist	Minimum Wage Increase	3078.00	3078.00	0.00
Maria Schmitt	BW9808	00	Photo Lab Assistant	Minimum Wage Increase	3078.00	3078.00	0.00
Brittany Schoenfelder	BW9826	00	Photo Lab Asst	Minimum Wage Increase	3078.00	3078.00	0.00
Deeana Schubbel	BS9683	00	Student Mail Services	Minimum Wage Increase	2462.40	2462.40	0.00
Alison Schultes	BW9802	00	Receptionist	Minimum Wage Increase	3078.00	3078.00	0.00
Nathaniel Scott	BW9834	00	Printing Center Assistant	Minimum Wage Increase	3078.00	3078.00	0.00
Kayleen Selfridge	BS9987	00	Game Day Asst	Minimum Wage Increase	2565.00	2565.00	0.00
Jamy Shassetz	BS9962	00	Operations Specialist	Minimum Wage Increase	2052.00	2052.00	0.00
Abigail Siekmann	BS9987	00	Sports Info Game Day Asst	Minimum Wage Increase	3420.00	3420.00	0.00
Shonee Singer	BW9822	00	Theatre Tech	Minimum Wage Increase	3078.00	3078.00	0.00
Wesley Sorrell	BW9718	00	Library Clerk	Minimum Wage Increase	3078.00	3078.00	0.00
Cameron Spade	BW9990	00	Game Day Asst	Minimum Wage Increase	2308.50	2308.50	0.00
Samantha Starkey	BS9987	00	Game Day Asst	Minimum Wage Increase	2295.00	2295.00	0.00
Benjamin Steever	BS9553	00	Special Projects - Stdnt Labor	Minimum Wage Increase	2052.00	2052.00	0.00
Benjamin Steever	BS9582	00	Senior Resident Assistant	Minimum Wage Increase	1710.00	1710.00	0.00
Benjamin Steever	BS9968	00	Office Assistant	Minimum Wage Increase	3420.00	3420.00	0.00
Lathen Stevens	BW9851	00	Rodeo Assistant	Minimum Wage Increase	4617.00	4617.00	0.00
Shelby Stoltz	BS9987	00	Game Day Asst	Minimum Wage Increase	1539.00	1539.00	0.00
Alyssa Strobel	BS9683	00	Student Mail Services	Minimum Wage Increase	2462.40	2462.40	0.00
Jacqueline Stroup	BW9718	00	Library Clerk	Minimum Wage Increase	3078.00	3078.00	0.00
Samuel Suess	BS9708	00	Student Admissions Assistant	Minimum Wage Increase	2394.00	2394.00	0.00
Samuel Suess	BS9967	00	On-Duty Resident Assistant	Minimum Wage Increase	1197.00	1197.00	0.00
Serena Tennis	BW9967	00	Child Care Worker	Minimum Wage Increase	2394.00	2394.00	0.00
Tess Thomas	BW9785	00	Rec Sports Official	Minimum Wage Increase	1539.00	1539.00	0.00
Brittany Thompson	BS9798	00	Student Assistant/Diversion	Minimum Wage Increase	3078.00	3078.00	0.00
Deontae Thorn	BW9990	00	Game Day Asst	Minimum Wage Increase	1539.00	1539.00	0.00
Joshua Vaith	BW9687	00	FWS Mail Services	Minimum Wage Increase	2462.40	2462.40	0.00
Julianne Van Driel	BW9822	00	Theatre Tech	Minimum Wage Increase	3078.00	3078.00	0.00
Kelsey VanDenHemel	BS9945	00	Student Office Assistant	Minimum Wage Increase	3078.00	3078.00	0.00
Kyle Vanriel	BS9683	00	Student Mail Services	Minimum Wage Increase	2462.40	2462.40	0.00
Bridget Vatne	BW9718	00	Library Clerk	Minimum Wage Increase	3078.00	3078.00	0.00
Amanda Voisin	BS9787	00	BHTV TV Producer	Minimum Wage Increase	1154.25	1154.25	0.00
Dustin Voss	BW9826	00	Photo Lab Assistant	Minimum Wage Increase	3078.00	3078.00	0.00
Richard Walbe	BW9826	00	Photo Lab Asst	Minimum Wage Increase	3078.00	3078.00	0.00
Amber Wallace	BW9967	00	Child Care Worker	Minimum Wage Increase	3078.00	3078.00	0.00
Maurice Wallum	BW9990	00	Game Day Asst	Minimum Wage Increase	1368.00	1368.00	0.00
Darian Warford	BW9990	00	Game Day Asst	Minimum Wage Increase	1197.00	1197.00	0.00
Taylor Watkins	BS9708	00	Student Admissions Assistant	Minimum Wage Increase	3078.00	3078.00	0.00
Addison Weglin	BW9709	00	Registrar Office Assistant	Minimum Wage Increase	3078.00	3078.00	0.00
Francisco Wendlandt Paredes	BS9987	00	Game Day Asst	Minimum Wage Increase	2308.50	2308.50	0.00
Shayla Wickett	BS9987	00	Game Day Asst	Minimum Wage Increase	1368.00	1368.00	0.00
Elizabeth Williams	BS9579	00	AEPP Tutor	Minimum Wage Increase	7387.20	7387.20	0.00
Courtney Wilson	BW9824	00	Office Assistant	Minimum Wage Increase	3078.00	3078.00	0.00
Katelyn Woten	BW9997	00	Honors Assistant	Minimum Wage Increase	3078.00	3078.00	0.00
Jase Zebrowski	BW9990	00	Game Day Asst	Minimum Wage Increase	2308.50	2308.50	0.00
Tara Ramsey	BE9213	00	Post-Doc Research Assc	Permanent Change in FTE	29830.08	8169.96	-21660.12

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Roxie Ahlbrecht	BE9160	00	Sanford Lab Science Presenter	TV013	21-NOV-16
Roxie Ahlbrecht	BE9160	00	Sanford Lab Science Presenter	TV013	21-FEB-17
Sara Alexander	BW9687	00	FWS Mail Services	TV012	21-DEC-16
Tina Andreana	BG9998	00	GA Rec Sports	TV012	23-DEC-16
Mikaelah Andriamanantena	BS9844	00	Peer Mentor	TV012	16-DEC-16
Megan Arneson	BS9811	02	Accounting Tutor	TV012	21-DEC-16
Ariel Aufdengarten	BS9562	00	Food Service Worker	TV012	08-JAN-17
Margaret Austin	BE9301	00	Math Coach	TV013	21-NOV-16
Margaret Austin	BE9301	00	Math Coach	TV013	21-DEC-16
Margaret Austin	BE9301	00	Math Coach	TV013	21-JAN-17
Margaret Austin	BE9301	00	Math Coach	TV013	21-FEB-17
Queensly Ayegba	BS9910	00	Student Grounds Assistant	TV012	21-JAN-17
Druanna Barzeski	BW9718	00	Library Clerk	TV012	21-DEC-16



Druanna Barzeski	BW9719 00	Library Clerk Supervisor	TV012	21-DEC-16
Brady Besco	BS9769 00	Field Technician	TV012	21-NOV-16
Amanda Blank	BS9554 00	JZ SP Assistant	TV012	06-JAN-17
Amanda Blank	BS9973 00	Bookstore Assistant	TV012	06-JAN-17
Hannah Bohlinger	BS9828 00	Student Recycling	TV012	21-DEC-16
Patrick Bonine	BW9674 00	School of Business Work Study	TV012	13-JAN-17
Mary Bradsky	BS9844 00	Peer Tutor - Ex. Sci.	TV012	14-DEC-16
Bradley Branson	BS9583 00	RHA Vice President	TV012	21-DEC-16
Vera Brave Bird-Garland	BW9718 00	Library Clerk	TV012	21-DEC-16
Alexander Brost	BW9988 00	Parking Office	TV012	28-NOV-16
Chad Bryant	BS9844 00	Peer Mentor	TV012	16-DEC-16
Olivia Byrns	BS9910 00	Student Grounds Assistant	TV012	21-DEC-16
Jesse Caron	BE9271 00	Admin Office Assistant	TV013	21-JAN-17
Erika Cerveny	BS9844 00	Peer Mentor	TV012	16-DEC-16
Jennifer Coleman	BS9564 00	Testing Assistant	TV012	21-DEC-16
Jennifer Coleman	BS9585 00	Tutor	TV012	21-DEC-16
Chelsea Connor	BS9562 00	Food Service Worker	TV012	08-FEB-17
Clayton Cooch	BE9188 00	NFE Temp Exempt - DOE Grant	TV013	21-DEC-16
Darlene Coppe	BS9769 00	Assistant Researcher	TV012	21-DEC-16
Darlene Coppe	BS9910 00	Student Grounds Assistant	TV012	21-NOV-16
Calvin Crooks	BE9190 00	Broadcast Engineer	TV013	21-DEC-16
Allison Deal	BS9844 00	Peer Mentor	TV012	16-DEC-16
Randall Doran	BS9987 00	Game Day Assistant	TV012	21-DEC-16
Emmanuel Dosch	BS9998 00	Student Technology Fellow	TV012	22-DEC-16
Destiny Durham	BS9563 00	Student Sustainability Worker	TV012	21-DEC-16
Goodness Ebenezer	BS9828 00	Student Recycling	TV012	21-DEC-16
Jessica Engberg	BW9967 00	Child Care Worker	TV012	21-DEC-16
Taylor Escott	BW9869 00	Telecounselor	TV012	14-DEC-16
Catlyn Falconer	BW9993 00	Disability Receptionist	TV012	21-FEB-17
Elizabeth Ferdinand	BW9967 00	Child Care Worker	TV012	21-JAN-17
Claire Fergusson	BS9587 00	Office Assistant	TV012	21-DEC-16
Bryce Flickema	BS9910 00	Student Grounds Assistant	TV012	21-DEC-16
Antonio Flores	BW9914 00	FWS Grounds Assistant	TV012	21-DEC-16
Alden Giang	BW9687 00	FWS Mail Services	TV012	21-JAN-17
Kristina Giesey	BS9574 00	Math Mentor	TV012	21-DEC-16
Cassity Goetz	BW9967 00	Child Care Worker	TV012	21-DEC-16
Jessica Gramm	BW9968 00	Building Supervisor	TV012	09-DEC-16
Camille Griffith	BG9999 01	MSIG Graduate Assistant	TV012	21-DEC-16
Anna Hafele	BG9999 04	MSIG Graduate Assistant	TV012	21-DEC-16
Kirk Hauck	BE9399 00	Art Model	TV013	21-DEC-16
Mahyle Hausman	BS9844 00	Peer Mentor	TV012	16-DEC-16
Matthew Hess	BS9998 00	Student Technology Fellow	TV012	22-DEC-16
Karin Humar	BS9844 00	Peer Mentor	TV012	16-DEC-16
Michael Hurst	BS9769 00	Undergrad Research Assistant	TV012	21-NOV-16
Robyn Hynes	BS9584 00	SSEC Student Worker	TV012	10-NOV-16
Alissa Iverson	BS9769 03	Student Reserch Assistant	TV012	21-JAN-17
Colton Jacobs	BS9581 00	Technology Assistant	TV012	21-DEC-16
Tahnee Janis	BS9973 00	RC Bookstore Assistant	TV012	04-JAN-17
Madison Jilek	BS9769 00	Undergrad Research Assistant	TV012	21-NOV-16
Larissa Johnson	BS9814 00	Office Assistant	TV012	21-NOV-16
Arthur Jones	BE9216 00	Project Manager, Facilities	TV013	21-DEC-16
Taylor Jordan	BW9988 00	Parking office	TV012	21-DEC-16
Jasmine Kershner	BW9772 00	Office Assistant	TV012	21-NOV-16
Karli Kilby	BS9844 00	Peer Mentor	TV012	16-DEC-16
James Kilgore	BS9910 00	Student Grounds Assistant	TV012	21-DEC-16
Sarah Leiby	BE9158 00	Asst Soccer Coach	TV013	21-NOV-16
Shaley Lensegrav	BS9997 00	Writing Center Consultant	TV012	21-DEC-16
Taylor Lenz	BS9583 00	RHA President	TV012	21-DEC-16
Edward Leonard	BS9585 00	Tutor	TV012	21-DEC-16
Guanxuan Liang	BS9581 00	Technology assistant	TV012	21-DEC-16
Brady Licht	BS9834 00	Student Storekeeper Assistant	TV012	16-DEC-16
Zane Lindsey	BS9910 00	Student Grounds Assistant	TV012	21-DEC-16
Danielle Litaba	BS9787 00	TV Producer	TV012	21-JAN-17
Danielle Litaba	BS9835 00	Marketing and Design Assistant	TV012	21-JAN-17
Naveen Malik	BS9746 00	Lab Assistant	TV012	21-JAN-17
Sumire Matsumoto	BS9989 00	Jacket Journal Online Editor	TV012	21-DEC-16
Lisa McCain	BW9975 00	Food Service Worker	TV012	09-DEC-16
Aliesha McCarthy	BW9687 00	FWS Mail Services	TV012	24-JAN-17

Dietric McConnell	BS9964 00	Information Specialist	TV012	14-DEC-16
McKenna McCreary	BS9574 00	Math Mentor	TV012	14-DEC-16
Clair McEnelly	BE9160 00	Sanford Lab Science Presenter	TV013	21-NOV-16
Clair McEnelly	BE9160 00	Sanford Lab Science Presenter	TV013	21-DEC-16
Clair McEnelly	BE9160 00	Sanford Lab Science Presenter	TV013	21-JAN-17
Clair McEnelly	BE9160 00	Sanford Lab Science Presenter	TV013	21-FEB-17
Ashley McFarland	BW9718 00	Library Clerk	TV012	21-DEC-16
Ashley McFarland	BW9719 00	Library Clerk Supervisor	TV012	21-DEC-16
Alex Mentele	BS9787 00	Production Manager	TV012	21-DEC-16
Kennedee Miles	BS9580 00	Administrative Office Support	TV012	21-DEC-16
Lexi Nehlich	BW9967 00	Child Care Worker	TV012	21-JAN-17
Trisha Nelson	BS9564 00	Testing Assistant	TV012	21-DEC-16
Cory Noss	BS9958 00	Physiology Lab Assistant	TV012	21-DEC-16
Jasmine Nygaard	BW9838 00	FWS Storekeeper Assistant	TV012	06-JAN-17
Oluwashola Okoya	BS9563 00	Student Sustainability Worker	TV012	21-DEC-16
Ian Osborn	BW9687 00	FWS Mail Services	TV012	21-FEB-17
Hannah Owens	BS9769 00	Undergrad Research Assistant	TV012	21-NOV-16
Timothy Palmer	BS9811 00	Tutor- School of Business	TV012	21-DEC-16
Rachel Palyan	BW9967 00	Child Care Worker	TV012	21-JAN-17
Rachel Palyan	BW9967 00	Child Care Worker	TV012	21-FEB-17
Phydell Paris	BS9844 00	Peer Assistant	TV012	16-DEC-16
Courtney Pierce	BE9268 00	AEP Instructor	TV013	19-DEC-16
Ariel Pozorski	BW9802 00	Receptionist	TV012	21-FEB-17
Joseph Rath	BS9844 00	Peer Tutor - Biology	TV012	14-DEC-16
Tahiry Razafimanjato	BS9910 00	Student Grounds Assistant	TV012	21-JAN-17
Dwan Red Elk	BS9844 00	Office Assistant	TV012	14-DEC-16
Bethany Reman	BS9890 00	Labratory Assistant	TV012	21-DEC-16
Sharon Rendon	BE9301 05	Math Coaching	TV013	21-NOV-16
Sharon Rendon	BE9301 05	Math Coaching	TV013	21-DEC-16
Sharon Rendon	BE9301 05	Math Coaching	TV013	21-JAN-17
Madison Rittberger	BW9967 00	Child Care Worker	TV012	21-NOV-16
Sarah Rohrbach	BS9844 00	Peer Mentor	TV012	16-DEC-16
Jesse Rose	BS9844 00	Peer Tutor - Chem	TV012	14-DEC-16
Kathy Rose	BE9160 00	Sanford Lab Science Presenter	TV013	21-NOV-16
Sandrine Rudin	BS9714 00	Library Clerk Supervisor	TV012	21-DEC-16
Sandrine Rudin	BS9715 00	Library Clerk	TV012	21-DEC-16
Paige Schuurmans	BS9683 00	Student Mail Services	TV012	21-NOV-16
Amber Schwab	BE9192 00	Head Women's Triathlon Coach	TV013	21-DEC-16
Nathaniel Scott	BW9834 00	Printing Center Assistant	TV012	21-JAN-17
Chheji Sherpa	BS9578 00	Student Labor - Facilities RC	TV012	21-DEC-16
Tyler Simmons	BW9772 00	Office Assistant	TV012	14-DEC-16
Benjamin Sjobakken	BS9910 00	Student Grounds Assistant	TV012	21-DEC-16
Elizabeth Sorensen	BS9786 00	KBHU Program Director	TV012	21-DEC-16
Elizabeth Sorensen	BS9910 00	Student Grounds Assistant	TV012	21-DEC-16
Chelsi Stanly	BW9680 00	Administrative Office Support	TV012	21-DEC-16
Brady Sudbeck	BS9574 00	Math Mentor	TV012	14-DEC-16
Kie Tatsukawa	BS9587 00	Office Assistant	TV012	21-DEC-16
Kie Tatsukawa	BS9714 00	Library Clerk Supervisor	TV012	21-DEC-16
Kie Tatsukawa	BS9715 00	Library Clerk	TV012	21-DEC-16
Stone Terhune	BW9975 00	Food Service Worker	TV012	09-JAN-17
Emma Thomas	BS9574 00	Math Mentor	TV012	24-DEC-16
Amanda Thompson	BS9844 00	Peer Mentor	TV012	16-DEC-16
Brittany Thompson	BS9798 00	Student Assistant/Diversion	TV012	21-JAN-17
Brittany Thompson	BS9840 00	Student Senate President	TV012	21-JAN-17
Jeffery Thompson	BS9578 00	Student Labor - Facilities RC	TV012	21-DEC-16
Adam Thomsen	BS9987 00	Game Day Asst	TV012	22-DEC-16
Deborah Thorp	BE9160 00	Sanford Lab Science Modules	TV013	21-NOV-16
Deborah Thorp	BE9160 00	Sanford Lab Sci Modules	TV013	21-DEC-16
Deborah Thorp	BE9160 00	Sanford Lab Sci Presenter	TV013	21-JAN-17
Deborah Thorp	BE9160 00	Sanford Lab Sci Presenter	TV013	21-FEB-17
Thomas Trimble	BS9769 00	Research Assistant	TV012	21-NOV-16
Samantha Trinneer	BW9975 00	Food Service Worker	TV012	21-FEB-17
Chor Ni Tsoi	BS9587 00	Office Assistant	TV012	21-DEC-16
Jaelani Uthe	BS9574 00	Math Mentor	TV012	05-DEC-16
Ariana Vandersnick	BW9967 00	Child Care Worker	TV012	14-JAN-17
Heidi Vanlishout	BW9988 00	Parking Office	TV012	21-FEB-17
Kyle Vanriel	BS9910 00	Student Grounds Assistant	TV012	21-DEC-16
Jazmin Vega	BW9712 00	Admissions Assistant	TV012	06-DEC-16

Amanda Voisin	BS9563 00	Student Sustainability Worker	TV012	31-DEC-16
Richard Walbe	BS9715 00	Library Clerk	TV012	21-DEC-16
Alanna Weahkee Rios	BW9822 00	Jacket Journal	TV012	14-DEC-16
Kimberly Webber	BE9160 00	Sanford Lab Science Curriculum	TV013	21-NOV-16
Ashley Wermers	BW9708 00	SFS Office Assistant	TV012	14-DEC-16
Brittany Whitney	BE9399 00	Art Model	TV013	21-DEC-16
Diane Wimp	BE9301 00	Geometry Instructor	TV013	21-NOV-16
Kelly Winter	BW9718 00	Library Clerk	TV012	14-DEC-16
Kelly Winter	BW9719 00	Library Clerk Supervisor	TV012	14-DEC-16
McLain Wunschel	BS9997 00	Writing Center Assistant	TV012	21-DEC-16
Michael Yost	BS9844 00	Peer Mentor	TV012	16-DEC-16

Faculty Benefit Eligible (FAC1)  
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Stephen Babbitt	BE9978	06	Professor - Overload	Overload for Teaching	6972.00	22-JAN-17
Stephen Babbitt	BE9978	07	Professor- MCOM 494	Overload for Teaching	169.39	22-JAN-17
Michael Baum	BE9633	01	Asst. Prof - Art 111 Overload	Overload for Teaching	3951.00	22-JAN-17
Michael Baum	ME9190	00	Assistant Professor Art	Supplemental Appointment	1200.00	22-OCT-16
Mary Caton-Rosser	BE9623	14	Professor-MCOM 494	Overload for Teaching	428.00	22-DEC-16
Scott Clarke	BE9922	10	Ass Prof MCOM 494	Overload for Teaching	41.00	22-DEC-16
Dustin Hinson	BE9255	05	Asst Prof - MCOM 494	Overload for Teaching	236.00	22-DEC-16
Dustin Hinson	BE9255	08	Presenter, SDCEO InDesign Trng	Hire Temp Appointment	250.00	22-DEC-16
Courtney Huse-Wika	BE9304	04	Grant Researcher	Supplemental Appointment	5922.60	01-FEB-17
Albert Juhrend	BE9838	07	Ass. Prof - THEA 494	Overload for Teaching	143.00	22-DEC-16
Kelly Kirk	BE9631	05	Grant Project Manager	Supplemental Appointment	7061.55	01-FEB-17
Cody Lawson	BE9869	01	Grant Research	Supplemental Appointment	6601.95	01-FEB-17
Urla Marcus	BE9402	03	Grant Researcher	Supplemental Appointment	5732.25	01-FEB-17
Parthasarathi Nag	BE9770	08	Prof Mathematics - Overload	Hire Temp Appointment	1920.00	22-JAN-17
Jonathan Nero	BE9752	13	Assoc Prof/Student Tchr Superv	Overload for Teaching	1060.00	22-JAN-17
Nancy Roberts	BE9861	11	Assoc Prof/Student Tchr Superv	Overload for Teaching	1056.00	22-JAN-17
Jami Schoenewies	BE9824	02	Asst. Prof/Student Tchr Superv	Overload for Teaching	1832.00	22-JAN-17
Jami Schoenewies	BE9824	04	Asst Prof - Overload	Overload for Teaching	1364.00	22-JAN-17
Jamalee Stone	BE9615	18	Assoc Prof EDFN 295	Overload for Teaching	1622.40	22-JAN-17
Daniel Swenson	BE9882	07	Asst Prof Math 281	Overload for Teaching	1656.00	22-JAN-17
Jill Trimble	BE9681	05	Instr - Mathematics Overload	Overload for Teaching	1360.00	22-JAN-17

Faculty Benefit Eligible (FAC1)  
Temporary Salary Adjustments(ST)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New
Nancy Roberts	NE9823	00	NSU Concerto/Aria Comp 11/3/16	Shared Employee Agreement	335.79	671.58	1007.37	

Faculty Benefit Eligible (FAC1)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Vicki Linn	BE9698	00	Asst Prof, Early Childhood	TV001	13-JAN-17
Cheryl Anagnopoulos	BE9988	01	Professor PSYC 221	TV013	21-DEC-16
Stephen Babbitt	BE9978	07	Professor- MCOM 494	TV013	21-FEB-17
Michael Baum	ME9190	00	Assistant Professor Art	TV013	21-NOV-16
Mary Caton-Rosser	BE9623	14	Professor-MCOM 494	TV013	21-JAN-17
Scott Clarke	BE9922	10	Ass Prof MCOM 494	TV013	21-JAN-17
Laura Colmenero-Chilberg	BE9940	13	Professor SOC 458	TV013	21-DEC-16
Martin Fashbaugh	BE9856	01	Asst Professor Huml100	TV013	21-DEC-16
Dustin Hinson	BE9255	05	Asst Prof - MCOM 494	TV013	21-JAN-17
Dustin Hinson	BE9255	08	Presenter, SDCEO InDesign Trng	TV013	21-JAN-17
Albert Juhrend	BE9838	07	Ass. Prof - THEA 494	TV013	21-JAN-17
Astrinos Karagiorgakis	BE9933	01	Assist.Professor PSYC 101	TV013	21-DEC-16
Patrick Mackin	BE9796	01	Professor BADM-425	TV013	21-DEC-16
Nancy Roberts	NE9823	00	NSU Concerto/Aria Comp 11/3/16	TV013	21-NOV-16
Jami Schoenewies	BE9478	03	Asst Prof/student tchr supervi	TV013	21-DEC-16
Jeffrey Wehrung	BE9973	01	Assistant Prof BADM-464	TV013	21-DEC-16

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	12912.00	22-JAN-17
Jason Anderson	BE9484	01	Adjunct CHEM 106/107	Hire Temp Appointment	14487.00	22-JAN-17
Nicole Anderson	BE9619	00	Adj Inst - Math 102 B607	Hire Temp Appointment	3228.00	22-JAN-17
Natalie Barlett	BE9478	00	Adj Insr PSYC 101	Hire Temp Appointment	7902.00	22-JAN-17
Lorenzo Bettelyoun	BE9478	00	Adj Inst INED 411	Hire Temp Appointment	3951.00	22-JAN-17
Jeoffrey Bispham	BE9478	00	Adj Instr SLDR 775	Hire Temp Appointment	3951.00	22-JAN-17
Erica Bobby	BE9619	03	Adj Inst - SPCM 101	Hire Temp Appointment	3228.00	22-JAN-17
Erica Bobby	BE9619	04	Adj Instructor -SPCM 101	Hire Temp Appointment	9684.00	22-JAN-17
Christian Brown	BE9484	00	Adjunct Econ 201 B602	Hire Temp Appointment	3951.00	22-JAN-17
Lindsey Clouse	BE9619	01	Adj Instr Engl 101	Hire Temp Appointment	6456.00	22-JAN-17
Ruth Conway	BE9619	00	Adj Instructor -Math 095	Hire Temp Appointment	3228.00	22-JAN-17
Linda Corey	BE9478	01	Adj Instr Student Tchr Supervi	Hire Temp Appointment	6488.00	22-JAN-17
Susan D'Aniello	BE9478	00	Adj Instr-Student Tchr Supervi	Hire Temp Appointment	882.39	22-NOV-16
Stephen Digioia	BE9478	01	Adj Instr Soc 350, Soc 400	Hire Temp Appointment	6456.00	22-JAN-17
Stephen Digioia	BE9484	01	Adjunct HRM 466 B501/2 HRM 417	Hire Temp Appointment	6456.00	22-JAN-17
Stephen Digioia	BE9619	01	Adj Instructor - Pols 100	Hire Temp Appointment	3228.00	22-JAN-17
Carol Duncan	BE9619	00	Adj Instr - Engl 101 - Online	Hire Temp Appointment	3228.00	22-JAN-17
Naomi Even-Aberle	BE9619	00	Adj Instr ARTH 121 B208	Hire Temp Appointment	3228.00	22-JAN-17
Jennifer Fischer	BE9619	01	Adj Instructor - Engl 033	Hire Temp Appointment	6456.00	22-JAN-17
Megan Fixen	BE9484	00	Adjunct BADM 464 B601	Hire Temp Appointment	3951.00	22-JAN-17
Nicholas Flatley	BE9619	00	Adj Inst - ARTH 100	Hire Temp Appointment	3228.00	22-JAN-17
Nicholas Flatley	BE9619	01	Adj Inst - ARTH 100 B603	Hire Temp Appointment	3228.00	22-JAN-17
Douglas Foley	BE9478	00	Adj Inst Student Tchr Supervi	Hire Temp Appointment	3605.00	22-JAN-17
Michael Fosha	BE9619	01	Adj Inst - Anth 210	Hire Temp Appointment	3228.00	22-JAN-17
Carrie Gray-Wood	BE9619	02	Adj Instr - Geog 101,210,492	Hire Temp Appointment	12912.00	22-JAN-17
Charles Griffin	BE9478	00	Adj Inst SLDR 740	Hire Temp Appointment	3951.00	22-JAN-17
Roger Hanzlik	BE9478	00	Adj Inst SOC 150	Hire Temp Appointment	3228.00	22-JAN-17
Seth Harwood	BE9619	00	Adj Inst MCOM 450	Hire Temp Appointment	3228.00	22-JAN-17
Erica Hastert	BE9619	00	Adj Instructor Math 102	Hire Temp Appointment	3951.00	22-JAN-17
Erica Hastert	BE9619	01	Adj Instr Math 102 Online	Hire Temp Appointment	11853.00	22-JAN-17
Jennifer Hill	BE9619	00	Adj Instructor	Hire Temp Appointment	3951.00	22-JAN-17
Michael Huxford	BE9478	00	Adj Inst PSYC 101	Hire Temp Appointment	3951.00	22-JAN-17
Erik Iverson	BE9619	00	Adj Instr - Hist 151 B203	Hire Temp Appointment	3228.00	22-JAN-17
Brandyn Johnson	BE9619	01	Adj Inst - Engl 201/283	Hire Temp Appointment	11853.00	22-JAN-17
Kayla Kinard	BE9478	00	Adj Inst SOC 100	Hire Temp Appointment	3951.00	22-JAN-17
Mary Kwenda	BE9619	03	Adj Instructor - Engl 201	Hire Temp Appointment	3228.00	22-JAN-17
Mary Kwenda	BE9619	04	Adj Instructor - GS 491	Hire Temp Appointment	3228.00	22-JAN-17
Mary Larscheid-Christensen	BE9478	00	Adj Instr Student Tchr Supervi	Hire Temp Appointment	5048.00	22-JAN-17
David Martinson	BE9619	00	Adj Inst Muap 120/220	Hire Temp Appointment	717.00	22-JAN-17
Shannon Maxwell	BE9478	00	Adj In Psyc 202,451,453,492	Hire Temp Appointment	15804.00	22-JAN-17
Francey McOwen-Standart	BE9478	00	Adj Instr SOC 100	Hire Temp Appointment	3228.00	22-JAN-17
Erica Merchant	BE9619	00	Adj Instr - Art /Arth	Hire Temp Appointment	15804.00	22-JAN-17
Jessica Miles	BE9619	02	Adj Instr - Engl 201	Hire Temp Appointment	6456.00	22-JAN-17
Lori Miller	BE9619	00	Adj Inst MUAP100,200,210,215	Hire Temp Appointment	3225.00	22-JAN-17
Lori Miller	BE9619	01	Adj Muap - 110	Hire Temp Appointment	716.00	22-JAN-17
Tonya Mullaney	BE9478	00	Adj Inst SPED 100	Hire Temp Appointment	3228.00	22-JAN-17
Tonya Mullaney	BE9478	01	Adj Inst SPED 100	Hire Temp Appointment	3228.00	22-JAN-17
Shannon Newman	BE9484	00	Adjunct- TECH 389 B501/2/3	Hire Temp Appointment	3228.00	22-JAN-17
Kelly O'Connor-Salomon	BE9619	02	Adj Instr - 80853	Hire Temp Appointment	3228.00	22-JAN-17
Meredith Parker	BE9619	01	Adj Instructor - Engl 101-201	Hire Temp Appointment	9684.00	22-JAN-17
Stephen Parker	BE9619	00	Assoc Prof Emer MUAP	Hire Temp Appointment	1316.00	22-JAN-17
Patricia Parks	BE9478	00	Adj Instr Student Tchr Supervi	Hire Temp Appointment	7209.00	22-JAN-17
Paul Peterson	BE9619	00	Adj Inst Muap 105/150/250	Hire Temp Appointment	3225.00	22-JAN-17
Mary Pochop	BE9619	02	Adj Inst Muap	Hire Temp Appointment	358.00	22-JAN-17
Peter Ragnone	BE9619	02	Adj Inst - Phil 100/200	Hire Temp Appointment	6456.00	22-JAN-17
Jennifer Randle	BE9619	01	Adj Instr - Math 095	Hire Temp Appointment	3228.00	22-JAN-17
Ronald Randle	BE9619	01	Adj Instr - Geog 101	Hire Temp Appointment	3228.00	22-JAN-17
Mary Redmond	BE9478	00	Adj Instr Student Tchr Supervi	Hire Temp Appointment	3604.00	22-JAN-17
Jason Reub	BE9484	00	Adjunct TECH 416	Hire Temp Appointment	3228.00	22-JAN-17
Beverly Running Bear	BE9619	00	ADJ Inst - AIS/LAKL 101	Hire Temp Appointment	4304.00	22-JAN-17
Elizabeth Scheetz	BE9484	04	Adjunct GBOL 102L B001/2	Hire Temp Appointment	2152.00	22-JAN-17
Natalie Scheidler	BE9619	02	Adj Instr Hist 151/152	Hire Temp Appointment	7902.00	22-JAN-17
Bernard Schuchmann	BE9484	03	Adjunct MGMT 605 B207	Hire Temp Appointment	3951.00	22-JAN-17

Jeffrey Smith	BE9478 00	Adj Instr SLDR 748	Hire Temp Appointment	3951.00	22-JAN-17
Mitchell Stone	BE9619 01	Adj Instr Hist 122/327/480	Hire Temp Appointment	11853.00	22-JAN-17
Alicia Sutliff-Benusis	BE9619 02	Adj Instr Engl 210 & 222	Hire Temp Appointment	6456.00	22-JAN-17
Olimpia Tilles	BE9484 00	Adjunct HRM 465 B601Comp. Mgmt	Hire Temp Appointment	3951.00	22-JAN-17
Amber Waseen	BE9619 01	Adj Prof - Muap 120/220	Hire Temp Appointment	2149.00	22-JAN-17
Amber Waseen	BE9619 02	Adj Instr - Mus 100/353	Hire Temp Appointment	10760.00	22-JAN-17
Connie White	BE9478 00	Adj Instr Student Tchr Supervi	Hire Temp Appointment	6488.00	22-JAN-17
Edda Winkelman	BE9619 00	Adj Instr-Span 211	Hire Temp Appointment	3228.00	22-JAN-17
David Wolff	BE9619 00	Adj Instr - Hist 359 B205	Hire Temp Appointment	3951.00	22-JAN-17
Annie Woodle	BE9619 00	Adj Instr-MCOM 151	Hire Temp Appointment	6456.00	22-JAN-17
Paul Young	BE9484 05	Adjunct BIOL 121 and BIOL 286	Hire Temp Appointment	6456.00	22-JAN-17
David Zanton	BE9478 01	Adj Instr Sped 460/ECE 495	Hire Temp Appointment	4304.00	22-JAN-17
Betty Zehfus	BE9484 06	Adjunct CHEM 112L/114L	Hire Temp Appointment	10760.00	22-JAN-17
Eric Zimmer	BE9619 00	Adj Instr Hist 121	Hire Temp Appointment	3951.00	22-JAN-17

Faculty Non-Benefit Eligible (FAC2)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Dennis Aldinger	BE9619	00	Adj Inst Math 102/281	TV013	21-DEC-16
Jason Anderson	BE9484	00	Adj. CHEM 106L B002/3/5 107L	TV013	21-DEC-16
John Betterson	BE9478	00	Adj Instructor - CEBS	TV013	21-DEC-16
Karel Bielstein	BE9484	00	Adj. GEOL 203L-B202, GEOL 203L	TV013	21-DEC-16
Jeoffrey Bispham	BE9478	00	Adj Instr SLDR 752	TV013	21-DEC-16
Erica Bobby	BE9619	01	Adj Instr - Spcm 101 Online	TV013	21-DEC-16
Erica Bobby	BE9619	02	Adj Inst SPCM 101 Online	TV013	21-DEC-16
Erica Bobby	BE9619	03	Adj Inst - SPCM 101	TV013	21-DEC-16
Mark Britzman	BE9478	00	Adj.Instructor PSYC 101	TV013	21-DEC-16
Mark Britzman	BE9478	01	Adj Inst PSYC 461/492	TV013	21-DEC-16
Dominique Charlson	BE9478	00	Teammates Coordinator	TV013	21-DEC-16
Lindsey Clouse	BE9619	00	Adj Instr Hum 100/Engl 101	TV013	21-DEC-16
Robert Cook	BE9478	01	Adjunct Instructor-INED 411	TV013	21-DEC-16
Linda Corey	BE9478	11	Adj Instr-Student Tchr Supervi	TV013	21-DEC-16
Susan D'Aniello	BE9478	00	Adj Instr-Student Tchr Supervi	TV013	21-DEC-16
Stephen Digioia	BE9478	00	Adj Inst SOC 400/100	TV013	21-DEC-16
Stephen Digioia	BE9484	00	Adjunct HRM 417-B001	TV013	21-DEC-16
Stephen Digioia	BE9619	00	Adj Instructor - Pols 320/001	TV013	21-DEC-16
Kathleen Finkle	BE9478	00	Adj Ins EDFN 428	TV013	21-DEC-16
Jennifer Fischer	BE9619	00	Adj Inst Engl 101C/033 Remedia	TV013	21-DEC-16
Michael Fosha	BE9619	00	Adj Inst - Anth 210	TV013	21-DEC-16
Carrie Gray-Wood	BE9619	00	ADJ Instr - Geog 101,210,459	TV013	21-DEC-16
Roger Hanzlik	BE9478	00	Adjunct-SOC 455	TV013	21-DEC-16
Emma Hernberg	BE9484	00	Adj. CHEM 107-B204, 107L-B206	TV013	21-DEC-16
Michael Hummel	BE9478	00	Adj Instr SLDR 710	TV013	21-DEC-16
Samuel Hurst	BE9619	00	Adj Instructor MCOM 151	TV013	21-DEC-16
Michael Huxford	BE9478	00	Adj Inst PSYC 101 & 492	TV013	21-DEC-16
Donna Job	BE9478	00	Adj Inst READ 041s	TV013	21-DEC-16
Brandyn Johnson	BE9619	00	Adj Instr - Engl 101/201/241	TV013	21-DEC-16
Brandyn Johnson	BE9619	02	Adj Inst GS 491	TV013	21-DEC-16
Sheri Keck	BE9478	00	Adj Inst PE 201	TV013	21-DEC-16
Bernice Krambeck	BE9619	00	Adj Instr-Engl 210	TV013	21-DEC-16
Wayne Lang	BE9484	00	Adjunct: TECH 343-B205	TV013	21-DEC-16
Mary Larscheid-Christensen	BE9478	11	Adj Instr-Student Tchr Supervi	TV013	21-DEC-16
David Martinson	BE9619	00	Adj Inst Muap 120/220	TV013	21-DEC-16
Shannon Maxwell	BE9478	00	Adj Inst PSYC 202/452	TV013	21-DEC-16
Erica Merchant	BE9619	00	Adj Instr - Art /Arth	TV013	21-DEC-16
Jessica Miles	BE9619	02	Adj Instr - Engl 201	TV013	21-DEC-16
Lori Miller	BE9619	00	Adj Inst MUAP100,200,210,215	TV013	21-DEC-16
Phillip Mize	BE9619	00	Adj Instr Math 095	TV013	21-DEC-16
Tonya Mullaney	BE9478	00	Adj Ins SPED 100	TV013	21-DEC-16
Kelly O'Connor-Salomon	BE9619	00	Adj Instr Engl 101 - Online	TV013	21-DEC-16
Kelly O'Connor-Salomon	BE9619	01	Adj Inst Engl 101	TV013	21-DEC-16
Meredith Parker	BE9619	00	Adj Instr Engl 101/201	TV013	21-DEC-16
Patricia Parks	BE9478	00	Adj Instr-student tchr supervi	TV013	21-DEC-16
Paul Peterson	BE9619	00	Adj Inst Muap 105/150/250	TV013	21-DEC-16
Mary Pochop	BE9619	02	Adj Inst Muap	TV013	21-DEC-16

Peter Ragnone	BE9619 00	Adj Instructor - Phil 100/200	TV013	21-DEC-16
Jennifer Randle	BE9619 00	Adj Inst - Math 095	TV013	21-DEC-16
Ronald Randle	BE9619 00	Adj Instr - Geog 210	TV013	21-DEC-16
Mary Redmond	BE9478 00	Adj Instr-student tchr supervi	TV013	21-DEC-16
Jason Reub	BE9484 00	Adjunct TECH 313 & TECH 384	TV013	21-DEC-16
Beverly Running Bear	BE9619 00	ADJ Inst - AIS/LAKL 101	TV013	21-DEC-16
Elizabeth Scheetz	BE9484 03	Adj. GEOL 201,201L, 203L, 350	TV013	21-DEC-16
Natalie Scheidler	BE9619 00	Adj Instructor Hist 152/455	TV013	21-DEC-16
Natalie Scheidler	BE9619 01	Adj Instr Hist 151 B605	TV013	21-DEC-16
Bernard Schuchmann	BE9484 00	Adjunct BADM 350 B206	TV013	21-DEC-16
David Simpson	BE9478 00	Adj Instruct-INED 411/511	TV013	21-DEC-16
Deanna Sleep	BE9619 00	Adj Inst Mcom 317	TV013	21-DEC-16
Mitchell Stone	BE9619 02	Adj Inst Hist 121/322	TV013	21-DEC-16
Alicia Sutliff-Benusis	BE9619 01	Adj. Instr- Engl 101 & 201	TV013	21-DEC-16
Scott Tubbs	BE9619 00	Adj Instr - Hist 151/152	TV013	21-DEC-16
Amber Waseen	BE9619 01	Adj Prof - Muap 120/220	TV013	21-DEC-16
Amber Waseen	BE9619 02	Adj Instr - Mus 100/353	TV013	21-DEC-16
Douglas Wessel	BE9478 02	Adjunct Instructor-PSYC 348	TV013	21-DEC-16
Connie White	BE9478 11	Adj Inst-student tchr supervi	TV013	21-DEC-16
Amber Wilde	BE9478 00	Adj Inst LIBM 321	TV013	21-DEC-16
Edda Winkelman	BE9619 00	Adj Instr-Span 102	TV013	21-DEC-16
Paul Young	BE9484 04	Adjunct BIOL 123-B001	TV013	21-DEC-16
David Zanton	BE9478 00	Adj Inst SPED 460/560	TV013	21-DEC-16
Betty Zehfus	BE9484 05	Adjunct CHEM 112 B001/B002/B00	TV013	21-DEC-16

#### ECLS 45 Volunteers

Banner ID	Name	Department	Institution
A00183931	Travis Bieber	College of Ed and Behavior Sciences	BHSU
A00166978	Marcus Larson	College of Ed and Behavior Sciences	BHSU
A00209423	Jeremy DeLoach	School of Business	BHSU

PZRNJOB

South Dakota Board of Regents

BOR Routine

03/10/2017 08:22:15

Date Range : 22-OCT-16 thru 21-FEB-17  
For :DSU

Ver: 072011.28a

Career Service Benefit Eligible (CSA1)  
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Alicia Entringer	DE9556	00	BOR HR Generalist I	Appointment	35213.72	12-DEC-16
Andrew Schaefers	DE9511	00	Grounds Supervisor	Appointment	32759.40	22-NOV-16
Lindsay Warner	DE9514	00	Program Assistant I	Appointment	31199.40	22-DEC-16

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New
Jill Corbin	DE9585	00	Scholarship Coordinator	Change Salary Rate/Pay Grade	33471.40	34818.53	1347.13	
Sandra Geuther	DE9568	00	Senior Secretary	Sal Adj to 5% Range at 6 mo	29222.11	29577.03	354.92	
Laurie Rohlck	DE9526	00	Senior Secretary	Sal Adj to 5% Range at 6 mo	29223.44	29577.03	353.59	

Career Service Benefit Eligible (CSA1)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Derek Cecil	DE9746	00	Building Maint Specialist	TV001	17-JAN-17
Alicia Entringer	DE9817	00	Assessment Specialist	SA017	11-DEC-16
Rhonda Myers	DE9754	00	Facility Worker - Richardson	TV003	27-JAN-17
Andrew Schaefers	DE9736	00	Grounds Keeper	SA011	21-NOV-16

Career Service Non-Benefit Eligible (CSA2)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Bryan Tadeo	DS8970	00	Student Labor-Physical Plant	TV013	21-NOV-16
Tyler Tobeck	DS8970	00	Student Labor-Physical Plant	TV013	21-DEC-16
Betty Wise	DS8987	00	Student Labor-Bookstore	TV013	21-NOV-16

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Brady Banse	DE9955	00	Assistant Baseball Coach	Appointment	8000.00	22-JAN-17
Annie Donaldson	DE9617	00	Emry Hall/ Summer Res Dir	Appointment	32650.80	22-DEC-16
Mark Edwards	DE9969	00	Diversity Coordinator	Appointment	51000.00	31-OCT-16
Bradley Gilbert	DE9848	00	Adjunct Instructor	Hire Temp Appointment	3550.80	22-JAN-17
Tara Gill	DE9628	01	HealthPOINT Clinical IT Lead	Supplemental Appointment	2295.00	22-DEC-16
Jay Kahl	DE9666	00	Adjunct Instructor	Supplemental Appointment	1579.20	22-JAN-17
David Overby	DE9666	00	Adjunct Instructor	Hire Temp Appointment	3228.00	22-JAN-17
David Roberts	DE9563	00	Assistant Director of Res Life	Appointment	42000.00	03-DEC-16
Jane Utecht	DE9515	00	Strategic Communications Coor.	Appointment	48000.00	21-NOV-16

Non-Faculty Benefit Eligible (NFE1) (NFE1) Permanent Salary Adjustment(SP)								
Name Adj.	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New
Judith Dittman	DE9520	00	Asst to Pres Title III Cord	Title Change	168336.00	168336.00	0.00	
Melinda Fedeler	DE9591	00	Asst Director of Financial Aid	Sal Adj-Unusual Circumstance	45417.00	47476.00	2059.00	
Tara Gill	DE9628	00	HealthPOINT Project Manager	Change Salary Rate/Pay Grade	61410.00	66000.00	4590.00	
Nicholas Huntimer	DE9935	00	Sports Information Director	Sal Adj-Unusual Circumstance	40524.00	47476.00	6952.00	
Amanda Parpart	DE9726	00	Director of Student Activities	Sal Adj-Unusual Circumstance	45795.00	47476.00	1681.00	
David Roberts	DE9563	00	Assistant Director of Res Life	Sal Adj-Unusual Circumstance	42000.00	47476.00	5476.00	
Amber Schmidt	DE9615	00	Assist Director of Admissions	Sal Adj-Unusual Circumstance	42751.00	47476.00	4725.00	

Non-Faculty Benefit Eligible (NFE1) (NFE1) Temporary Salary Adjustments(ST)								
Name Adj.	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New
Mark Gerhardt	DE9652	00	Development Officer	Temporary Additional Duties	75000.00	653.41	75653.41	

Non-Faculty Benefit Eligible (NFE1) (NFE1) Leave of Absence(LA)								
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date		
Bryce Nussbaum	DE9617	00	First Year Exp/Summer Res Dir	Active Military Duty	35131.00	22-NOV-16		

Non-Faculty Benefit Eligible (NFE1) (NFE1) Terminated								
Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date			
Kristy Ullom	DE9590	00	Director of IR	SA011	12-DEC-16			
Bradley Gilbert	DE9848	00	Adj Instructor	TV013	21-DEC-16			
Tara Gill	DE9628	01	HealthPOINT Clinical IT Lead	TV013	21-JAN-17			
Samuel Gooding	DE9519	00	Adjunct Instructor	TV013	21-DEC-16			
Jay Kahl	DE9666	00	Adjunct Instructor	TV013	21-FEB-17			
Michael Larsen	DE9519	00	Instructor - Adjunct	TV013	21-DEC-16			
David Overby	DE9666	00	Adj Instr	TV013	21-DEC-16			

Student Employment and NFE Non-Benefit Eligible (NFE2) Appointments(AA)								
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date		
Loknath Sai Ambati	DG9984	00	Grad Research Assistant-MSA	Hire Temp Appointment	7188.00	22-JAN-17		
Jack Anundson	DS8990	00	Student Labor-Intramurals	Hire Temp Appointment	3078.00	22-OCT-16		
Kofi Asamoah-Boadu	DG9982	00	Graduate Research Assistant	Hire Temp Appointment	7188.00	22-JAN-17		
Omobolanle Atimise	DS8926	00	Student Labor - HealthPoint	Hire Temp Appointment	420.00	22-DEC-16		
Toni Baartman	DE9541	00	Student Teaching Supervisor	Hire Temp Appointment	1125.00	03-JAN-17		
Alex Babcock	DS8990	00	Student Labor-Intramurals	Hire Temp Appointment	1384.00	13-FEB-17		
Bruce Bailey	DE9541	00	Student Teaching Supervisor	Hire Temp Appointment	1125.00	03-JAN-17		
Ganga Prasad Basyal	DG9998	00	Graduate Research Assist-MSIS	Hire Temp Appointment	7188.00	22-JAN-17		
Samantha Beinlich	DS8927	00	Holiday Break RA	Hire Temp Appointment	200.00	22-NOV-16		
Bhuvana Bhadraragiri	DG9982	00	Grad Research Assistant-MSACS	Hire Temp Appointment	7188.00	30-JAN-17		
Jovana Bogdanovic	DW9991	00	Work Study-ITS Help Desk	Hire Temp Appointment	1100.00	13-FEB-17		
Nicholas Brosz	DS8961	00	Labor- Peer Tutor	Hire Temp Appointment	1730.00	11-JAN-17		
Linda Brozik	DS8995	00	DSU Portal Assistant	Hire Temp Appointment	5000.00	22-DEC-16		
Ryan Bruns	DE9541	00	Student Teaching Supervisor	Hire Temp Appointment	1125.00	03-JAN-17		
Joel Carmona-Rojas	DS8976	00	Student Labor-Trojan Times	Hire Temp Appointment	350.00	22-DEC-16		
Akhilesh Chauhan	DG9984	00	Grad Research Assistant-MSA	Hire Temp Appointment	7188.00	22-JAN-17		
Jared Chavez	DS8976	00	Student Labor-Trojan Times	Hire Temp Appointment	375.00	22-DEC-16		
Michael Cleveland	DW9978	00	Work Study-Career Services	Hire Temp Appointment	1100.00	09-JAN-17		
River Collins	DS8962	00	Student Labor - Research Grant	Hire Temp Appointment	2500.00	22-DEC-16		
Kaiden Corkill	DS8995	00	Student Labor-Computing Svcs	Hire Temp Appointment	720.00	12-DEC-16		
Cassandra Coss	DS8969	00	Student Labor-Math Tutor	Hire Temp Appointment	1384.00	26-JAN-17		



Roger DeGroot	DE9541 00	Student Teaching Supervisor	Hire Temp Appointment	5625.00	03-JAN-17
Tate Deinert	DS8990 00	Student Labor-Intramurals	Hire Temp Appointment	346.00	06-FEB-17
Madison Devine	DS8998 00	Student Labor-Lib Arts Lab Fee	Hire Temp Appointment	1200.00	31-OCT-16
Austin Dirks	DS8962 00	Student Labor - Research Grant	Hire Temp Appointment	2500.00	22-DEC-16
John Donovan	DS8917 00	Student-Resident Assistant	Hire Temp Appointment	50.00	22-DEC-16
Devin Edquist-Carroll	DS8990 00	Student Labor-Intramurals	Hire Temp Appointment	2394.00	22-NOV-16
Marletta Eich	DE9541 00	Student Teaching Supervisor	Hire Temp Appointment	12375.00	03-JAN-17
Marletta Eich	DE9541 01	Student Teaching Practicum	Hire Temp Appointment	2250.00	03-JAN-17
Kody Everson	DS8962 00	Student Labor - Research Grant	Hire Temp Appointment	2500.00	22-DEC-16
Kristopher Evje	DE9541 00	Student Teaching Supervisor	Hire Temp Appointment	1125.00	03-JAN-17
Vinicius Freitas	DS8920 00	Labor-Student Transit Driver	Hire Temp Appointment	1038.00	24-JAN-17
Vinicius Freitas	DS8949 00	Labor-Library	Hire Temp Appointment	1710.00	09-JAN-17
Nuwanthi Gamhewage	DS8934 00	Labor-IA Reseach Assist	Hire Temp Appointment	2520.00	22-OCT-16
Michael Garippo	DS8962 00	Student Labor - Research Grant	Hire Temp Appointment	2500.00	22-DEC-16
Michael Garry	DS8976 00	Student Labor-Trojan Times	Hire Temp Appointment	375.00	22-DEC-16
Rajesh Godasu	DS8934 00	Labor-IA Reseach Assist	Hire Temp Appointment	900.00	13-JAN-17
Charlotte A Groce	DE9541 00	Student Teaching Supervisor	Hire Temp Appointment	7875.00	03-JAN-17
Melanie Gunn	DW9978 00	Work Study-Career Services	Hire Temp Appointment	1100.00	09-JAN-17
Shirley Haar	DE9541 00	Student Teaching Supervisor	Hire Temp Appointment	5625.00	03-JAN-17
Shirley Haar	DE9541 01	Student Teach Super-Pract	Hire Temp Appointment	450.00	03-JAN-17
Jacob Habeger	DS8981 00	Student Labor - Phonathon	Hire Temp Appointment	1384.00	25-JAN-17
Alexander-Jonathan Halafihi	DG9997 00	Grad Admin Assist-MSET-Sport	Hire Temp Appointment	7188.00	22-NOV-16
Alexander-Jonathan Halafihi	DG9997 00	Grad Admin Assist-MSET-Sport	Hire Temp Appointment	7188.00	22-DEC-16
Nathan Harmer	DS8917 00	Apt Mng - Girton House	Hire Temp Appointment	50.00	22-DEC-16
Andrew Hesse	DS8955 00	Student Labor-ADA	Hire Temp Appointment	1730.00	09-JAN-17
Zachary Hoiberg	DS8962 00	Student Labor - Research Grant	Hire Temp Appointment	2500.00	22-DEC-16
Courtney Hulstein	DW9977 00	Work Study-Physical Plant	Hire Temp Appointment	2200.00	22-NOV-16
Terry Jones	DW9977 00	WS-Office Assis/Physical Plant	Hire Temp Appointment	1100.00	08-FEB-17
Andrew Jorgenson	DS8937 00	Student Labor-BIS	Hire Temp Appointment	5280.00	09-JAN-17
Mercedes Joy	DW9991 00	Work Study-ITS Help Desk	Hire Temp Appointment	1222.38	22-DEC-16
Kellyn Klinkenborg	DG9983 00	Graduate Research Assistant	Hire Temp Appointment	7188.00	22-JAN-17
Jennifer Knecht	DE9541 00	Student Teaching Supervisor	Hire Temp Appointment	1125.00	03-JAN-17
Wilfrid Kouakou	DW9981 00	Work Study-Library	Hire Temp Appointment	2200.00	28-NOV-16
Marwat Lawal	DS8949 00	Labor-Library	Hire Temp Appointment	684.00	19-DEC-16
Obatola Layiwola	DS8949 00	Labor-Library	Hire Temp Appointment	1730.00	11-JAN-17
Reno Longe	DW9986 00	Work Study-Education	Hire Temp Appointment	2200.00	09-JAN-17
Tracey Magnuson	DE9541 00	Student Teaching Supervisor	Hire Temp Appointment	1125.00	03-JAN-17
Cassandra Morgan	DS8961 00	Labor- Lead Tutor	Hire Temp Appointment	2020.00	11-JAN-17
Nolan Moser	DS8956 00	Student Labor-Tablet Help Desk	Hire Temp Appointment	2160.00	02-JAN-17
Nolan Moser	DS8989 00	Labor-Aux Ent	Hire Temp Appointment	380.00	15-DEC-16
Jacob Nelson	DW9978 00	Work Study-Career Services	Hire Temp Appointment	1100.00	02-FEB-17
Jacob Nelson	SS7808 01	student hrly Programmer	Hire Temp Appointment	4800.00	15-DEC-16
Nicholas Norris	DW9997 00	Work Study-Athletics	Hire Temp Appointment	2200.00	01-NOV-16
Nicholas Norris	DW9997 00	Work Study-Athletics	Hire Temp Appointment	2200.00	22-JAN-17
Arnold Nzailu	DG9991 00	Doc Research GA - Business	Hire Temp Appointment	20188.58	22-JAN-17
Emmanuel Opoku	DS8920 00	Labor-Student Transit Driver	Hire Temp Appointment	692.00	25-JAN-17
Trent Osborne	DE9541 00	Student Teaching Supervisor	Hire Temp Appointment	750.00	22-JAN-17
Gideon Owusu	DW9981 00	Work Study-Library	Hire Temp Appointment	1100.00	30-JAN-17
Chandra Patil	DG9998 00	Graduate Research Assist-MSA	Hire Temp Appointment	7188.00	13-FEB-17
Haley Paulson	DS8951 00	Student Labor-Student Success	Hire Temp Appointment	1750.00	09-JAN-17
Stephanie Plucker	DG9983 00	Graduate Research Assistant	Hire Temp Appointment	7188.00	22-JAN-17
Tyler Pokos	DS8962 00	Student Labor - Research Grant	Hire Temp Appointment	2500.00	22-DEC-16
Shreejana Poudel	DG9984 00	Grad Research Assistant-MSA	Hire Temp Appointment	7188.00	22-JAN-17
Jennelle Puepke	DS8993 00	Student Labor-Telecounselors	Hire Temp Appointment	1730.00	17-JAN-17
Tucker Ramhorst	DW9977 00	Work Study-Physical Plant	Hire Temp Appointment	2200.00	22-NOV-16
Frank Ramos	DW9990 00	Work Study-Extended Programs	Hire Temp Appointment	2200.00	15-NOV-16
Tyler Rau	DS8962 00	Student Labor - Research Grant	Hire Temp Appointment	2500.00	22-DEC-16
Brenden Reifers	DS8976 00	Student Labor-Trojan Times	Hire Temp Appointment	250.00	22-DEC-16
Robert Richardson	DS8961 00	Student Labor- Peer Tutor	Hire Temp Appointment	1384.00	31-JAN-17
Paula Rodriguez	DS8926 00	Student Labor - CAHIT	Hire Temp Appointment	2052.00	19-DEC-16
Paula Rodriguez	DS8949 00	Labor-Library	Hire Temp Appointment	1710.00	09-JAN-17
Jamie Roeder	DS8962 00	Student Labor - Research Grant	Hire Temp Appointment	2500.00	22-DEC-16
Bryan Saint Jean	DS8927 00	Holiday Break RA	Hire Temp Appointment	200.00	22-NOV-16
Craig Sanden	DW9981 00	Work Study-Library	Hire Temp Appointment	1032.00	30-JAN-17
Elizabeth Schliep	DS8949 00	Labor-Library	Hire Temp Appointment	1710.00	09-JAN-17
Jessica Schmit	DS8955 00	Student Labor-ADA	Hire Temp Appointment	1730.00	11-JAN-17
Kaitlin Schneider	DS8928 00	Labor - Liberal Arts	Hire Temp Appointment	360.00	22-OCT-16
Kaitlin Schneider	DS8976 00	Student Labor-Trojan Times	Hire Temp Appointment	250.00	26-OCT-16

Daniel Sebit	DS8990 00	Student Labor-Intramurals	Hire Temp Appointment	2394.00	08-NOV-16
Michael Shlanta	DS8962 00	Student Labor - Research Grant	Hire Temp Appointment	2500.00	22-DEC-16
Sagar Shrestha	DG9983 00	Graduate Research Assistant	Hire Temp Appointment	7188.00	22-JAN-17
Christian Small	DS8990 00	Student Labor-Intramurals	Hire Temp Appointment	3078.00	22-OCT-16
Jenna Sorsen	DS8976 00	Student Labor-Trojan Times	Hire Temp Appointment	750.00	05-JAN-17
Dustin Stage	DS8989 00	Technical Support	Hire Temp Appointment	480.00	15-DEC-16
Jill Stearns	DS8955 00	Student Labor-ADA Assistant	Hire Temp Appointment	1730.00	09-JAN-17
Chad Stitz	DW9991 00	Work Study-ITS Help Desk	Hire Temp Appointment	1100.00	09-JAN-17
Keegan Struble	DS8976 00	Student Labor-Trojan Times	Hire Temp Appointment	375.00	22-DEC-16
Joseph Swanson	DS8976 00	Student Labor-Trojan Times	Hire Temp Appointment	350.00	22-DEC-16
Vaille Swenson	DS8957 00	Student Labor-Extended Program	Hire Temp Appointment	1730.00	09-JAN-17
Connor Teel	DS8990 00	Student Labor-Intramurals	Hire Temp Appointment	1384.00	06-FEB-17
Alex Thomas	DS8926 00	Student Labor - HealthPoint	Hire Temp Appointment	2320.00	03-JAN-17
John Townsend	DS8954 00	Student Labor-Research Assist.	Hire Temp Appointment	1800.00	30-JAN-17
Link Tucker	DW9982 00	Work Study-Liberal Arts	Hire Temp Appointment	1100.00	25-JAN-17
Jacob Tvedt	DS8990 00	Student Labor-Intramurals	Hire Temp Appointment	3078.00	22-OCT-16
Alexander Van Keulen	DW9981 00	Work Study-Library	Hire Temp Appointment	1100.00	30-JAN-17
Travis Wallert	DW9977 00	Work Study-Physical Plant	Hire Temp Appointment	2200.00	22-NOV-16
Stacey Wester	DE9541 00	Student Teaching Supervisor	Hire Temp Appointment	1125.00	03-JAN-17
Emmanuel Williams	DS8989 00	Labor-Aux Ent	Hire Temp Appointment	380.00	15-DEC-16
Abigail Wisell	DS8990 00	Student Labor-Intramurals	Hire Temp Appointment	3078.00	22-OCT-16

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

Name Adj.	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New
Haley Asimakopoulos	DW9985	00	Work Study-Enrollment Srvs	Minimum Wage Increase	2200.00	2225.73	25.73	
Omobolanle Atimise	DW9979	00	Work Study-CAHIT	Minimum Wage Increase	2401.56	2424.43	22.87	
Alex Babcock	DS8981	00	Student Labor - Phonathon	Minimum Wage Increase	3078.00	3078.00	0.00	
Tessa Bartscher	DS8957	00	Student Labor-Extended Program	Minimum Wage Increase	3078.00	3078.00	0.00	
Erica Belter	DS8957	00	Student Labor-Extended Program	Minimum Wage Increase	3078.00	3078.00	0.00	
Ashley Biggins	DS8981	00	Student Labor - Phonathon	Minimum Wage Increase	3078.00	3078.00	0.00	
Dacey Black	DS8918	00	Student Labor - DSU Live	Minimum Wage Increase	3078.00	3078.00	0.00	
Brett Blackstock	DW9980	00	Work Study-Natural Sciences	Minimum Wage Increase	2200.00	2200.00	0.00	
Stephanie Boersma	DW9997	00	Work Study-Athletics	Minimum Wage Increase	2200.00	2200.00	0.00	
Mitchel Bogue	DW9981	00	Work Study-Library	Minimum Wage Increase	2200.00	2200.00	0.00	
Jean Brown	DW9973	00	Work Study-Student Services	Minimum Wage Increase	2200.00	2200.00	0.00	
Kaylen Brown	DW9982	00	Work Study-Liberal Arts	Minimum Wage Increase	2200.00	2200.00	0.00	
Nelly Burkitt	DW9987	00	Work Study-DPP	Minimum Wage Increase	2200.00	2200.00	0.00	
Jeremiah Burkman	DW9981	00	Work Study-Library	Minimum Wage Increase	2200.00	2200.00	0.00	
Edin Cardona Serrano	DW9973	00	Work Study-Student Services	Minimum Wage Increase	2200.00	2200.00	0.00	
Jared Chavez	DW9965	00	WorkStudy-Student Development	Minimum Wage Increase	2200.00	2200.00	0.00	
Michael Cheuvront	DS8918	00	Student Labor - DSU Live	Minimum Wage Increase	3078.00	3078.00	0.00	
Nathan Cregut	DS8961	00	Labor-Tutor	Minimum Wage Increase	3078.00	3078.00	0.00	
Aaron Curry	DW9989	00	Work Study-DSU Foundation	Minimum Wage Increase	2200.00	2200.00	0.00	
Kaylee Cushing	DW9995	00	Work Study-Bookstore	Minimum Wage Increase	2200.00	2200.00	0.00	
Chelsey Davis	DW9970	00	Work Study-ES Not For Profit	Minimum Wage Increase	2200.00	2200.00	0.00	
Cody Davis	DW9980	00	Work Study-Natural Sciences	Minimum Wage Increase	2200.00	2200.00	0.00	
Rylan DeHaai	DW9995	00	Work Study-Bookstore	Minimum Wage Increase	2200.00	2200.00	0.00	
Amanda Dicke	DW9997	00	Work Study-Athletics	Minimum Wage Increase	2200.00	2200.00	0.00	
Deion Dickens	DW9963	00	WorkStudy-College of Computing	Minimum Wage Increase	2200.00	2200.00	0.00	
Amanda Eulberg	DS8993	00	Student Labor-Telecounselors	Minimum Wage Increase	2736.00	2736.00	0.00	
Zachary Ford	DS8981	00	Student Labor - Phonathon	Minimum Wage Increase	3078.00	3078.00	0.00	
Megan Foster	DW9963	00	WorkStudy-College of Computing	Minimum Wage Increase	2200.00	2200.00	0.00	
Shemika Frazier	DW9980	00	Work Study-Natural Sciences	Minimum Wage Increase	2200.00	2200.00	0.00	
Vinicius Freitas	DS8949	00	Labor-Library	Minimum Wage Increase	1710.00	1730.00	20.00	
Jairon Gacosta	DW9997	00	Work Study-Athletics	Minimum Wage Increase	2200.00	2200.00	0.00	
Michael Garippo	DW9991	00	Work Study-ITS Help Desk	Minimum Wage Increase	2200.00	2200.00	0.00	
Cordell Giese	DW9982	00	Work Study-Liberal Arts	Minimum Wage Increase	2200.00	2200.00	0.00	
Erik Goff	DW9995	00	Work Study-Bookstore	Minimum Wage Increase	2200.00	2200.00	0.00	
Caleb Hanisch	DW9081	00	Work Study-Library-Summer	Minimum Wage Increase	2200.00	2200.00	0.00	
Sumer Hasenbank	DS8981	00	Student Labor - Phonathon	Minimum Wage Increase	3078.00	3078.00	0.00	
Joshua Hazen	DW9993	00	Work Study-Community Cntr	Minimum Wage Increase	2200.00	2200.00	0.00	
Joshua Heesch	DS8981	00	Student Labor - Phonathon	Minimum Wage Increase	3078.00	3078.00	0.00	
Caleb Hemphill	DW9963	00	WorkStudy-College of Computing	Minimum Wage Increase	2200.00	2200.00	0.00	
Zachary Huber	DW9967	00	Work Study-Financial Aid	Minimum Wage Increase	2200.00	2200.00	0.00	

Kermit Huddleston	DS8994 00	Student Labor-Video Conf Assts	Minimum Wage Increase	3420.00	3420.00	0.00
Courtney Hulstein	DW9977 00	Work Study-Physical Plant	Minimum Wage Increase	2200.00	2200.00	0.00
Kayla Janssen	DS8939 00	Labor-DSU Foundation	Minimum Wage Increase	3420.00	3420.00	0.00
Jesse Johnson	DW9975 00	Work Study-Production Center	Minimum Wage Increase	2200.00	2200.00	0.00
Keri Johnson	DW9985 00	Work Study-Enrollment Svcs	Minimum Wage Increase	2200.00	2200.00	0.00
Luther Johnson	DS8932 00	Student Labor-Student Union	Minimum Wage Increase	3078.00	3078.00	0.00
Margaret Johnson	DW9973 00	Work Study-Student Services	Minimum Wage Increase	2200.00	2200.00	0.00
Terell Johnson	DW9996 00	Work Study-BIS	Minimum Wage Increase	2200.00	2200.00	0.00
Jordan Jorgensen	DS8961 00	Labor-Tutor	Minimum Wage Increase	3078.00	3078.00	0.00
Justin Jungemann	DS8918 00	Student Labor - DSU Live	Minimum Wage Increase	2736.00	2736.00	0.00
Hope Juntunen	DS8953 00	Student Labor-Nat Sci Lab Fee	Minimum Wage Increase	3078.00	3078.00	0.00
Abygail Justice	DW9982 00	Work Study-Liberal Arts	Minimum Wage Increase	2200.00	2200.00	0.00
Kelsey Kitzelman	DW9981 00	Work Study-Library	Minimum Wage Increase	2200.00	2200.00	0.00
Wilfrid Kouakou	DW9981 00	Work Study-Library	Minimum Wage Increase	2200.00	2200.00	0.00
Austin Krieger	DW9991 00	Work Study-ITS Help Desk	Minimum Wage Increase	2200.00	2200.00	0.00
Amanda Larson	DW9996 00	Work Study-BIS	Minimum Wage Increase	2200.00	2200.00	0.00
Logan Leighton Jager	DW9981 00	Work Study-Library	Minimum Wage Increase	3078.00	3078.00	0.00
Lucas Leinen	DW9980 00	Work Study-Natural Sciences	Minimum Wage Increase	2200.00	2200.00	0.00
Trever Listman	DW9980 00	Work Study-Natural Sciences	Minimum Wage Increase	2200.00	2200.00	0.00
Lauren Loos	DS8932 00	Student Labor-Student Union	Minimum Wage Increase	3078.00	3078.00	0.00
Katie Mackoy	DW9980 00	Work Study-Natural Sciences	Minimum Wage Increase	2200.00	2200.00	0.00
Leah Marsh	DS8981 00	Student Labor - Phonathon	Minimum Wage Increase	3078.00	3078.00	0.00
Bailee Matucha	DW9973 00	Work Study-Student Services	Minimum Wage Increase	2200.00	2200.00	0.00
Remington Maunders	DW9996 00	Work Study-BIS	Minimum Wage Increase	2200.00	2200.00	0.00
Hannah May	DW9982 00	Work Study-Liberal Arts	Minimum Wage Increase	2200.00	2200.00	0.00
Tiffany Messick	DW9969 00	Workstudy - Human Resources	Minimum Wage Increase	2200.00	2200.00	0.00
Richard Morgan	DW9993 00	Work Study-Community Cntr	Minimum Wage Increase	2200.00	2200.00	0.00
Kaisee Murphy	DW9991 00	Work Study-ITS Help Desk	Minimum Wage Increase	2200.00	2200.00	0.00
Gryffin Mutzenberger	DW9973 00	Work Study-Student Services	Minimum Wage Increase	2200.00	2200.00	0.00
Savanna Niles	DW9995 00	Work Study-Bookstore	Minimum Wage Increase	2200.00	2200.00	0.00
Nicholas Norris	DW9997 00	Work Study-Athletics	Minimum Wage Increase	2200.00	2200.00	0.00
Ashley Olson	DW9997 00	Work Study-Athletics	Minimum Wage Increase	2200.00	2200.00	0.00
Emily Ortmann	DS8969 00	Student Labor-Math Center Tutor	Minimum Wage Increase	3078.00	3078.00	0.00
Lindsey Pate	DW9978 00	Work Study-Career Services	Minimum Wage Increase	2200.00	2200.00	0.00
Logan Peckenpaugh	DW9981 00	Work Study-Library	Minimum Wage Increase	2200.00	2200.00	0.00
Jobrell Powell	DW9973 00	Work Study-Student Services	Minimum Wage Increase	2000.00	2000.00	0.00
Tucker Ramhorst	DW9977 00	Work Study-Physical Plant	Minimum Wage Increase	2200.00	2200.00	0.00
Tyler Rau	DS8961 00	Labor-Tutor	Minimum Wage Increase	3078.00	3078.00	0.00
Dominique Redlin	DS8918 00	Student Labor - DSU Live	Minimum Wage Increase	3078.00	3078.00	0.00
Alvin Reels	DW9963 00	WorkStudy-College of Computing	Minimum Wage Increase	2200.00	2200.00	0.00
Christian Ries	DS8994 00	Student Labor-Video Conf Assts	Minimum Wage Increase	3420.00	3420.00	0.00
Ashley Robinson	DW9996 00	Work Study-BIS	Minimum Wage Increase	2200.00	2200.00	0.00
Megan Robinson	DW9996 00	Work Study-BIS	Minimum Wage Increase	2200.00	2200.00	0.00
Paula Rodriguez	DS8926 00	Student Labor - CAHIT	Change Salary Rate/Pay Grade	2052.00	2076.00	24.00
Paula Rodriguez	DS8949 00	Labor-Library	Minimum Wage Increase	1710.00	1730.00	20.00
Jamie Roeder	DW9975 00	Work Study-Production Center	Minimum Wage Increase	2200.00	2200.00	0.00
Tajia Schamp	DS8993 00	Student Labor-Telecounselors	Minimum Wage Increase	3078.00	3078.00	0.00
Elizabeth Schliep	DS8949 00	Labor-Library	Minimum Wage Increase	1710.00	1730.00	20.00
Madeline Schmitt	US7983 02	Student Technical Assistant	Minimum Wage Increase	5334.94	5334.94	0.00
Kaitlin Schneider	DW9982 00	Work Study-Liberal Arts	Minimum Wage Increase	2200.00	2200.00	0.00
Peggy Schroeder	DS8957 00	Student Labor-Extended Program	Minimum Wage Increase	1368.00	1368.00	0.00
Alexis Schryvers	DW9986 00	Work Study-Education	Minimum Wage Increase	2200.00	2200.00	0.00
Laura Schuck	DS8969 00	Student Labor-Math Center Tutor	Minimum Wage Increase	3078.00	3078.00	0.00
Shelbee Schultz	DW9972 00	Work Study-America Reads	Minimum Wage Increase	2200.00	2200.00	0.00
Daniel Sebit	DW9985 00	Work Study-Enrollment Svcs	Minimum Wage Increase	2200.00	2200.00	0.00
Dominic Sharma	DW9991 00	Work Study-ITS Help Desk	Minimum Wage Increase	2200.00	2200.00	0.00
Tawny Sherman	DS8981 00	Student Labor - Phonathon	Minimum Wage Increase	3078.00	3078.00	0.00
Christian Small	DS8990 00	Student Labor-Intramurals	Minimum Wage Increase	3078.00	3078.00	0.00
Cody Smith	DW9993 00	Work Study-Community Cntr	Minimum Wage Increase	2200.00	2200.00	0.00
Zayn Snyder	DW9991 00	Work Study-ITS Help Desk	Minimum Wage Increase	2200.00	2200.00	0.00
Jenna Sorsen	DS8961 00	Labor-Tutor	Minimum Wage Increase	3078.00	3078.00	0.00
Hannah Steffen	DW9993 00	Work Study-Community Cntr	Minimum Wage Increase	2200.00	2200.00	0.00
Katherine Stier	DS8981 00	Student Labor - Phonathon	Minimum Wage Increase	3078.00	3078.00	0.00
Michael Stydel	DW9977 00	Work Study-Physical Plant	Minimum Wage Increase	2200.00	2200.00	0.00
Ryan Styles	DW9963 00	WorkStudy-College of Computing	Minimum Wage Increase	2200.00	2200.00	0.00
Vaile Swenson	DS8953 00	Student Labor-Nat Sci Lab Fee	Minimum Wage Increase	2736.00	2736.00	0.00
Connor Teel	DW9997 00	Work Study-Athletics	Minimum Wage Increase	2200.00	2200.00	0.00
Tyler Telkamp	DS8961 00	Labor-Tutor	Minimum Wage Increase	3078.00	3078.00	0.00

John Townsend	DW9980	00	Work Study-Natural Sciences	Minimum Wage Increase	2200.00	2200.00	0.00
Ryan Voyles	DW9981	00	Work Study-Library	Minimum Wage Increase	2200.00	2200.00	0.00
Travis Wallert	DW9977	00	Work Study-Physical Plant	Minimum Wage Increase	2200.00	2200.00	0.00
Brittany Webb	DS8957	00	Student Labor-Extended Program	Minimum Wage Increase	2736.00	2736.00	0.00
Tessa Weeldreyer	DW9978	00	Work Study-Career Services	Minimum Wage Increase	2200.00	2200.00	0.00
Joseph Weier	DS8957	00	Student Labor-Extended Program	Minimum Wage Increase	3078.00	3078.00	0.00
Madison Whitcomb	DW9981	00	Work Study-Library	Minimum Wage Increase	2200.00	2200.00	0.00
Miranda Wiedeman	DS8987	00	Student Labor-Bookstore	Minimum Wage Increase	3078.00	3078.00	0.00
Ryan Wille	DW9982	00	Work Study-Liberal Arts	Minimum Wage Increase	2200.00	2200.00	0.00
Kyle Williams	DS8981	00	Student Labor - Phonathon	Minimum Wage Increase	3078.00	3078.00	0.00
Kayla Wipf	DW9985	00	Work Study-Enrollment Srvs	Minimum Wage Increase	2200.00	2200.00	0.00
Abigail Wisell	DS8990	00	Student Labor-Intramurals	Minimum Wage Increase	3078.00	3078.00	0.00
Hunter Wood	DW9967	00	Work Study-Financial Aid	Minimum Wage Increase	2200.00	2200.00	0.00
Julie Yang	DS8993	00	Student Labor-Telecounselors	Minimum Wage Increase	3078.00	3078.00	0.00
Abbey Young	DW9981	00	Work Study-Library	Minimum Wage Increase	2200.00	2200.00	0.00

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Barbara Roehrich	DE9547	00	Student Development Counselor	TV001	16-DEC-16
Keegan Struble	DS8976	00	Student Labor-Trojan Times	SA011	22-JAN-17
Jack Anundson	DS8990	00	Student Labor-Intramurals	TV012	21-NOV-16
Kofi Asamoah-Boadu	DG9982	00	Graduate Research Assistant	TV012	21-DEC-16
Omobolanle Atimise	DS8926	00	Student Labor - HealthPoint	TV012	06-JAN-17
Bruce Bailey	DE9541	00	Student Teaching Supervisor	TV013	14-DEC-16
Justin Becker	DE9537	00	Musical Director	TV013	21-NOV-16
Justin Becker	DE9707	00	Piano Accompanist	TV013	21-NOV-16
Samantha Beinlich	DS8927	00	Holiday Break RA	TV012	21-DEC-16
John Bjorkman	DE9541	00	Student Teaching Supervisor	TV013	14-DEC-16
Jovana Bogdanovic	DW9991	00	Work Study-ITS Help Desk	TV012	21-DEC-16
Kayla Boomsma	DS8964	00	Student Labor-Athletics	TV012	15-NOV-16
Amy Brandriet	DE9541	00	Student Teaching Supervisor	TV013	14-DEC-16
Jeremiah Burkman	DS8916	00	Student Labor Sponsored Prog.	TV012	21-DEC-16
Joel Carmona-Rojas	DS8976	00	Student Labor-Trojan Times	TV012	21-DEC-16
Akhilesh Chauhan	DG9984	00	Grad Research Assistant-MSA	TV012	21-DEC-16
Jared Chavez	DS8976	00	Student Labor-Trojan Times	TV012	21-DEC-16
River Collins	DS8962	00	Student Labor - Research Grant	TV012	21-DEC-16
Kaiden Corkill	DS8995	00	Student Labor-Computing Srvc	TV012	05-JAN-17
Cassandra Coss	DS8955	00	Student Labor-ADA	TV012	07-DEC-16
Nicholas Crowley	DS8993	00	Student Labor-Telecounselors	TV012	21-NOV-16
Tate Deinert	DS8990	00	Student Labor-Intramurals	TV012	21-FEB-17
Madison Devine	DS8998	00	Student Labor-Lib Arts Lab Fee	TV012	21-DEC-16
Deion Dickens	DW9963	00	WorkStudy-College of Computing	TV012	21-JAN-17
Austin Dirks	DS8962	00	Student Labor - Research Grant	TV012	21-DEC-16
David Dyb	DE9541	00	Student Teaching Supervisor	TV013	14-DEC-16
Devin Edquist-Carroll	DS8990	00	Student Labor-Intramurals	TV012	21-DEC-16
Marletta Eich	DE9541	00	Student Teaching Supervisor	TV013	21-DEC-16
Marletta Eich	DE9541	01	Student Teaching Practicum	TV013	21-DEC-16
Hayden Erickson	DS8990	00	Student Labor-Intramurals	TV012	21-DEC-16
Grace Estridge	DW9981	00	Work Study-Library	TV012	02-NOV-16
Kody Everson	DS8962	00	Student Labor - Research Grant	TV012	21-DEC-16
Megan Foster	DW9963	00	WorkStudy-College of Computing	TV012	21-JAN-17
Megan Foster	DW9963	00	WorkStudy-College of Computing	TV012	11-FEB-17
Vinicius Freitas	DS8949	00	Labor-Library	TV012	19-DEC-16
Allison Friend	DW9993	00	Work Study-Community Cntr	TV012	12-DEC-16
Rebecca Fuerst	DS8969	00	Student Labor-Math Center Tutor	TV012	21-DEC-16
Nuwanthi Gamhewage	DS8934	00	Labor-IA Reseach Assist	TV012	21-DEC-16
Michael Garippo	DS8962	00	Student Labor - Research Grant	TV012	21-DEC-16
Rajesh Godasu	DG9998	00	Graduate Research Assist-MSIS	TV012	21-DEC-16
Charlotte A Groce	DE9541	00	Student Teaching Supervisor	TV013	21-DEC-16
Melanie Gunn	DW9978	00	Work Study-Career Services	TV012	19-JAN-17
Melanie Gunn	DW9981	00	Work Study-Library	TV012	05-DEC-16
Shirley Haar	DE9541	00	Student Teaching Supervisor	TV013	14-DEC-16
Shirley Haar	DE9541	01	Student Teach Super-Pract	TV013	14-DEC-16
Alexander-Jonathan Halafihi	DG9997	00	Grad Admin Assist-MSET-Sport	TV012	21-DEC-16

Tavyn Hallan	DS8967 00	Student Labor-Enrollment Srvs	TV012	21-DEC-16
Halley Hansen	DS8957 00	Student Labor-Extended Program	TV012	21-DEC-16
Kiel Hesse	DS8916 00	Student Labor Sponsored Prog.	TV012	21-DEC-16
Jared Hinze	DW9993 00	Work Study-Community Cntr	TV012	21-FEB-17
Zachary Hoiberg	DS8962 00	Student Labor - Research Grant	TV012	21-DEC-16
Michaela Jackson	DS8917 00	Student-Resident Assistant	TV012	06-FEB-17
Rachel Johnson	DS8981 00	Student Labor - Phonathon	TV012	21-NOV-16
Mercedes Joy	DW9991 00	Work Study-ITS Help Desk	TV012	05-DEC-16
Hope Juntunen	DS8955 00	Student Labor-ADA	TV012	07-DEC-16
Hope Juntunen	DS8961 00	Labor-Tutor	TV012	21-DEC-16
Brett Kearin	DS8928 00	Labor - Oral Interp Director	TV013	21-DEC-16
Kellyn Klinkenborg	DG9983 00	Graduate Research Assistant	TV012	21-DEC-16
Wilfrid Kouakou	DW9981 00	Work Study-Library	TV012	21-JAN-17
Montaye Kyle	DW9983 00	Work Study-Physical Plant	TV012	21-DEC-16
Marwat Lawal	DS8949 00	Labor-Library	TV012	06-JAN-17
Kaytlynn Marlette	DW9978 00	Work Study-Career Services	TV012	21-DEC-16
Bailee Matucha	DS8964 00	Student Labor-Athletics	TV012	15-NOV-16
Lorri May	DS8998 00	Student Labor-Lib Arts Lab Fee	TV013	21-DEC-16
April Moen	DE9541 00	Student Teaching Supervisor	TV013	14-DEC-16
Sidney Moorhead	DS8917 00	Student-Resident Assistant	TV012	15-DEC-16
Nolan Moser	DS8956 00	Student Labor-Tablet Help Desk	TV012	31-DEC-16
Nolan Moser	DS8989 00	Labor-Aux Ent	TV012	18-DEC-16
Jennifer Munger	DE9541 00	Student Teaching Supervisor	TV013	14-DEC-16
Lindsey Nelson	DW9978 00	Work Study-Career Services	TV012	14-DEC-16
Asa Nielson	DE9541 00	Student Teaching Supervisor	TV013	21-DEC-16
Nicholas Norris	DW9997 00	Work Study-Athletics	TV012	21-JAN-17
Koji Okayasu	DS8961 00	Labor-Tutor	TV012	21-DEC-16
Karthik Pallerla	DG9998 00	Graduate Research Assist-MSIS	TV012	21-DEC-16
Halley Paulson	DS8951 00	Student Labor - Success Center	TV012	14-DEC-16
Logan Peckenpaugh	DS8916 00	Student Labor Sponsored Prog.	TV012	21-DEC-16
Tyler Pokos	DS8962 00	Student Labor - Research Grant	TV012	21-DEC-16
Shreejana Poudel	DG9984 00	Grad Research Assistant-MSA	TV012	21-DEC-16
Peyton Powers	DS8916 00	Student Labor Sponsored Prog.	TV012	21-DEC-16
Frank Ramos	DW9990 00	Work Study-Extended Programs	TV012	22-DEC-16
Tyler Rau	DS8962 00	Student Labor - Research Grant	TV012	21-DEC-16
Jonathan Reisch	DS8994 00	Student Labor-Video Conf Assts	TV012	06-DEC-16
Robert Richardson	DS8969 00	Student Labor-Math Center Tutor	TV012	21-DEC-16
Paula Rodriguez	DS8926 00	Student Labor - HealthPoint	TV012	14-DEC-16
Paula Rodriguez	DS8949 00	Labor-Library	TV012	19-DEC-16
Jamie Roeder	DS8962 00	Student Labor - Research Grant	TV012	21-DEC-16
Tatum Ronke	DS8964 00	Student Labor-Athletics	TV012	01-DEC-16
Kevin Ruffenach	DS8949 00	Labor-Library	TV012	19-DEC-16
Bryan Saint Jean	DS8917 00	Student-Resident Assistant	TV012	15-DEC-16
Bryan Saint Jean	DS8927 00	Holiday Break RA	TV012	26-NOV-16
Elizabeth Schliep	DS8949 00	Labor-Library	TV012	19-DEC-16
Kaitlin Schneider	DS8928 00	Labor - Liberal Arts	TV012	23-OCT-16
Kaitlin Schneider	DS8976 00	Student Labor-Trojan Times	TV012	21-DEC-16
Kaitlin Schneider	DW9982 00	Work Study-Liberal Arts	TV012	18-JAN-17
Cynthia Schut	DS8955 00	Labor-ADA Assistant	TV013	14-DEC-16
Philip Seaman	DS8974 00	Student Labor - Tech Fellow	TV012	21-DEC-16
Daniel Sebit	DS8990 00	Student Labor-Intramurals	TV012	21-DEC-16
Michael Shlanta	DS8962 00	Student Labor - Research Grant	TV012	21-DEC-16
Sagar Shrestha	DG9983 00	Graduate Research Assistant	TV012	21-DEC-16
Kristen Sieck	DS8955 00	Student Labor-ADA	TV012	07-DEC-16
Jenna Sorsen	DS8976 00	Student Labor-Trojan Times	TV012	21-DEC-16
Dustin Stage	DS8989 00	Technical Support	TV012	18-DEC-16
Jill Stearns	DS8955 00	Labor-ADA Reader	TV013	14-DEC-16
Keegan Struble	DS8976 00	Student Labor-Trojan Times	TV012	21-DEC-16
Joseph Swanson	DS8976 00	Student Labor-Trojan Times	TV012	21-DEC-16
Tribhuvan Singh Thakur	DG9998 00	Graduate Research Assist-MSIS	TV012	21-DEC-16
Alex Thomas	DS8996 00	Student Labor-TSS	TV012	14-DEC-16
Michael Turbes	DS8974 00	Student Labor - Tech Fellow	TV012	21-DEC-16
Jacob Tvedt	DS8990 00	Student Labor-Intramurals	TV012	21-DEC-16
Kaylee VanderWal	DS8969 00	Student Labor-Math Center Tutor	TV012	21-DEC-16
Tessa Verba	DW9993 00	Work Study-Community Cntr	TV012	21-DEC-16
Emmanuel Williams	DS8989 00	Labor-Aux Ent	TV012	18-DEC-16

Faculty Benefit Eligible (FAC1)  
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Katie Anderson	DE9923	04	Instructor - FY17 Overload	Overload for Teaching	5946.04	22-JAN-17
Richard Avery	DE9921	03	Professor - FY17 Overload	Overload for Teaching	41021.87	22-JAN-17
Kristel Bakker	DE9920	03	Professor - FY17 Overload	Overload for Teaching	433.06	22-JAN-17
Glenn Berman	DE9901	02	Assoc Professor FY17 Overload	Overload for Teaching	9324.99	22-JAN-17
David Bishop	DE9882	01	Professor FY17 Overload	Overload for Teaching	16333.33	22-JAN-17
Susan Conover	DE9931	01	Professor-FY17 Overload	Overload for Teaching	11168.00	22-JAN-17
Kyle Cronin	DE9898	01	Asst Professor - FY17 Overload	Overload for Teaching	14200.32	22-JAN-17
Dale Droge	DE9930	04	Professor - FY17 Overload	Overload for Teaching	10458.98	22-JAN-17
Ryan English	DE9927	01	Assist Professor-FY17 Overload	Overload for Teaching	1311.49	22-JAN-17
Timothy Fiegen	DE9917	04	Assoc Professor-FY17 Overload	Overload for Teaching	3720.70	22-JAN-17
Derek Franken	DE9902	02	Instructor FY17 Overload	Overload for Teaching	15257.52	22-JAN-17
Thomas Halverson	DE9709	02	Asste Professor-FY17 Overload	Overload for Teaching	28217.76	22-JAN-17
Michael Ham	DE9889	01	Assis Professor-FY17 Overload	Overload for Teaching	8160.00	22-JAN-17
Vaughan Hennen	DE9922	00	Digital Design&Acces Librarian	Appointment	48000.00	17-JAN-17
Robert Honomichl	DE9845	03	Instructor - FY17 Overload	Overload for Teaching	18733.12	22-JAN-17
Jared Hottle	DE9528	00	Events Driver - College of Ed	Hire Temp Appointment	1906.63	16-FEB-17
Jeffrey Howard	DE9685	01	Assist Professor-FY17 Overload	Overload for Teaching	608.71	22-JAN-17
Walter Iriarte	DE9887	01	Assist Professor-FY17 Overload	Overload for Teaching	1344.61	22-JAN-17
Viki Johnson	DE9879	02	Assoc Professor-FY17 Overload	Overload for Teaching	3464.61	22-JAN-17
Kimberly Jones	DE9597	01	Instructor - FY17 Overload	Overload for Teaching	5130.50	22-JAN-17
Thomas Jones	DE9894	01	Assoc Professor-FY17 Overload	Overload for Teaching	2583.55	22-JAN-17
Stephen Krebsbach	DE9893	01	Associate Prof-FY17 Overload	Overload for Teaching	26349.12	22-JAN-17
Jun Liu	DE9604	03	Assistant Prof FY17 Overload	Overload for Teaching	20335.57	22-JAN-17
Michael Lynch	DE9580	02	Instructor - FY17 Overload	Overload for Teaching	3057.04	22-JAN-17
Kelly MacLeod	DE9672	02	Instructor - FY17 Overload	Overload for Teaching	3462.20	22-JAN-17
Lynette Molstad Gorder	DE9912	03	SD DoEd for FBLA/DECA Cont	Appointment	5116.96	22-JAN-17
Daniel Mortenson	DE9888	01	Assist Professor-FY17 Overload	Overload for Teaching	1272.93	22-JAN-17
John Mydland	DE9886	01	Asst Prof - FY17 Overload	Overload for Teaching	11547.01	22-JAN-17
Nevine Nawar	DE9613	01	Instructor - FY17 Overload	Overload for Teaching	2529.17	22-JAN-17
Cherie Noteboom	DE9660	02	Asst Professor-FY17 Overload	Overload for Teaching	22149.27	22-JAN-17
Christopher Olson	DE9573	01	Assistant Prof - FY17 Overload	Overload for Teaching	20400.00	22-JAN-17
Timothy Orme	DE9645	01	Asst Professor-FY17 Overload	Overload for Teaching	640.00	22-JAN-17
Scott Overmyer	DE9593	00	Lecturer	Appointment	70000.00	22-DEC-16
Jeffrey Palmer	DE9925	01	Professor - FY17 Overload	Overload for Teaching	692.62	22-JAN-17
Insu Park	DE9562	01	Assistant Prof - FY17 Overload	Overload for Teaching	1879.00	22-JAN-17
Joshua Pauli	DE9849	05	NSA CNAP	Supplemental Appointment	14530.40	22-OCT-16
Douglas Peters	DE9857	01	Instructor - FY17 Overload	Overload for Teaching	2186.67	22-JAN-17
Ashley Podhradsky	DE9891	03	Assistant Prof FY17 Overload	Overload for Teaching	18118.80	22-JAN-17
Pamela Rowland	DE9681	03	Instructor - FY17 Overload	Overload for Teaching	5180.67	22-JAN-17
Geoffrey Schaab	DE9859	00	Instructor	Appointment	8300.00	06-JAN-17
Geoffrey Schaab	DE9955	00	Assistant Baseball Coach	Appointment	23900.00	22-NOV-16
Geoffrey Schaab	DE9967	00	Head Baseball Coach	Appointment	8300.00	06-JAN-17
Ronghua Shan	DE9909	02	Associate Prof FY17 Overload	Overload for Teaching	12584.27	22-JAN-17
Kevin Smith	DE9903	04	Instructor - FY17 Overload	Overload for Teaching	7999.04	22-JAN-17
Mark Spanier	DE9596	01	Instructor - FY17 Overload	Overload for Teaching	2961.36	22-JAN-17
Sandi Steinhoff-Muller	DE9840	01	Instructor - FY17	Overload for Teaching	2874.02	22-JAN-17
Kelly Steinmetz	DE9871	01	Instructor - FY17 Overload	Overload for Teaching	3376.32	22-JAN-17
Joshua Stroschein	DE9918	01	Assis Professor-FY17 Overload	Overload for Teaching	6120.00	22-JAN-17
Daniel Talley	DE9907	01	Professor - FY17 Overload	Overload for Teaching	5803.63	22-JAN-17
Debra Tech	DE9838	01	Asst Professor FY17 Overload	Overload for Teaching	11608.85	22-JAN-17
Brent Tulloss	DE9837	01	Instructor - FY17 Overload	Overload for Teaching	20014.72	22-JAN-17

Faculty Benefit Eligible (FAC1)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Neslihan Aydogan-Duda	DE9899	00	Assistant Professor	TI000	10-NOV-16
Scott Hortness	DE9859	00	Instructor	TV001	09-JAN-17
Scott Hortness	DE9967	00	Head Baseball Coach	TV001	09-JAN-17
Geoffrey Schaab	DE9955	00	Assistant Baseball Coach	SA011	05-JAN-17
Kristel Bakker	DE9920	02	Mentor Dual Credit-BIOL	TV013	21-DEC-16
Jared Hottle	DE9528	00	Events Driver- College of Ed	TV013	17-FEB-17

Lynette Molstad Gorder	DE9912 00	Professor	TR001	21-DEC-16
Lynette Molstad Gorder	DE9912 03	SD DoEd for FBLA/DECA Cont	TV013	21-DEC-16
Scott Overmyer	DE9666 00	Adj Instr	TV013	21-DEC-16
Joshua Pauli	DE9849 05	NSA CNAP	TV013	21-FEB-17
Edoardo Persichetti	DE9598 00	Assistant Professor - 9	TV009	21-DEC-16
Yi Wang	DE9700 00	Assistant Professor	TV009	01-FEB-17

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Brian Ahrendt	DE9666	00	Adj Instr	Hire Temp Appointment	3948.00	22-JAN-17
Jeffrey Ballard	DE9850	00	Adj Instructor ART122	Hire Temp Appointment	5264.00	22-JAN-17
Lindsey Brewer	DE9666	00	Adjunct Instructor	Hire Temp Appointment	3228.00	22-JAN-17
Patti Brooks	DE9666	00	Adjunct Instructor	Hire Temp Appointment	3869.04	22-JAN-17
Philip Egeberg	DE9666	00	Adj Instr-INFA 715	Hire Temp Appointment	3228.00	22-JAN-17
Aaron Fields	DE9666	00	Adj Instr-CSC 444	Hire Temp Appointment	3228.00	22-JAN-17
Susan Filler	DE9541	00	Student Teaching Supervisor	Hire Temp Appointment	6750.00	03-JAN-17
Susan Filler	DE9541	01	Student Teaching Practicum	Hire Temp Appointment	1500.00	03-JAN-17
Susan Filler	DE9666	00	Adjunct Instructor	Hire Temp Appointment	4949.60	22-JAN-17
Roy Fine	DE9666	00	Adj Instr-Distance CSC 250	Hire Temp Appointment	3228.00	22-JAN-17
Tyler Flaagan	DE9666	00	Adjunct Instructor	Hire Temp Appointment	3228.00	22-JAN-17
Tyler Flaagan	DS8913	00	Student Labor-COC	Hire Temp Appointment	544.50	22-JAN-17
Alexander Gartner	DE9519	00	Adj Instructor - CIS 462 D01	Hire Temp Appointment	2700.00	22-JAN-17
Janel Guse	DE9666	00	Adjunct Instructor	Hire Temp Appointment	2152.00	22-JAN-17
Sheila Hargens	DE9579	00	Adjunct Instructor	Hire Temp Appointment	2632.00	22-JAN-17
Sheila Hargens	DE9666	00	Adjunct Instructor	Hire Temp Appointment	2632.00	22-JAN-17
Randall Harkless	DE9666	00	Adjunct Instructor	Hire Temp Appointment	3948.00	22-JAN-17
Eric Holm	DE9519	00	Adj Instructor - CSC 363 D05	Hire Temp Appointment	2700.00	22-JAN-17
Michael Hunhoff	DE9666	00	Adjunct Instructor	Hire Temp Appointment	3228.00	22-JAN-17
Angela Keith	DE9843	00	Adjunct Instructor-UC	Hire Temp Appointment	9684.00	22-JAN-17
Jessica Kemp	DE9666	00	Adjunct Instructor	Hire Temp Appointment	3240.00	22-JAN-17
Kenneth Kerkvliet	DE9843	00	Adjunct Instructor-UC	Hire Temp Appointment	3375.00	22-JAN-17
Paula Kingery	DE9666	00	Adjunct Instructor	Hire Temp Appointment	3228.00	22-JAN-17
Claire Knowles	DE9666	00	Adjunct Instructor	Hire Temp Appointment	3158.40	22-JAN-17
Cotton Koch	DE9666	00	Adjunct Instructor	Hire Temp Appointment	5264.00	22-JAN-17
Andrew Kramer	DE9519	00	Adjunct Instructor	Hire Temp Appointment	5400.00	22-JAN-17
Renae Kruse Thornton	DE9872	00	Adjunct Instructor	Hire Temp Appointment	3948.00	22-JAN-17
Brent Lerseth	DE9666	00	Adjunct Instructor	Hire Temp Appointment	3948.00	22-JAN-17
Donald Mackenzie	DE9666	00	Adj Instr-ARTH 212	Hire Temp Appointment	5670.00	22-JAN-17
Casualene Meyer	DE9666	00	Adjunct Instructor	Hire Temp Appointment	7896.00	22-JAN-17
Lora Milne	DE9666	00	Adjunct Instructor	Hire Temp Appointment	3228.00	22-JAN-17
Chad Mitzel	DE9666	00	Adjunct Instructor	Hire Temp Appointment	3228.00	22-JAN-17
Maureen Murphy	DE9666	00	Adjunct Instructor	Hire Temp Appointment	6804.00	22-JAN-17
Margaret O'Brien	DE9666	00	Adj Instruct-Distance ACCT 211	Hire Temp Appointment	4999.98	22-JAN-17
Sean O'Brien	DE9843	00	Adj Instructor-BADM 350	Hire Temp Appointment	3948.00	22-JAN-17
Sam O'Hanlon	DE9666	00	Adj Instr	Hire Temp Appointment	4842.00	22-JAN-17
Sam O'Hanlon	DE9872	00	Adj Instructor-BIS	Hire Temp Appointment	4842.00	22-JAN-17
Kindra Schneider	DE9666	00	Adjunct Instructor	Hire Temp Appointment	4304.00	22-JAN-17
Jennifer Schulte	DE9519	00	Adj Instruct - Intro to Comp	Hire Temp Appointment	2700.00	22-JAN-17
Christina Sewell	DE9666	00	Adj Instr	Hire Temp Appointment	3228.00	22-JAN-17
Christina Sewell	DE9850	00	Adj Instructor	Hire Temp Appointment	3228.00	22-JAN-17
Yanyan Shang	DE9666	00	Adjunct Instructor	Hire Temp Appointment	3228.00	22-JAN-17
Leretta Smith	DE9666	00	Adjunct Instructor	Hire Temp Appointment	11844.00	22-JAN-17
Jeffrey Tschetter	DE9666	00	Adj Instr-Business Statistics	Hire Temp Appointment	7896.00	22-JAN-17
Cody Welu	DE9666	00	Adj Inst-Distance CSC 150	Hire Temp Appointment	3228.00	22-JAN-17
Joel Wahnoutka	DE9666	00	Adj Instr-CSC 250	Hire Temp Appointment	3228.00	22-JAN-17
David Wrotenbery	DE9843	00	Adjunct Faculty UC	Hire Temp Appointment	7500.00	22-JAN-17
Shawn Zwach	DE9666	00	Adjunct Instructor	Hire Temp Appointment	6456.00	22-JAN-17

Faculty Non-Benefit Eligible (FAC2)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Brian Ahrendt	DE9666	00	Adj Instr	TV013	21-DEC-16
Lara Altenburg	DE9843	00	Adj Instructor	TV013	21-DEC-16
Jeffrey Ballard	DE9850	00	Adj Instructor ART122	TV013	21-DEC-16
Lindsey Brewer	DE9666	00	Adj Instr	TV013	21-DEC-16
Bramwell Brizendine	DE9666	00	Adj Instr	TV013	21-DEC-16
Eugene Danielsen	DE9843	00	Adjunct Instructor	TV013	21-DEC-16
Jared DeMott	DE9666	00	Adj Instr	TV013	21-DEC-16
Susan Filler	DE9541	00	Student Teaching Supervisor	TV013	21-DEC-16
Susan Filler	DE9666	00	Adj Instr	TV013	21-DEC-16
Susan Filler	DE9715	00	Adj Instructor	TV013	21-DEC-16
Tyler Flaagan	DE9666	00	Adj Instr	TV013	21-DEC-16
Janel Guse	DE9666	00	Adj Instr	TV013	21-DEC-16
Janel Guse	DE9715	00	Adj Instructor	TV013	21-DEC-16
Sheila Hargens	DE9579	00	Adjunct Instructor -	TV013	21-DEC-16
Sheila Hargens	DE9666	00	Adj Instr	TV013	21-DEC-16
Randall Harkless	DE9666	00	Adj Instr	TV013	21-DEC-16
Eric Holm	DE9666	00	Adj Instr	TV013	21-DEC-16
Michael Hunhoff	DE9666	00	Adj Instr	TV013	21-DEC-16
Tara Johnson	DE9666	00	Adj Instr	TV013	21-DEC-16
Angela Keith	DE9843	00	Adj Instructor-MATH	TV013	21-DEC-16
Paula Kingery	DE9666	00	Adj Instr	TV013	21-DEC-16
Adam Klindworth	DE9666	00	Adj Instr	TV013	21-DEC-16
Claire Knowles	DE9666	00	Adj Instr	TV013	21-DEC-16
Cotton Koch	DE9666	00	Adj Instr	TV013	21-DEC-16
Cotton Koch	DE9715	00	Adjunct Instructor	TV013	21-DEC-16
Andrew Kramer	DE9519	00	Instructor - Adjunct	TV013	21-DEC-16
Renae Kruse Thornton	DE9872	00	Adj Instructor	TV013	21-DEC-16
Rachael Lenzmeier Jencks	DE9666	00	Adj Instr	TV013	21-DEC-16
Brent Lerseth	DE9666	00	Adj Instr	TV013	21-DEC-16
Donald Mackenzie	DE9666	00	Adj Instr	TV013	21-DEC-16
Casualene Meyer	DE9666	00	Adj Instr	TV013	21-DEC-16
Lora Milne	DE9666	00	Adj Instr	TV013	21-DEC-16
Chad Mitzel	DE9666	00	Adj Inst	TV013	21-DEC-16
Maureen Murphy	DE9666	00	Adj Instr	TV013	21-DEC-16
Margaret O'Brien	DE9666	00	Adj Instr	TV013	21-DEC-16
Sam O'Hanlon	DE9666	00	Adj Instr	TV013	21-DEC-16
Alan Raveling	DE9666	00	Adj Instr	TV013	21-DEC-16
Darrin Schmitz	DE9519	00	Instructor - Adjunct	TV013	21-DEC-16
Kindra Schneider	DE9666	00	Adj Instr	TV013	21-DEC-16
Christina Sewell	DE9532	00	CAP Retention Specialist	TV013	21-DEC-16
Christina Sewell	DE9850	00	Adj Instructor	TV013	21-DEC-16
Yanyan Shang	DE9999	00	Graduate Teach Assist - Doc	TV012	21-DEC-16
Leretta Smith	DE9666	00	Adj Instr	TV013	21-DEC-16
Jeffrey Tschetter	DE9666	00	Adj Instr	TV013	21-DEC-16
Maxine Unterbrunner	DE9850	00	Dual Credit - BIOL101	TV013	21-DEC-16
Cody Welu	DE9666	00	Adj Inst	TV013	21-DEC-16
Don Wiken	DE9666	00	Adj Instr	TV013	21-DEC-16
Joel Wohnoutka	DE9666	00	Adj Instr	TV013	21-DEC-16
David Wrotenbery	DE9843	00	Adjunct Faculty UC	TV013	21-DEC-16
Shawn Zwach	DE9666	00	Adj Instr	TV013	21-DEC-16

## ECLS 45 Volunteers

Banner ID	Name	Department	Institution
A00167239	Zackary Beermann	Arts & Sciences	DSU
A00190126	Derrick Burkhardt	Arts & Sciences	DSU
A00165244	Kaylea Chase	Arts & Sciences	DSU
A00210771	Timothy Cramer	Arts & Sciences	DSU
A00208115	Tyler Ensz	Arts & Sciences	DSU



A00209421	Sai Venkata Ethuri	Arts & Sciences	DSU
A00194902	Landon Frederes	Arts & Sciences	DSU
A00204200	Laura Garcia	Arts & Sciences	DSU
A00211480	Jarod Keene	Arts & Sciences	DSU
A00172580	Jacquelyn Krakow	Arts & Sciences	DSU
A00208119	Allison Neugebauer	Arts & Sciences	DSU
A00210770	Samantha Nielsen	Arts & Sciences	DSU
A00191161	Cole Peterson	Arts & Sciences	DSU
A00209296	Isaac Thooft	Arts & Sciences	DSU
A00198881	Michael Emery	Athletics - Intercolleg Athletics	DSU
A00196663	Kelsey Lee	Athletics - Intercolleg Athletics	DSU
A00172386	Wasido Ngandali	Athletics - Intercolleg Athletics	DSU
A00194694	Kelsey Poppen	Athletics - Intercolleg Athletics	DSU
A00190156	Derrick Smith	Athletics - Intercolleg Athletics	DSU
A00183689	Bradley Bullock	College of Computing	DSU
A00123754	Jory Kunzman	Community Center	DSU
A00211482	Cole Selegestad	Grounds	DSU

P2RNJOB

South Dakota Board of Regents

BOR Routine

03/10/2017 08:25:59

Date Range : 22-OCT-16 thru 21-FEB-17  
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	NE9629	03	Assistant Soccer Coach	Hire Temp Appointment	6000.00	22-OCT-16
Hillary Goff	NE9961	01	Team Str/Concessn BA/Game Oper	Hire Temp Appointment	2940.00	22-DEC-16
Shaun Haugen	NE9612	00	Computer Support Analyst	Appointment	43000.00	14-DEC-16
Brian Kendall	NE9955	00	Custodial Crew Leader	Appointment	23399.55	01-FEB-17
Cheng Peng	NE9999	00	International Student Support	Appointment	23400.00	01-FEB-17
Emily Sell	NE9965	00	Athletic Dept Assistant	Appointment	31199.40	09-JAN-17
Morgan Stadler	NE9871	00	Cashier/Men's Athletics	Hire Temp Appointment	44.82	22-OCT-16
Earl Weisenburger	NE9552	00	VB Line Judge	Hire Temp Appointment	45.00	22-NOV-16

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New
Lawrence Brunmaier	NE9987	00	Building Manager	Reclassification	31303.40	37002.49	5699.09	
Monica Burgeson	NE9915	00	Senior Secretary	Sal Adj to 5% Range at 6 mo	28162.66	29577.03	1414.37	
Zhenqing Chen	NE9942	00	Senior Comp Sup Spec	Title Change	45738.36	52706.19	6967.83	

Career Service Benefit Eligible (CSA1)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Hillary Goff	NE9965	00	Senior Secretary	SA011	29-NOV-16
Michael Conner	NE9961	00	Accounting Assistant	TV009	04-NOV-16
Michael Conner	NE9961	01	Accounting Asst Addl Pay	TV013	04-NOV-16
Keith Gerving	NE9957	00	Custodial Services Supv I	TD000	01-DEC-16
Rodney Hall	NE9955	00	Custodial Crew Leader	TR001	21-FEB-17
Rebecca Kitzman	NE9861	00	Training Specialist	TV009	15-FEB-17
Cheng Peng	NG9291	01	GA-Office of Int'l Programs	TV012	21-DEC-16
Earl Weisenburger	NE9552	00	VB Line Judge	TV013	21-DEC-16

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Victoria Biach	NE9656	00	Math Tutor - UC	Hire Temp Appointment	2000.00	13-JAN-17
Thomas Butch	NE9871	13	Game Worker - Flat rate/game	Hire Temp Appointment	212.50	22-OCT-16
Dustin Caspers	NE9963	00	Wrestling Assistant	Hire Temp Appointment	1200.00	22-JAN-17
Matthew Freidel	NE9321	00	Fine Arts Technical Assistant	Hire Temp Appointment	4200.00	28-NOV-16
Jason Gab	NE9449	00	NSU Events/Barnett Ctr	Hire Temp Appointment	1120.00	02-DEC-16
Christine Hauck	NE9974	13	OCE-BADM 284-N800T	Hire Temp Appointment	0.00	22-DEC-16
Christine Hauck	NE9974	14	OCE-BADM 101 N800T	Hire Temp Appointment	3231.00	22-DEC-16
Kendall Hoellein	NE9871	07	Game Worker-Flat rate/game	Hire Temp Appointment	187.50	22-OCT-16
Shari Holmes	NE9667	00	Assistant Concessions	Hire Temp Appointment	2880.00	01-NOV-16
Seth Honerman	NE9662	00	Writing Tutor - UC	Hire Temp Appointment	2600.00	13-JAN-17
Verne Little	NE9873	07	Bus Driver	Hire Temp Appointment	1800.00	22-OCT-16
Brooke Norris	NE9552	00	VB Line Judge	Hire Temp Appointment	410.00	22-NOV-16
Megan Pond	NE9662	00	Writing Tutor - UC	Hire Temp Appointment	2000.00	13-JAN-17
Ramona Smith	NE9552	00	VB Line Judge	Hire Temp Appointment	510.00	22-NOV-16

ATTACHMENT I 28

Career Service Non-Benefit Eligible (CSA2)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Victoria Biach	NS9273	03	Math Tutor	TV012	21-DEC-16
Victoria Biach	NS9280	02	SI Leader	TV012	21-DEC-16
Dustin Caspers	NE9963	00	Wrestling Assistant	TV013	21-FEB-17
Mark Comstock	NE9711	00	Swim Meet Announcer-\$25./Event	TV013	21-DEC-16
Christine Hauck	NE9974	10	Adj Instr-Online/Cont Ed	TV013	21-DEC-16
Christine Hauck	NE9974	11	Adj Instr-Online/Cont Ed	TV013	21-DEC-16
Christine Hauck	NE9974	12	OCE-BADM 489-N800T	TV013	21-DEC-16
Colleen Natalie-Lees	NE9974	04	OCE-BADM 284-N800T	TV013	21-DEC-16
Brooke Norris	NE9552	00	VB Line Judge	TV013	21-DEC-16
Megan Pond	NS9277	02	Writing Tutor	TV012	21-DEC-16
Ramona Smith	NE9552	00	VB Line Judge	TV013	21-DEC-16

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Brent Aldridge	NE9294	06	Volleyball Camp Payment	Supplemental Appointment	4000.00	22-NOV-16
Cory Anderson	NE9706	01	Insight - October 22, 2016	Hire Temp Appointment	400.00	22-OCT-16
Cory Anderson	NE9706	02	Insight Instructor 01/21/2017	Hire Temp Appointment	400.00	22-DEC-16
Kelly Bindenagel	NE9706	02	Insight - December 3, 2016	Supplemental Appointment	400.00	22-JAN-17
Lauren Bittner	NE9974	03	OCE-BADM 244-N800T	Continuing Education/Extension	3231.00	22-DEC-16
Kevin Bjerke	NE9867	01	Teach - HLTH 251 (1 cr)	Supplemental Appointment	1077.00	22-DEC-16
Janie Borkowski	NE9626	00	Area Coordinator Res Life	Appointment	26500.00	29-DEC-16
Susan Bostian	NE9787	03	Interim UR Dir	Supplemental Appointment	2100.00	22-NOV-16
Jesse Currier	NE9703	00	Defensive Coordinator	Transfer From State Agency	43000.00	04-JAN-17
Jesse Currier	SE6941	13	Assistant Coach-Football	Supplemental Appointment	8870.00	22-NOV-16
Jesse Currier	SE6941	14	Assistant Coach-Football	Supplemental Appointment	2000.00	22-NOV-16
Madia Droppers	NE9843	02	Adj Inst-ENGL 201-N06SYN 76818	Hire Temp Appointment	3231.00	22-DEC-16
Madia Droppers	NE9974	21	OCE-ENGL 201 NHU01	Continuing Education/Extension	3231.00	22-DEC-16
Justin Fraase	NE9787	00	Dir Communications & Mrktng	Appointment	75000.00	09-JAN-17
Curtis Fredrickson	NE9780	01	Work BB tournament	Supplemental Appointment	460.00	22-OCT-16
Paula Krueger	NE9798	01	BB tournament worker	Supplemental Appointment	175.00	22-OCT-16
Paula Krueger	NE9798	02	BB camp 12/12-14-/2016	Supplemental Appointment	100.00	22-NOV-16
Jennifer Lofswold	NE9843	00	Adj Inst-ENGL 101 N05SYN 76811	Hire Temp Appointment	3231.00	22-DEC-16
Britt Lorenz	NE9579	00	Adj Inst BADM 284 Sec N01	Hire Temp Appointment	1077.00	22-DEC-16
Britt Lorenz	NE9579	01	Adj Inst BADM 284 Sec N02	Hire Temp Appointment	1077.00	22-DEC-16
Britt Lorenz	NE9717	02	HLC Data Info Officer	Supplemental Appointment	1500.00	22-OCT-16
Britt Lorenz	NE9717	03	Interim Assessmt/IR Duties	Hire Temp Appointment	1500.00	22-NOV-16
Britt Lorenz	NE9717	04	HLC Data Info Officer	Supplemental Appointment	3000.00	22-DEC-16
Brenda Mammenga	NE9749	00	Director, Inst. Research	Appointment	71000.00	17-JAN-17
Philip McDaniel	NE9294	00	Volleyball Camp	Supplemental Appointment	4350.00	22-NOV-16
Terry Piatz	NE9483	03	Adj Inst BIO312Lec/Lab/Hemtlyg	Supplemental Appointment	3769.50	22-JAN-17
Steven Rasmussen	NE9783	02	Share Interim Assmt/IR Duties	Supplemental Appointment	3000.00	22-NOV-16
Steven Rasmussen	NE9783	03	Interim Assessment/IR Duties	Supplemental Appointment	1500.00	22-DEC-16
Debra Wenzel	NE9974	01	OCE-EDER 761-NHU01	Continuing Education/Extension	3951.00	22-DEC-16

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.								
Krista Bau	NE9735	00	Academic Advisor	Sal Adj-Unusual Circumstance	34015.00	37107.00	3092.00	
Kelly Bindenagel	NE9762	00	Counselor	Change in Appointment Type	37939.00	37939.00	0.00	
Jon Christenson	NE9320	00	Dir Student Rights/Responsblty	Sal Adj-Unusual Circumstance	44291.00	47500.00	3209.00	
Erin Fosher	NE9609	00	Gear Up Coordinator	Sal Adj-Unusual Circumstance	40000.00	44000.00	4000.00	
Rebecca Jensen	NE9728	04	Academic Advisor	Sal Adj-Unusual Circumstance	36593.00	37000.00	407.00	
Rebecca Johnson	NE9610	00	Academic Advisor	Sal Adj-Unusual Circumstance	36794.00	37000.00	206.00	
Tracy Jurgens	NE9584	00	Academic Advisor	Sal Adj-Unusual Circumstance	36794.00	37000.00	206.00	
Brittany O'Day	NE9944	00	Counseling Ctr Prog Manager	Change in Appointment Type	38500.00	38500.00	0.00	

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Mathew McLagan	NE9703	00	Asst FB Coach/Defense Coord	TV003	16-DEC-16
Brittany O'Day	NE9944	00	Counseling Ctr Prog Manager	TV000	30-DEC-16
Jesse Currier	SE6941	00	Assistant Coach-Football	SA018	30-DEC-16
Brent Aldridge	NE9294	06	Volleyball Camp Payment	TV013	21-DEC-16
Cory Anderson	NE9706	01	Insight - October 22, 2016	TV013	21-NOV-16
Cory Anderson	NE9706	02	Insight Instructor 01/21/2017	TV013	21-JAN-17
Kelly Bindenagel	NE9706	02	Insight - December 3, 2016	TV013	21-FEB-17
Lauren Bittner	NE9974	02	Adj Instr-Online/Cont Ed	TV013	21-DEC-16
Susan Bostian	NE9787	02	Interim Univ Relations Dir	TV013	21-NOV-16
Susan Bostian	NE9787	03	Interim UR Dir	TV013	21-JAN-17
Jesse Currier	SE6941	13	Assistant Coach-Football	TV013	21-DEC-16
Jesse Currier	SE6941	14	Assistant Coach-Football	TV013	21-DEC-16
Madia Droppers	NE9743	00	ADJ - 1 sec ENGL 033	TV013	21-DEC-16
Curtis Fredrickson	NE9780	01	Camp Dec 12-14, 2016	TV013	21-DEC-16
Laci Hettick	NE9867	03	Adjunct Instructor - HPE	TV013	21-DEC-16
Terri Holmes	NE9867	03	Adjunct Instructor - HPE	TV013	21-DEC-16
Janne Jockheck Holt	NE9974	23	Adj Instr-Online/Cont Ed	TV013	21-DEC-16
Paula Krueger	NE9798	01	BB tournament worker	TV013	21-NOV-16
Paula Krueger	NE9798	02	BB camp 12/12-14-/2016	TV013	21-DEC-16
Jennifer Lofswold	NE9974	18	Adj Instr-Online/Cont Ed	TV013	21-DEC-16
Britt Lorenz	NE9717	02	HLC Data Info Officer	TV013	21-NOV-16
Britt Lorenz	NE9717	03	Interim Assessmt/IR Duties	TV013	21-DEC-16
Britt Lorenz	NE9717	04	HLC Data Info Officer	TV013	21-FEB-17
Philip McDaniel	NE9294	00	Volleyball Camp	TV013	21-DEC-16
Philip McDaniel	NE9723	00	Assistant VB Coach	TV009	17-FEB-17
Joann Pomplun	NE9740	00	Data Specialist	TR001	21-DEC-16
Steven Rasmussen	NE9783	02	Share Interim Assmt/IR Duties	TV013	21-DEC-16
Steven Rasmussen	NE9783	03	Interim Assessment/IR Duties	TV013	21-JAN-17

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Abdulaziz Albassri	NS9362	00	Student Labor - Parking	Hire Temp Appointment	1400.00	23-JAN-17
Bailey Alonge	NS9277	00	Writing Tutor	Hire Temp Appointment	1750.00	22-JAN-17
Bailey Alonge	NS9414	00	Student Labor Alumni/Devl	Hire Temp Appointment	1750.00	22-JAN-17
Brianna Arbogast	NS9321	00	Rural Student Teacher	Hire Temp Appointment	1500.00	22-DEC-16
Anastasia Asp	NW9327	00	Work Study-Student Affairs	Hire Temp Appointment	1750.00	17-JAN-17
Mikayla Bartels	NS9283	00	OCE Student Labor	Hire Temp Appointment	1900.00	06-DEC-16
Zachariah Bartolomeo	NW9313	00	Work Study-Student Union	Hire Temp Appointment	1400.00	24-JAN-17
Doyle Becker	NE9809	05	Learning Power Cohort Teacher	Hire Temp Appointment	11259.00	22-DEC-16
Elyssa Behan	NE9453	00	Interpreter-Pres Inauguration	Hire Temp Appointment	88.44	22-OCT-16
Luke Bergjord	NS9341	00	Inauguration Rehearsal Dinner	Hire Temp Appointment	25.00	22-OCT-16
Whitney Berner	NS9334	01	Student Labor-UB	Hire Temp Appointment	2880.00	22-OCT-16
Whitney Berner	NS9450	00	Notetaker FA2016 MATH 102-N04	Hire Temp Appointment	56.25	22-NOV-16
Margaret Bieber	NS9356	00	Student Labor- Steele Hall	Hire Temp Appointment	342.00	01-DEC-16
Mariah Block	NS9377	01	Student Technology Fellow	Hire Temp Appointment	3030.00	09-JAN-17
Madilyn Bommersbach	NS9377	02	Student Technology Fellow	Hire Temp Appointment	3334.00	09-JAN-17
Cassandra Bottum	NS9321	00	Rural Student Teacher	Hire Temp Appointment	1500.00	22-DEC-16
Evan Brandner	NW9329	00	Work Study - Library	Hire Temp Appointment	2100.00	11-DEC-16
Jacque Bratcher	NS9288	02	Music Perform Honors Breakfast	Hire Temp Appointment	50.00	22-NOV-16
Kelson Brewer	NS9450	00	Notetaker-FA2016 PSYC 101-N01	Hire Temp Appointment	75.00	22-NOV-16
Carly Brousek	NS9414	00	Student Caller Champ Fund	Hire Temp Appointment	75.00	22-OCT-16
Brittany Bruce	NW9468	00	Work Study-Extension	Hire Temp Appointment	2100.00	22-NOV-16
Zoe Buckstead	NS9438	00	Stu Pub Reporter \$1./col inch	Hire Temp Appointment	160.00	22-JAN-17
Nicholas Buras	NS9471	00	Web Cast	Hire Temp Appointment	2800.00	22-OCT-16
Hailey Busch	NS9294	00	Student Labor - Intramurals	Hire Temp Appointment	700.00	31-OCT-16
John Cassens	NS9407	00	Assist w/Nutcracker	Hire Temp Appointment	40.00	22-NOV-16
Tanner Chilson	NS9341	00	Perform Inauguration Dinner	Hire Temp Appointment	25.00	22-NOV-16
Amanda Conway	NW9313	00	Work Study-Student Union	Hire Temp Appointment	1750.00	10-JAN-17
Austin Coombes	NS9394	00	Student Labor-Mathematics	Hire Temp Appointment	1400.00	21-FEB-17
Hallee Cronin	NS9321	00	Rural Student Teacher	Hire Temp Appointment	1500.00	22-DEC-16

Kaycee Cronin	NS9275	00	Reading Tutor	Hire	Temp	Appointment	1750.00	09-JAN-17
Zechariah Culbreath	NS9294	00	Student Labor - Intramurals	Hire	Temp	Appointment	1400.00	23-JAN-17
Zechariah Culbreath	NS9414	00	Student Caller Champ Fund	Hire	Temp	Appointment	40.00	22-OCT-16
Kawlar Dah	NW9329	00	Work Study-Library	Hire	Temp	Appointment	1750.00	09-JAN-17
Jonathan Dahl	NS9414	00	Student Caller Champ Fund	Hire	Temp	Appointment	55.00	22-OCT-16
Justin Decker	NS9294	01	Student Labor - Intramurals	Hire	Temp	Appointment	1400.00	23-JAN-17
Tabitha Devoss	NS9321	00	Rural Student Teacher	Hire	Temp	Appointment	1500.00	22-DEC-16
Leda Dinger	NW9460	00	Work Study-University College	Hire	Temp	Appointment	1400.00	07-FEB-17
Shanae Doerr	NS9450	00	Notetaker-FA2016-CHIN 101-N01	Hire	Temp	Appointment	75.00	22-NOV-16
Jared Dullum	NW9447	00	Work Study-Biology	Hire	Temp	Appointment	1750.00	12-JAN-17
Taylor Ellingson	NS9450	00	Notetaker FA2016 GEOG 210-N01	Hire	Temp	Appointment	75.00	22-NOV-16
Reganne Engebretson	NW9460	00	Work Study-University College	Hire	Temp	Appointment	2450.00	22-OCT-16
Carter Erickson	NS9471	01	Student Labor-Men's Athletics	Hire	Temp	Appointment	2450.00	22-NOV-16
Collin Faretta	NS9362	00	Student Labor - Parking	Hire	Temp	Appointment	1750.00	07-FEB-17
Evangelina Farias	NS9277	00	Writing Tutor	Hire	Temp	Appointment	2100.00	13-JAN-17
Rebecca Fesler	NS9377	00	Student Technology Fellow	Hire	Temp	Appointment	2424.00	09-FEB-17
Shannon Fines	NS9305	00	Reading Tutor Pass	Hire	Temp	Appointment	1900.00	09-JAN-17
Zachary Fleming	NS9377	03	Student Technology Fellow	Hire	Temp	Appointment	3636.00	09-JAN-17
Bo Fries	NS9294	00	Student Labor - Intramurals	Hire	Temp	Appointment	1400.00	23-JAN-17
Maria Carmelia Garcia	NS9308	00	E-learning Student Labor	Hire	Temp	Appointment	1600.00	07-FEB-17
Grace Gasperich	NS9450	00	Notetaker-ANTH210-N01 FA2016	Hire	Temp	Appointment	75.00	22-NOV-16
Calista Giannonatti	NS9275	00	Reading Tutor	Hire	Temp	Appointment	1750.00	09-JAN-17
Calista Giannonatti	NW9460	00	Work Study-University College	Hire	Temp	Appointment	1400.00	07-FEB-17
Josie Gillund	NS9450	00	Notetaker LIBM 205N01 FA2016	Hire	Temp	Appointment	75.00	22-DEC-16
Scott Glodt	NS9450	00	Notetaker-FA2016-HIST 152-N01	Hire	Temp	Appointment	75.00	22-NOV-16
Shelby Glover	NS9288	01	Music Perform Honors Breakfast	Hire	Temp	Appointment	50.00	22-NOV-16
Shelby Glover	NS9407	00	Assist with Nutcracker	Hire	Temp	Appointment	95.00	22-DEC-16
Joseph Gomez	NS9414	00	Student Caller Champ Fund	Hire	Temp	Appointment	75.00	22-OCT-16
Christopher Gonzales	NW9408	01	Work Study-Intercoll Athl	Hire	Temp	Appointment	2450.00	14-NOV-16
Johnathan Gorr	NS9407	00	Assist w/Nutcracker	Hire	Temp	Appointment	40.00	22-NOV-16
Nora Groft	NE9809	06	Learning Power Cohort Teacher	Hire	Temp	Appointment	11259.00	22-DEC-16
Hannah Gruenwald	NW9465	00	Work Study-Off Campus Admn	Hire	Temp	Appointment	2450.00	22-OCT-16
Kari Hanson	NW9323	00	Work Study-Alumni & Devel.	Hire	Temp	Appointment	1750.00	13-JAN-17
Olaf Hanson	NS9414	00	Student Caller Champ Fund	Hire	Temp	Appointment	50.00	22-OCT-16
Crystal Harper	NW9332	00	Work Study-Galleries	Hire	Temp	Appointment	2000.00	09-JAN-17
Rachel Hartmann	NS9321	00	Rural Student Teacher	Hire	Temp	Appointment	1500.00	22-DEC-16
Sean Havlovic	NS9414	01	Student Caller Champ Fund	Hire	Temp	Appointment	55.00	22-OCT-16
Kevin Heilman	NS9411	00	Student Labor -Chemistry Pilot	Hire	Temp	Appointment	1800.00	22-JAN-17
Carson Henry	NS9376	00	StuLabor/ Wrestling-Coaching	Hire	Temp	Appointment	500.00	22-JAN-17
Carson Henry	NW9408	01	Work Study-Intercoll Athl	Hire	Temp	Appointment	2160.00	22-NOV-16
Suzanne Higgins	NS9375	00	Student Labor-Computer Center	Hire	Temp	Appointment	2000.00	09-JAN-17
Suzanne Higgins	NS9377	00	Student Technology Fellow	Hire	Temp	Appointment	3030.00	09-JAN-17
Su Hlaing	NW9319	00	Work Study-Computer Center	Hire	Temp	Appointment	2000.00	09-JAN-17
Isaac Hodge	NW9408	00	Work Study-Intercoll Athl	Hire	Temp	Appointment	1400.00	22-JAN-17
Landon Hoellein	NW9408	01	Work Study-Intercoll Athl	Hire	Temp	Appointment	1750.00	14-JAN-17
Alisyn Hof	NS9407	00	Assist w/Nutcracker	Hire	Temp	Appointment	20.00	22-NOV-16
Holly Holborn	NS9280	00	SI Leader	Hire	Temp	Appointment	1750.00	22-JAN-17
Sasha Hovind	NS9450	00	Notetaker-FA2016-ECE328-N01	Hire	Temp	Appointment	75.00	22-NOV-16
Rebecca Hunt	NS9374	00	Student Labor - Library	Hire	Temp	Appointment	1750.00	17-JAN-17
Naveed Janwari	NS9308	00	E-learning Student Labor	Hire	Temp	Appointment	1600.00	09-FEB-17
Kate Jarland	NS9407	00	Assist w/Nutcracker	Hire	Temp	Appointment	60.00	22-NOV-16
Mina Jeong	NS9411	00	Student Labor -Chemistry Pilot	Hire	Temp	Appointment	1440.00	06-FEB-17
Elizabeth Katz	NS9377	00	Student Technology Fellow	Hire	Temp	Appointment	3030.00	13-JAN-17
Elizabeth Katz	NS9450	02	Notetaker-FA2016-BIO311WEL100	Hire	Temp	Appointment	150.00	22-NOV-16
Elizabeth Katz	NW8309	01	W/S Off-campus-Abdn School	Hire	Temp	Appointment	2000.00	14-DEC-16
Adam Kline	NS9377	02	Student Technology Fellow	Hire	Temp	Appointment	3334.00	09-JAN-17
Donovan Kopetsky	NS9377	02	Student Technology Fellow	Hire	Temp	Appointment	3334.00	09-JAN-17
Kirsten Krueger	NS9451	00	Test Proctor	Hire	Temp	Appointment	50.00	22-OCT-16
Tyler Lanam	NS9407	00	Assist - Three Dog Night	Hire	Temp	Appointment	360.00	22-OCT-16
Adam Leach	NS9298	00	E Fouberg student worker	Hire	Temp	Appointment	2000.00	05-JAN-17
Catherine Leber	NS9450	02	Notetaker-FA2016-SPED210-N01	Hire	Temp	Appointment	75.00	22-NOV-16
Catherine Leber	NS9460	01	Student Lab-AWAREWolves	Hire	Temp	Appointment	1800.00	03-JAN-17
Allerie Loof	NS9374	00	Student Labor - Library	Hire	Temp	Appointment	1850.00	03-JAN-17
Hannah Lopes	NS9377	00	Student Technology Fellow	Hire	Temp	Appointment	2424.00	09-FEB-17
Jena Lunzman	NW9456	00	Work Study - Music	Hire	Temp	Appointment	1440.00	31-JAN-17
Rachel Lynch	NS9275	00	Reading Tutor	Hire	Temp	Appointment	1400.00	22-JAN-17
Alysha Martinez	NW9282	00	Work Study-Controller	Hire	Temp	Appointment	1750.00	09-JAN-17
Christian McAlvain	NS9471	01	Student Labor-Men's Athletics	Hire	Temp	Appointment	2100.00	22-NOV-16

Colin McAlvain	NS9273	00	Math Tutor	Hire	Temp	Appointment	1750.00	31-JAN-17
Jessica McClain	NS9275	00	Reading Tutor	Hire	Temp	Appointment	1750.00	09-JAN-17
Patrick McCormack	NW9329	00	Work Study-Library	Hire	Temp	Appointment	1750.00	09-JAN-17
Aric McCutcheon	NS9471	00	Student Labor-Men's Athletics	Hire	Temp	Appointment	2450.00	22-OCT-16
Bridgett McGillvrey	NS9321	00	Rural Student Teacher	Hire	Temp	Appointment	1500.00	22-OCT-16
Jule Mercer	NW9455	00	Work Study-Art	Hire	Temp	Appointment	1900.00	09-JAN-17
Samantha Mickelson	NS9450	00	Notetaker-SPCM 101-N08 FA2016	Hire	Temp	Appointment	75.00	22-NOV-16
Zachary Mohs	NS9414	00	Student Call Champ Fund	Hire	Temp	Appointment	55.00	22-OCT-16
Matthew Moran-Brewer	NS9280	00	SI Leader	Hire	Temp	Appointment	2100.00	09-JAN-17
Joseph Morgan	NS9414	00	Student Labor Alumni/Devl	Hire	Temp	Appointment	2100.00	10-JAN-17
Sue Morrell	NE9809	03	Learning Power Cohort Teacher	Hire	Temp	Appointment	11259.00	22-DEC-16
Catherine Nakae	NW9465	00	Work Study-Off Campus Admn	Hire	Temp	Appointment	2450.00	04-NOV-16
Danielle Notz	NW9329	00	Work Study-Library	Hire	Temp	Appointment	1750.00	09-JAN-17
Mikayla Nuese	NS9288	01	Music Perform Honors Breakfast	Hire	Temp	Appointment	50.00	22-NOV-16
Mikayla Nuese	NS9321	00	Rural Student Teacher	Hire	Temp	Appointment	1500.00	22-DEC-16
Rebecca Oelslager	NW9311	00	Work Study-President	Hire	Temp	Appointment	1440.00	27-JAN-17
Amber Ogren	NS9321	00	Rural Student Teacher	Hire	Temp	Appointment	1500.00	22-DEC-16
Lauren Paatela	NS9374	00	Student Labor - Library	Hire	Temp	Appointment	1400.00	30-JAN-17
Marybeth Pappas	NS9438	00	Copy Editor - Exponent	Hire	Temp	Appointment	1384.00	09-JAN-17
Nathan Patterson	NS9414	00	Student Caller Champ Fund	Hire	Temp	Appointment	105.00	22-OCT-16
Darin Peterka	NS9414	00	Student Caller Champ Fund	Hire	Temp	Appointment	55.00	22-OCT-16
Jordan Petersen	NG9282	00	GA-HPER	Hire	Temp	Appointment	3594.00	22-DEC-16
Tayla Peterson	NS9414	00	Student Caller Champ Fund	Hire	Temp	Appointment	115.00	22-OCT-16
Clara Pierskalla	NS9450	00	Notetaker-FA2016-PSCY 325-N01	Hire	Temp	Appointment	75.00	22-NOV-16
Christine Powers	NS9407	00	Three Dog Night OCT 2016	Hire	Temp	Appointment	45.00	22-DEC-16
Christine Powers	NS9407	01	Nutcracker Performed11/29/2016	Hire	Temp	Appointment	20.00	22-DEC-16
Brock Ragatz	NS9471	00	Student Labor-Men's Athletics	Hire	Temp	Appointment	3840.00	22-OCT-16
Brock Ragatz	NS9471	00	Student Labor-Men's Athletics	Hire	Temp	Appointment	3840.00	22-NOV-16
Tabitha Reule	NS9317	02	Student Labor-Math Lab	Hire	Temp	Appointment	2000.00	09-JAN-17
Nicholas Ries	NS9321	00	Rural Student Teacher	Hire	Temp	Appointment	1500.00	22-DEC-16
DaVonte' Robertson	NS9362	01	Student Labor - Parking	Hire	Temp	Appointment	1750.00	23-JAN-17
Bianca Rosa	NS9450	01	Notetaker-FA2016-BADM 220-N02	Hire	Temp	Appointment	75.00	22-NOV-16
Molly Royals	NS9288	02	Music Perform Honors Breakfast	Hire	Temp	Appointment	50.00	22-NOV-16
Molly Royals	NS9377	02	Student Technology Fellow	Hire	Temp	Appointment	3334.00	09-JAN-17
Ashley Rozell	NS9280	00	SI Leader	Hire	Temp	Appointment	1750.00	22-JAN-17
Ashley Rozell	NS9294	01	Student Labor - Intramurals	Hire	Temp	Appointment	700.00	31-OCT-16
Ashley Rozell	NS9414	00	Student Caller Champ Fund	Hire	Temp	Appointment	40.00	22-OCT-16
Lauren Rulofson	NW9328	00	Work Study-History	Hire	Temp	Appointment	1850.00	22-DEC-16
Kylie Rusch	NS9341	00	Perform Business After Hrs.	Hire	Temp	Appointment	50.00	22-OCT-16
Kylie Rusch	NS9407	00	Assist w/Nutcracker	Hire	Temp	Appointment	20.00	22-NOV-16
Adam Rye	NS9407	00	Assist w/Nutcracker	Hire	Temp	Appointment	85.00	22-NOV-16
Jake Samuelson	NS9280	00	SI Leader	Hire	Temp	Appointment	1750.00	22-JAN-17
Salvatore Scavo	NS9407	00	Assist w/Nutcracker	Hire	Temp	Appointment	20.00	22-NOV-16
Tanner Schabot-Shultis	NS9407	00	Assist w/Nutcracker	Hire	Temp	Appointment	20.00	22-NOV-16
Colton Schaefer	NS9407	00	Assist Three Dog Night Concert	Hire	Temp	Appointment	360.00	22-OCT-16
Crystal Scherr	NS9272	00	Office Assistant	Hire	Temp	Appointment	2450.00	01-NOV-16
Michael Schreiber	NS9414	00	Student Caller Champ Fund	Hire	Temp	Appointment	55.00	22-OCT-16
Adam Schultz	NW9447	00	Work Study-Biology	Hire	Temp	Appointment	1750.00	09-JAN-17
Daniel Severson	NS9451	00	Test Proctor	Hire	Temp	Appointment	50.00	22-OCT-16
Steven Shumaker	NW8309	01	W/S Off-campus Abdn Park&Rec	Hire	Temp	Appointment	1800.00	29-DEC-16
Stormie Sickler	NS9471	00	Sports Info Worker	Hire	Temp	Appointment	4320.00	22-DEC-16
Jacob Sigurdson	NS9280	00	SI Leader	Hire	Temp	Appointment	1750.00	22-JAN-17
Ian Smith	NS9294	01	Student Labor - Intramurals	Hire	Temp	Appointment	1400.00	23-JAN-17
Rachel Smith	NS9280	00	SI Leader	Hire	Temp	Appointment	2100.00	09-JAN-17
Rachel Smith	NS9407	00	Nutcracker Assistant	Hire	Temp	Appointment	20.00	22-DEC-16
Rachel Smith	NW9323	00	Work Study-Alumni & Devel.	Hire	Temp	Appointment	1750.00	09-JAN-17
Travis Sormaz	NG9291	00	GA-Office of Int'l Programs	Hire	Temp	Appointment	3594.00	22-DEC-16
Donavan Soulek	NS9321	00	Rural Student Teacher	Hire	Temp	Appointment	1500.00	22-DEC-16
ShyAnn Springer	NS9275	00	Reading Tutor	Hire	Temp	Appointment	1750.00	09-JAN-17
ShyAnn Springer	NS9277	00	Writing Tutor	Hire	Temp	Appointment	1750.00	13-JAN-17
Sarka Stehnova	NS9341	00	Perform Business After Hours	Hire	Temp	Appointment	50.00	22-OCT-16
Sarka Stehnova	NS9407	00	Assist w/Nutcracker	Hire	Temp	Appointment	20.00	22-NOV-16
Jordan Stotz	NS9321	00	Rural Student Teacher	Hire	Temp	Appointment	1500.00	22-DEC-16
Brian Sumption	NS9377	04	Student Technology Fellow	Hire	Temp	Appointment	3636.00	09-JAN-17
Kaitlyn Szeles	NS9414	00	Student Caller Champ Fund	Hire	Temp	Appointment	95.00	22-OCT-16
Alexis Tappe	NS9414	00	Student Caller Champ Fund	Hire	Temp	Appointment	50.00	22-OCT-16
Alexis Tappe	NS9450	02	Notetaker FA2016-PSYC 328-N01	Hire	Temp	Appointment	75.00	22-NOV-16
Gretchen Tetrault	NE9460	01	Assistant Softball Coach	Hire	Temp	Appointment	4000.00	22-NOV-16

Brooke Thielbar	NW9456	00	Work Study - Music	Hire Temp Appointment	1800.00	11-JAN-17
Amanda Tobin	NS9377	02	Student Technology Fellow	Hire Temp Appointment	2667.20	09-JAN-17
Paige Tooker	NS9321	00	Rural Student Teacher	Hire Temp Appointment	1500.00	22-DEC-16
Kaitlyn Tracy-King	NS9294	00	Student Labor - Intramurals	Hire Temp Appointment	1400.00	23-JAN-17
Darcy Usher	NS9374	00	Student Labor - Library	Hire Temp Appointment	1400.00	30-JAN-17
Annika Van Oosbree	NS9397	01	Student Labor - Biology	Hire Temp Appointment	1440.00	22-JAN-17
Kamie Wagar	NS9321	00	Rural Student Teacher	Hire Temp Appointment	1500.00	22-DEC-16
Taylor Wall	NS9309	00	Color Guard FALL 2016	Hire Temp Appointment	500.00	22-DEC-16
Cory Weeks	NW8313	00	Res Life Work study	Hire Temp Appointment	1400.00	24-JAN-17
Carrie Wegleitner	NS9309	00	Color Guard FALL 2016	Hire Temp Appointment	500.00	22-DEC-16
Ellie Weinmeister	NS9275	00	Reading Tutor	Hire Temp Appointment	1400.00	22-JAN-17
Chelsea White	NS9471	00	Student Labor-Men's Athletics	Hire Temp Appointment	2988.00	03-JAN-17
Emmanuel Wik	NS9321	00	Rural Student Teacher	Hire Temp Appointment	1500.00	22-DEC-16
Nathaniel Wilson	NS9407	00	Assist w/Nutcracker	Hire Temp Appointment	45.00	22-NOV-16
Gary Wollman	NS9308	00	NSU TV Student Asst	Hire Temp Appointment	1440.00	01-FEB-17
Catherine Woodmansey	NS9407	00	Assist w/Nutcracker	Hire Temp Appointment	50.00	22-NOV-16
Bryce Zawatzke	NS9414	00	Student Caller Champ Fund	Hire Temp Appointment	50.00	22-OCT-16
Jessica Zempel	NS9273	00	Math Tutor	Hire Temp Appointment	2800.00	22-OCT-16

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

Name Adj.	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New
Molly Hirsch	NS9376	01	Student Labor/ Wrestling	Minimum Wage Increase	3078.00	3114.00	36.00	
Holly Holborn	NS9438	00	Student Pub - Copy Editor	Minimum Wage Increase	3078.00	3114.00	36.00	
Stacey McDonald	NS9438	01	Student Pub - Asst Editor	Minimum Wage Increase	3078.00	3114.00	36.00	
Brooke Nelson	NS9438	04	Student Pub-Managing Editor	Minimum Wage Increase	3078.00	3114.00	36.00	
Camila Shinoka De Sousa	NS9475	04	Student Labor - student union	Minimum Wage Increase	1730.00			
Courtney Sronce	NS9438	00	Stu Pub - Copy Editor	Minimum Wage Increase	3078.00	3114.00	36.00	
Elsa Swanson	NS9414	02	Student Labor Alumni/Devl	Change Salary Rate/Pay Grade	2050.00			
Annika Van Oosbree	NS9438	01	Student Pub-Copy Editor	Minimum Wage Increase	3078.00	3114.00	36.00	

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Taylor Achterberg	NW8309	00	W/s Off Campus Boys/Girls Club	TV012	21-FEB-17
Dorien Ah Sam	NW9408	00	Work Study-Intercoll Athl	TV012	21-NOV-16
Mikayla Bartels	NW9468	01	Work Study-Extension	TV012	05-DEC-16
Elyssa Behan	NE9453	00	Interpreter-Pres Inauguration	TV013	21-NOV-16
Luke Bergjord	NS9341	00	Inauguration Rehearsal Dinner	TV012	21-NOV-16
Whitney Berner	NS9450	00	Notetaker FA2016 MATH 102-N04	TV012	21-DEC-16
Brandon Bicek	NS9294	00	Student Labor - Intramurals	TV012	07-DEC-16
Margaret Bieber	NS9356	00	Student Labor- Steele Hall	TV012	09-DEC-16
Margaret Bieber	NS9420	00	Peer Mentor - Jump Start	TV012	30-NOV-16
Sarah Black	NW8309	00	W/S Off Campus B&G Club	TV012	21-JAN-17
Mariah Block	NS9377	00	Student Technology Fellow	TV012	16-DEC-16
Alissa Blommel	NW9329	06	Work Study-Library	TV012	14-DEC-16
Madilyn Bommersbach	NS9377	01	Student Technology Fellow	TV012	16-DEC-16
Jacque Bratcher	NS9288	02	Music Perform Honors Breakfast	TV012	21-DEC-16
Kelson Brewer	NS9450	00	Notetaker-FA2016 PSYC 101-N01	TV012	21-DEC-16
Kaylee Briss	NS9414	01	Student Labor Alumni/Devl	TV012	21-NOV-16
Carly Brousek	NS9414	00	Student Caller Champ Fund	TV012	21-NOV-16
Zoe Buckstead	NS9377	00	Student Technology Fellow	TV012	16-DEC-16
Hailey Busch	NS9294	00	Student Labor - Intramurals	TV012	21-FEB-17
Stephanie Carrillo	NG9280	01	GA-Psychology	TV012	21-DEC-16
John Cassens	NS9407	00	Assist w/Nutcracker	TV012	21-DEC-16
Tanner Chilson	NS9341	00	Perform Inauguration Dinner	TV012	21-DEC-16
Kallan Christman	NS9321	00	Rural Student Teacher	TV012	21-NOV-16
Travis Clark	NW9321	05	Work Study-Bookstore	TV012	14-DEC-16
Caitlin Cole	NW9323	00	Work Study-Alumni & Devel.	TV012	21-DEC-16
Carley Cronen	NW9447	00	Work Study-Biology	TV012	21-DEC-16
Zechariah Culbreath	NS9414	00	Student Caller Champ Fund	TV012	21-NOV-16
Jonathan Dahl	NS9414	00	Student Caller Champ Fund	TV012	21-NOV-16

Leda Dinger	NS9272 00	Office Assistant	TV012	21-FEB-17
Leda Dinger	NW9460 00	Work Study-University College	TV012	21-FEB-17
Matthew Dobbs	NS9377 01	Student Technology Fellow	TV012	16-DEC-16
Shanae Doerr	NS9450 00	Notetaker-FA2016-CHIN 101-N01	TV012	21-DEC-16
Tessa Durnin	NS9397 03	Student Labor - Biology	TV012	21-DEC-16
Taylor Ellingson	NS9450 00	Notetaker FA2016 GEOG 210-N01	TV012	21-DEC-16
Shannon Fines	NS9275 03	Reading Tutor	TV012	21-DEC-16
Zachary Fleming	NS9377 02	Student Technology Fellow	TV012	16-DEC-16
Maria Carmelia Garcia	NW9319 00	Work Study-Computer Center	TV012	21-FEB-17
Grace Gasperich	NS9450 00	Notetaker-ANTH210-N01 FA2016	TV012	21-DEC-16
Josie Gillund	NS9450 00	Notetaker LIBM 205N01 FA2016	TV012	21-JAN-17
Scott Glodt	NS9450 00	Notetaker-FA2016-HIST 152-N01	TV012	21-DEC-16
Shelby Glover	NS9288 01	Music Perform Honors Breakfast	TV012	21-DEC-16
Shelby Glover	NS9407 00	Assist with Nutcracker	TV012	21-JAN-17
Joseph Gomez	NS9414 00	Student Caller Champ Fund	TV012	21-NOV-16
Victor Gomez	NS9414 00	Student Labor Alumni/Devl	TV012	21-DEC-16
Ruiting Gong	NG9298 01	Grad Teach Assist - Grading	TV012	21-JAN-17
Johnathan Gorr	NS9407 00	Assist w/Nutcracker	TV012	21-DEC-16
Olaf Hanson	NS9414 00	Student Caller Champ Fund	TV012	21-NOV-16
Crystal Harper	NW9455 01	Work Study-Art	TV012	21-DEC-16
Sean Havlovic	NS9414 01	Student Caller Champ Fund	TV012	21-NOV-16
Carson Henry	NS9376 00	StuLabor/ Wrestling-Coaching	TV012	21-FEB-17
Abigail Hernandez	NW9408 01	Work Study-Intercoll Athl	TV012	21-DEC-16
Whitney Heupel	NS9321 00	Rural Student Teacher	TV012	21-NOV-16
Whitney Heupel	NW8309 03	W/S Off-Campus SDBVI	TV012	14-DEC-16
Hannah Higdon	NS9358 00	Student Labor - Kramer Hall	TV012	09-DEC-16
Suzanne Higgins	NS9375 00	Student Labor-Computer Center	TV012	16-DEC-16
Suzanne Higgins	NS9377 00	Student Technology Fellow	TV012	21-DEC-16
Cheyenne Hinrichs	NS9374 01	Student Labor - Library	TV012	14-DEC-16
Cheyenne Hinrichs	NW9329 01	Work Study-Library	TV012	14-DEC-16
Su Hlaing	NW9319 00	Work Study-Computer Center	TV012	21-FEB-17
Alisyn Hof	NS9407 00	Assist w/Nutcracker	TV012	21-DEC-16
Kurt Holinka	NE9448 00	Men's Athletics	TV013	21-NOV-16
Harrison Homelvig	NW9313 04	Work Study-Student Union	TV012	21-DEC-16
Sasha Hovind	NS9450 00	Notetaker-FA2016-ECE328-N01	TV012	21-DEC-16
Rori Hutcheson	NW9455 00	Work Study-Art	TV012	21-DEC-16
Maria Ilolo	NS9397 01	Student Labor - Biology	TV012	21-DEC-16
Kate Jarland	NS9407 00	Assist w/Nutcracker	TV012	21-DEC-16
Elizabeth Katz	NS9450 02	Notetaker-FA2016-BIO311WEL100	TV012	21-DEC-16
Derek Keller	NS9312 00	Peer Advisor	TV012	14-DEC-16
Heather Kelsey	NS9308 01	E-learning Student Labor	TV012	22-DEC-16
Adam Kline	NS9377 01	Student Technology Fellow	TV012	16-DEC-16
Donovan Kopetsky	NS9377 01	Student Technology Fellow	TV012	16-DEC-16
Zackary Krage	NE9662 00	Writing Tutor - UC	TV012	21-NOV-16
Kirsten Krueger	NS9451 00	Test Proctor	TV012	21-NOV-16
Lauren Kunz	NS9317 01	Student Labor-Math Lab	TV012	21-DEC-16
Brianna Kusler	NS9377 00	Student Technology Fellow	TV012	16-DEC-16
Tyler Lanam	NS9407 00	Assist - Three Dog Night	TV012	21-NOV-16
Catherine Leber	NS9450 02	Notetaker-FA2016-SPED210-N01	TV012	21-DEC-16
Catherine Leber	NS9460 00	AWAREWolves	TV012	21-DEC-16
Catherine Leber	NW9460 00	Work Study-University College	TV012	21-NOV-16
Ashtin McClemans	NS9377 04	Student Technology Fellow	TV012	16-DEC-16
Ashtin McClemans	NS9377 04	Student Technology Fellow	TV012	22-DEC-16
Brian McDermott	NG9279 00	GA-Insight	TV012	21-DEC-16
Bridgett McGillvrey	NS9321 00	Rural Student Teacher	TV012	21-NOV-16
Samantha Mickelson	NS9450 00	Notetaker-SPCM 101-N08 FA2016	TV012	21-DEC-16
Nicole Mohr	NS9375 00	Student Labor-Computer Center	TV012	21-DEC-16
Zachary Mohs	NS9414 00	Student Call Champ Fund	TV012	21-NOV-16
Makaela Moser	NS9356 00	Student Labor- Steele Hall	TV012	09-DEC-16
Mikayla Nuese	NS9288 01	Music Perform Honors Breakfast	TV012	21-DEC-16
Dezmond Odoms	NW9408 00	Work Study-Intercoll Athl	TV012	21-DEC-16
Andrea Overman	NS9414 01	Student Labor Alumni/Devl	TV012	15-DEC-16
Janet Palmer	NE9809 08	ADJ Instr BIOL 151/151L 5 Cr	TV013	21-DEC-16
Nathan Patterson	NS9414 00	Student Caller Champ Fund	TV012	21-NOV-16
Darin Peterka	NS9414 00	Student Caller Champ Fund	TV012	21-NOV-16
Tayla Peterson	NS9414 00	Student Caller Champ Fund	TV012	21-NOV-16
Clara Pierskalla	NS9450 00	Notetaker-FA2016-PSCY 325-N01	TV012	21-DEC-16
Christine Powers	NS9407 00	Three Dog Night - OCT 2016	TV012	21-JAN-17



Christine Powers	NS9407 01	Nutcracker Performed11/29/2016	TV012	21-JAN-17
Zachary Punt	NW9408 00	Work Study-Intercoll Athl	TV012	03-NOV-16
Katelyn Rhodes	NS9275 03	Reading Tutor	TV012	21-DEC-16
Cordell Ring	NS9317 00	Student Labor-Math Lab	TV012	21-DEC-16
Cordell Ring	NW8309 01	W/S Off-campus ARAMARK	TV012	21-FEB-17
Rachel Rogers	NS9377 02	Student Technology Fellow	TV012	16-DEC-16
Kaleen Rolf	NW9465 01	Work Study-F.A. Office	TV012	14-DEC-16
Bianca Rosa	NS9450 01	Notetaker-FA2016-BADM 220-N02	TV012	21-DEC-16
Molly Royals	NS9288 02	Music Peform Honors Breakfast	TV012	21-DEC-16
Molly Royals	NS9377 01	Student Technology Fellow	TV012	16-DEC-16
Ashley Rozell	NS9294 01	Student Labor - Intramurals	TV012	21-FEB-17
Ashley Rozell	NS9414 00	Student Caller Champ Fund	TV012	21-NOV-16
Lauren Rulofson	NW9451 00	Work Study-Political Science	TV012	21-DEC-16
Kylie Rusch	NS9341 00	Perform Business After Hrs.	TV012	21-NOV-16
Kylie Rusch	NS9407 00	Assist w/Nutcracker	TV012	21-DEC-16
Adam Rye	NS9407 00	Assist w/Nutcracker	TV012	21-DEC-16
Dawn Sahli	NW9329 00	Work Study-Library	TV012	14-DEC-16
Salvatore Scavo	NS9407 00	Assist w/Nutcracker	TV012	21-DEC-16
Tanner Schabot-Shultis	NS9407 00	Assist w/Nutcracker	TV012	21-DEC-16
Colton Schaefer	NS9407 00	Assist Three Dog Night Concert	TV012	21-NOV-16
Michael Schreiber	NS9414 00	Student Caller Champ Fund	TV012	21-NOV-16
Kellcey Schwartz	NW9460 00	Work Study-University College	TV012	14-DEC-16
Daniel Severson	NS9451 00	Test Proctor	TV012	21-NOV-16
Camila Shinoka De Sousa	NS9475 03	Student Labor - student union	TV012	16-DEC-16
Steven Shumaker	NW9316 01	Work Study-Wellness	TV012	21-DEC-16
Jacob Sigurdson	NS9357 00	Student Labor- McWelsh Hall	TV012	16-DEC-16
Jacob Sigurdson	NS9420 00	Peer Mentor - Jump Start	TV012	30-NOV-16
Rachel Smith	NS9407 00	Nutcracker Assistant	TV012	21-JAN-17
Sabrina Smith-Mount	NW9313 01	Work Study-Student Union	TV012	21-JAN-17
Sarka Stehnova	NS9341 00	Perform Business After Hours	TV012	21-NOV-16
Sarka Stehnova	NS9407 00	Assist w/Nutcracker	TV012	21-DEC-16
Brian Sumption	NS9377 03	Student Technology Fellow	TV012	16-DEC-16
Elsa Swanson	NS9414 01	Student Labor Alumni/Devl	TV012	12-DEC-16
Elsa Swanson	NW9329 01	Work Study-Library	TV012	14-DEC-16
Rebecca Swier	NG9299 00	Grad Assistant - Jerde Hall	TV012	21-DEC-16
Kaitlyn Szeles	NS9414 00	Student Caller Champ Fund	TV012	21-NOV-16
Alexis Tappe	NS9414 00	Student Caller Champ Fund	TV012	21-NOV-16
Alexis Tappe	NS9450 02	Notetaker FA2016-PSYC 328-N01	TV012	21-DEC-16
Christopher Theroux	NW9329 00	Work Study-Library	TV012	14-DEC-16
Brooke Thielbar	NS9414 00	Student Labor Alumni/Devl	TV012	21-DEC-16
Amanda Tobin	NS9377 01	Student Technology Fellow	TV012	16-DEC-16
Chance Torrence	NW8309 00	W/S Off Campus B&G Club	TV012	21-FEB-17
Alexander Torres	NW8309 00	W/S Off campus - Aramark	TV012	21-NOV-16
Alfonso Valles	NG9282 00	GA-HPER	TV012	08-JAN-17
Tiffany Veal	NW9465 12	W/S - F.A. Office	TV012	14-DEC-16
Dylan Vincent	NS9377 00	Student Technology Fellow	TV012	29-NOV-16
Brandon Vockrodt	NS9317 02	Student Labor-Math Lab	TV012	21-NOV-16
Kamie Wagar	NS9294 00	Student Labor - Intramurals	TV012	07-DEC-16
Kamie Wagar	NS9397 00	Student Labor - Biology	TV012	21-DEC-16
Taylor Wall	NS9309 00	Color Guard FALL 2016	TV012	21-JAN-17
Cory Weeks	NW9408 00	Work Study-Intercoll Athl	TV012	21-JAN-17
Carrie Wegleitner	NS9309 00	Color Guard FALL 2016	TV012	21-JAN-17
Carly Wetzel	NS9375 01	Student Labor-Computer Center	TV012	21-DEC-16
Rebecca Wieting	NS9294 00	Student Labor - Intramurals	TV012	07-DEC-16
Nathaniel Wilson	NS9407 00	Assist w/Nutcracker	TV012	21-DEC-16
Amy Wockenfuss	NS9397 00	Student Labor - Biology	TV012	21-NOV-16
Catherine Woodmansey	NS9407 00	Assist w/Nutcracker	TV012	21-DEC-16
Bryce Zawatzke	NS9414 00	Student Caller Champ Fund	TV012	21-NOV-16

Faculty Benefit Eligible (FAC1) Appointments(AA)					
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal. Effective Date
Alyssa Anderson	NE9846	02	Science Fair Director	Supplemental Appointment	1500.00 22-JAN-17
Allen Barclay	NE9472	18	OCE-BFS 715-N800T	Continuing Education/Extension	6709.90 22-DEC-16
Gregory Blair	NE9827	00	Faculty Exhibit Nov-Jan	Supplemental Appointment	125.00 22-DEC-16
Gregory Blair	NE9829	00	Overload - 1 credit	Overload for Teaching	1479.84 22-JAN-17
Kristi Bockorny	NE9472	26	OCE- BADM 464-N800T	Continuing Education/Extension	6445.50 22-DEC-16
Gayle Bortnem	NE9472	18	OCE-EDFN 442 N800T	Continuing Education/Extension	2906.25 22-DEC-16
Gratia Brown	NE9827	00	Faculty Exhibit Nov-Jan	Supplemental Appointment	125.00 22-DEC-16
Gratia Brown	NE9827	01	Exhibit Artwork in JFAC	Supplemental Appointment	2000.00 22-JAN-17
Ahmet Can	NE9838	01	3 cr o/l CGPS 748 1/2 semester	Overload for Teaching	2200.00 22-NOV-16
Sara Christensen-Blair	NE9827	00	Artwork Germans from Russia	Supplemental Appointment	750.00 22-OCT-16
Sara Christensen-Blair	NE9827	01	Faculty Exhibit Nov - Jan	Supplemental Appointment	125.00 22-DEC-16
Andrzej Duszenko	NE9472	28	OCE-GS-491-N800T	Continuing Education/Extension	3275.55 22-DEC-16
Kami Fischbach	NE9743	04	Teach MATH 021 (3 cr)	Supplemental Appointment	3951.00 22-DEC-16
Marla Fogderud	NE9472	00	OCE-MUS 735-N800T	Continuing Education/Extension	1120.00 22-DEC-16
Marla Fogderud	NE9829	04	Commencement Performance	Supplemental Appointment	50.00 22-DEC-16
Erin Foubert	NE9839	07	O/L-8 hrs. FA2016/10.66 SP2017	Overload for Teaching	1214.00 22-JAN-17
Gregory Francom	NE9472	17	OCE-ELRN 750 N700T	Continuing Education/Extension	4634.80 22-DEC-16
Gregory Francom	NE9472	18	OCE-ELRN 750-N800T	Continuing Education/Extension	3089.85 22-DEC-16
Gregory Francom	NE9479	01	Sprvs 4 ELED 396 Stdts-Fall'16	Supplemental Appointment	617.96 22-DEC-16
Constance Geier	NE9472	05	OCE-EPSY 741-N800T	Continuing Education/Extension	4860.00 22-DEC-16
Juan Gonzalez	NE9472	12	OCE-SPAN 469-N800T	Continuing Education/Extension	2620.45 22-JAN-17
Juan Gonzalez	NE9472	13	OCE-SPAN 353 N800T	Continuing Education/Extension	2620.45 22-JAN-17
Juan Gonzalez	NE9472	14	OCE-SPAN 312-N800T	Continuing Education/Extension	1444.35 22-JAN-17
David Grettler	NE9472	18	OCE-HIST 481-N800T	Continuing Education/Extension	7720.65 22-DEC-16
Elizabeth Haller	NE9472	25	OCE-ENGL 230 N800T	Continuing Education/Extension	4663.05 22-DEC-16
Elizabeth Haller	NE9540	03	1 cr OL-1 Sec ENGL 488	Overload for Teaching	1554.00 22-JAN-17
Jeffrey Howard	NE9838	02	3 cr ol CGPS 761 for 1/2 semtr	Overload for Teaching	2170.00 22-NOV-16
Jeffrey Jay	NE9472	20	OCE-EDFN 752-N800T	Continuing Education/Extension	2715.40 22-DEC-16
Julie Johnson	NE9472	03	OCE-SPCM 101-N800T	Continuing Education/Extension	3231.00 22-DEC-16
Keum-Taek Jung	NE9827	00	Faculty Exhibit Nov - Jan	Supplemental Appointment	125.00 22-DEC-16
Alyssa Kiesow	NE9472	23	OCE-BIOL 434/L N800T	Continuing Education/Extension	7904.55 22-DEC-16
Peter Kilian	NE9827	00	Faculty Exhibit Nov-Jan	Supplemental Appointment	125.00 22-DEC-16
Keun Lee	NE9472	09	OCE-ECON 201 N800T	Continuing Education/Extension	6225.50 22-DEC-16
Michelle Lesnar	NE9472	02	OCE-ECON 330-N800T	Continuing Education/Extension	3300.50 22-DEC-16
Virginia Lewis	NE9472	32	OCE-GER 455-N800T	Continuing Education/Extension	4585.60 22-DEC-16
Virginia Lewis	NE9472	33	OCE-GER 433 N800T	Continuing Education/Extension	1965.35 22-DEC-16
Virginia Lewis	NE9844	00	Judge Oral Interp 10/22/2016	Supplemental Appointment	20.00 22-OCT-16
Grant Manhart	NE9472	17	OCE-MUS 735-N800T	Continuing Education/Extension	1948.30 22-DEC-16
Grant Manhart	NE9472	18	OCE-MUS 100-N800T	Continuing Education/Extension	5844.95 22-DEC-16
Arthur Marmorstein	NE9456	09	RS-1sec HIST122 RiggsSHS Pierre	Supplemental Appointment	550.00 22-JAN-17
Amber Mathern	NE9472	02	OCE-BADM 479-N800T	Continuing Education/Extension	2620.45 22-DEC-16
Karyl Meister	NE9838	01	3 cr o/l CGPS 755 1/2 semester	Overload for Teaching	2120.00 22-NOV-16
Todd Muehler	NE9472	14	OCE-BFS 725-N800T	Continuing Education/Extension	6996.10 22-DEC-16
Todd Muehler	NE9660	05	Dacotah Bank Scholar Program	Supplemental Appointment	2500.00 22-DEC-16
Alan Neville	NE9568	14	1 cr o/l Fall 2016	Overload for Teaching	1750.21 22-DEC-16
George Nora	NE9472	14	OCE-CHEM 108/L -N800T	Continuing Education/Extension	8876.00 22-DEC-16
George Nora	NE9845	04	3crOL-FA16 12cnt hrs/SP17 15hr	Overload for Teaching	4438.00 22-JAN-17
Penni Pearson	NE9456	15	RS-Mntr ENGLBV/Canton/Roncalli	Supplemental Appointment	2100.00 22-JAN-17
Scott Peterson	NE9472	06	OCE-MIS 325-N800T	Continuing Education/Extension	5013.35 22-DEC-16
Robert Preston	NE9660	05	Dacotah Bank Scholar Program	Supplemental Appointment	2500.00 22-DEC-16
Nadya Preszler	NE9479	02	1.32Cr OL-Sprvs4TchrCandidates	Supplemental Appointment	1655.00 22-JAN-17
Nadya Preszler	NE9827	00	Faculty Exhibit Nov - Jan	Supplemental Appointment	125.00 22-DEC-16
Peter Ramey	NE9472	10	OCE-ENGL 201-N801T	Continuing Education/Extension	4590.50 22-DEC-16
Jodie Ramsay	NE9846	09	O/L2.3cont hrs-Anderson on lv	Overload for Teaching	4961.00 22-DEC-16
Jodie Ramsay	NE9846	10	Science Fair Director	Supplemental Appointment	1500.00 22-JAN-17
Jodie Ramsay	NE9846	11	OL for covering BIOL 153	Overload for Teaching	1882.00 22-JAN-17
Sara Schmidt	NE9472	28	OCE-ACCT 480-N800T	Continuing Education/Extension	7288.70 22-DEC-16
Elizabeth Sills	NE9456	00	RS-Mentor 2 secSPCM 101 Canton	Supplemental Appointment	700.00 22-JAN-17
Wendy VanGent	NE9472	15	OCE-MUS 775-N800T	Continuing Education/Extension	3566.80 22-DEC-16
Wendy VanGent	NE9479	00	4.6 Cr o/l Studnt Tchr Suprvis	Supplemental Appointment	5469.00 22-DEC-16
Courtney Waid-Lindberg	NE9472	06	OCE-SOC 100 N801T	Continuing Education/Extension	4341.85 22-DEC-16
William Wieland	NE9829	08	Commencement Music 12/10/2016	Supplemental Appointment	50.00 22-NOV-16

Faculty Benefit Eligible (FAC1) Leave of Absence(LA)					
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal. Effective Date
Ric Dias	NE9590	01	Professor	Sabbatical Leave	89137.00 22-DEC-16
Ric Dias	NE9590	01	Professor	Sabbatical Leave	89137.00 22-JAN-17
Penni Pearson	NE9541	00	Professor	Sabbatical Leave	69095.00 22-DEC-16

Faculty Benefit Eligible (FAC1) Terminated					
Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Lindsey Huber	NE9776	00	Instructional Designer	SA011	21-DEC-16
Abdullah Albizri	NE9504	00	Assistant Professor	TV009	21-DEC-16
Allen Barclay	NE9472	17	Extension Overloads	TV013	21-DEC-16
Terry Beckler	NE9472	06	Extension Overloads	TV013	21-DEC-16
Terry Beckler	NE9829	08	MUEN 120/320 Marching Band	TV013	21-DEC-16
Gregory Blair	NE9827	00	Faculty Exhibit Nov-Jan	TV013	21-JAN-17
Gregory Blair	NE9840	12	Overloads-Art	TV013	21-DEC-16
Gayle Bortnem	NE9472	16	OCE-EDFN 4/542-N800T	TV013	21-DEC-16
Gayle Bortnem	NE9472	17	OCE-EDFN-592-N800T	TV013	21-DEC-16
Gratia Brown	NE9827	00	Faculty Exhibit Nov-Jan	TV013	21-JAN-17
Lori Bruns	NE9831	03	Supervise 2PE 395 Students	TV013	21-DEC-16
Ahmet Can	NE9838	01	3 cr o/l CGPS 748 1/2 semester	TV013	21-DEC-16
Sara Christensen-Blair	NE9456	05	RS- Mentor lsecART121 Mitchell	TV013	21-DEC-16
Sara Christensen-Blair	NE9827	00	Artwork Germans from Russia	TV013	21-NOV-16
Sara Christensen-Blair	NE9827	01	Faculty Exhibit Nov - Jan	TV013	21-JAN-17
Andrzej Duszenko	NE9472	27	Extension Overloads	TV013	21-DEC-16
Abderrahman Elkhader	NE9455	03	O/L -Teach MATH 021	TV013	21-DEC-16
Abderrahman Elkhader	NE9472	30	Extension Overloads	TV013	21-DEC-16
Marcela Fafalak	NE9829	01	O/L 1 contact hr piano lessons	TV013	21-DEC-16
Marla Fogderud	NE9829	04	Commencement Performance	TV013	21-JAN-17
Mario Fontana	NE9831	01	Supervise 2 PE 496 Stdts	TV013	21-DEC-16
Gregory Francom	NE9472	16	Extension Overloads	TV013	21-DEC-16
Gregory Francom	NE9479	01	Sprvs 4 ELED 396 Stdts-Fall'16	TV013	21-JAN-17
David Grettler	NE9456	14	O/L RS@Centra/BV/Mitchell	TV013	21-JAN-17
David Grettler	NE9472	16	OCE-HIST 379-N800T	TV013	21-DEC-16
David Grettler	NE9472	17	OCE-HIST 240-N800T	TV013	21-DEC-16
Elizabeth Haller	NE9472	24	Extension Overloads MCOM311	TV013	21-DEC-16
Jeffrey Howard	NE9838	02	3 cr ol CGPS 761 for 1/2 semtr	TV013	21-DEC-16
Lindsey Huber	NE9974	01	Adj Instr-Online/Cont Ed	TV013	21-DEC-16
Jeffrey Jay	NE9472	19	Extension Overloads	TV013	21-DEC-16
Julie Johnson	NE9472	02	OCE-SPCM 101-N803T	TV013	21-DEC-16
Keum-Taek Jung	NE9827	00	Faculty Exhibit Nov - Jan	TV013	21-JAN-17
Alyssa Kiesow	NE9472	22	Extension Overloads	TV013	21-DEC-16
Peter Kilian	NE9827	00	Faculty Exhibit Nov-Jan	TV013	21-JAN-17
Keun Lee	NE9472	08	Extension Overloads	TV013	21-DEC-16
Michelle Lesnar	NE9472	01	OCE-BADM/ECON 220N800T	TV013	21-DEC-16
Virginia Lewis	NE9472	31	OCE-GER 201-N800T	TV013	21-DEC-16
Virginia Lewis	NE9844	00	Judge Oral Interp 10/22/2016	TV013	21-NOV-16
Grant Manhart	NE9472	16	Extension Overloads	TV013	21-DEC-16
Arthur Marmorstein	NE9456	08	RS-Mentor lsec HIST 121 Pierre	TV013	21-DEC-16
Arthur Marmorstein	NE9839	16	O/L lcr hr-IDL 190Humanities	TV013	21-DEC-16
Amber Matherne	NE9472	01	OCE-BADM 468-N800T	TV013	21-DEC-16
Karyl Meister	NE9838	01	3 cr o/l CGPS 755 1/2 semester	TV013	21-DEC-16
Andria Moon	NE9472	12	Extension Overloads	TV013	21-DEC-16
Todd Muehler	NE9472	13	OCE-BFS 720-N800T	TV013	21-DEC-16
Todd Muehler	NE9660	04	Dacotah Bank Scholars Prog	TV013	21-DEC-16
Alan Neville	NE9472	22	Extension Overloads	TV013	21-DEC-16
Alan Neville	NE9568	14	1 cr o/l Fall 2016	TV013	21-JAN-17
Thomas Orr	NE9831	21	Supervise 13 PE 395/496 Stdts	TV013	21-DEC-16
Thomas Orr	NE9831	22	OL for PE208 Fall 2016	TV013	21-DEC-16
Penni Pearson	NE9456	14	RS Mentor 10secENGL101-4Schools	TV013	21-JAN-17
John Peterson	NE9836	07	1 cr O/L IDL 190 NBUS2	TV013	21-DEC-16
Scott Peterson	NE9472	05	Extension Overloads	TV013	21-DEC-16
Robert Preston	NE9472	14	Extension Overloads	TV013	21-DEC-16

Robert Preston	NE9660 04	Dacotah Bank Scholars Prog	TV013	21-DEC-16
Nadya Preszler	NE9827 00	Faculty Exhibit Nov - Jan	TV013	21-JAN-17
Jodie Ramsay	NE9472 02	OCE-BIOL 407-N800T	TV013	21-DEC-16
Jodie Ramsay	NE9846 11	OL for covering BIOL 153	TV013	21-FEB-17
Sara Schmidt	NE9472 27	Extension Overloads	TV013	21-DEC-16
Julie Schroer	NE9472 03	OCE-BIOL-101L N800T	TV013	21-DEC-16
Julie Schroer	NE9472 04	OCE-BIOL 101L -N801T	TV013	21-DEC-16
Michael Skyles	NE9829 11	2 cr O/L MUS107/307	TV013	21-DEC-16
Wendy VanGent	NE9472 14	OCE-MUS 722-N800T	TV013	21-DEC-16
Jessica Vogel	NE9472 00	OCE EDFN 592-N702T	TV013	21-DEC-16
Anthony Wachs	NE9526 00	Assistant Professor	TV009	21-DEC-16
Paula Wetenkamp	NE9785 01	1 Section SPAN 101	TV013	21-DEC-16
William Wieland	NE9829 08	Commencement Music 12/10/2016	TV013	21-DEC-16
Cheryl Wold	NE9472 05	OCE EDFN 592-N701T	TV013	21-DEC-16

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Daniel Albertsen	NE9479 01		Sprvs 3 Tchr Ed Candidates	Hire Temp Appointment	1428.00	22-JAN-17
Shelly Baker	NE9974 45		OCE-BADM 482N800T	Hire Temp Appointment	3951.00	22-DEC-16
Heidi Barclay	NE9974 26		OCE-BADM 457 N800T	Hire Temp Appointment	3231.00	22-DEC-16
Heidi Barclay	NE9974 27		OCE-BADM 360 N800T	Hire Temp Appointment	3231.00	22-DEC-16
Michael Bockorny	NE9974 30		OCE-BADM 336 N800T	Hire Temp Appointment	3231.00	22-DEC-16
Michael Bockorny	NE9974 31		OCE-BADM 339-N800T	Hire Temp Appointment	3231.00	22-DEC-16
Lisa Brown	NE9841 01		Adjct Inst-SOC 320	Hire Temp Appointment	3231.00	22-JAN-17
Krista Croghan	NE9974 48		OCE-SPAN 101-N800T	Hire Temp Appointment	4308.00	22-DEC-16
Krista Croghan	NE9974 49		OCE-SPAN 102-N800T	Hire Temp Appointment	3231.00	22-DEC-16
Krista Croghan	NE9974 50		OCE-SPAN 101 N801T	Hire Temp Appointment	3231.00	22-DEC-16
Nancy Cutler	NE9479 05		Sprvs 4 ELED 496/6 ELED 396	Hire Temp Appointment	1000.00	22-NOV-16
Nancy Cutler	NE9479 06		Suprvs 3 Tchr Ed Candidates	Hire Temp Appointment	1428.00	22-DEC-16
Amy Dolan	NE9846 00		Adj Inst-3Sec BIOL Srvy Labs	Hire Temp Appointment	3951.00	22-DEC-16
Amy Dolan	NE9974 04		OCE-BIOL 288-N800T	Hire Temp Appointment	3951.00	22-DEC-16
Paul Dutt	NE9757 10		Adj Inst 1 cont hr MUAP 105	Hire Temp Appointment	714.00	22-JAN-17
Jonathon Evenson	NE9647 03		Assistant TR Coach	Hire Temp Appointment	7777.44	22-NOV-16
Jonathon Evenson	NE9867 04		Adj Inst-PE 473/WEL100L	Hire Temp Appointment	3231.00	22-DEC-16
Carol Fischer	NE9757 06		Adj Inst3.5Cont Hrs Appl Keybd	Hire Temp Appointment	2513.00	22-JAN-17
Robertta Gellhaus	NE9461 05		Adj Inst-ELED/SPED 396/496	Hire Temp Appointment	1077.00	22-DEC-16
Robertta Gellhaus	NE9461 06		Adj Inst EDFN 440 Sec N01	Hire Temp Appointment	430.80	22-JAN-17
Robertta Gellhaus	NE9479 05		Supervise 2 Tchr Ed Candidates	Hire Temp Appointment	400.00	22-DEC-16
Robertta Gellhaus	NE9479 06		Sprvs 8 Tchr Cand Nov-Dec 2016	Hire Temp Appointment	600.00	22-DEC-16
Sherron Grote	NE9479 01		Supervise 2 Tchr Ed Candidates	Hire Temp Appointment	952.00	22-DEC-16
Becky Guffin	NE9461 13		Adj Inst-ELED 330K-8 Math Mthd	Hire Temp Appointment	3951.00	22-DEC-16
Carol Hess	NE9479 00		Sprvs 1ECE/1ELED 488 Plcmts	Hire Temp Appointment	714.00	22-JAN-17
Marilyn Hofer	NE9865 00		College Readiness English Tchr	Hire Temp Appointment	448.00	22-DEC-16
Jennifer Hopkins	NE9465 00		Adj Inst ARTH 100	Hire Temp Appointment	3951.00	22-JAN-17
Sharon Johnson	NE9479 00		Sprvs 5 Tchr Ed Candidates	Hire Temp Appointment	2380.00	22-JAN-17
Janelle Klapperich	NE9479 05		Supervise 5 SEED496 Candidates	Hire Temp Appointment	400.00	22-OCT-16
Janelle Klapperich	NE9479 06		Supervise 4 ELED496 Candidates	Hire Temp Appointment	400.00	22-NOV-16
Janelle Klapperich	NE9479 07		Sprvse 6 Tchr Ed Candidates	Hire Temp Appointment	2856.00	22-JAN-17
Daryl Kosiak	NE9974 00		OCE-POLS 210-N800T	Hire Temp Appointment	3231.00	22-DEC-16
Daryl Kosiak	NE9974 01		OCE-CJUS 201-N800T	Hire Temp Appointment	3231.00	22-DEC-16
Tina Lamb	NE9974 18		OCE-BADM 370 N800T	Hire Temp Appointment	3951.00	22-DEC-16
Susan Landon-Arnold	NE9974 16		OCE-BIOL 285-N800T	Hire Temp Appointment	3951.00	22-DEC-16
Susan Landon-Arnold	NE9974 17		OCE-MICR 231L N800T	Hire Temp Appointment	3951.00	22-DEC-16
Rodger Lenhard	NE9479 00		Supervise 1 Tchr Ed Candidate	Hire Temp Appointment	476.00	22-DEC-16
Jerome Letcher	NE9757 02		Guest Conductor/Low Brass Sec	Hire Temp Appointment	500.00	22-NOV-16
Jerome Letcher	NE9757 03		Adj Inst 6 cr Low Brass Lessns	Hire Temp Appointment	4308.00	22-JAN-17
Eric Liknes	NE9974 00		OCE-BIOL 101L NHU01	Hire Temp Appointment	4346.00	22-DEC-16
Mustafa Magbool	NE9974 09		OCE-BADM 310-N800T	Hire Temp Appointment	3231.00	22-DEC-16
Dennis McDermott	NE9757 18		Adj Inst MEUN/180/380/MUS 292	Hire Temp Appointment	2872.00	22-JAN-17
Edward Mickelson	NE9832 06		RS-lsecHIST122 Riggs HS/Pierre	Hire Temp Appointment	550.00	22-JAN-17
Rodney Mittelstedt	NE9974 05		OCE-HIST 151-NHU01	Hire Temp Appointment	3231.00	22-DEC-16
Rodney Mittelstedt	NE9974 06		OCE-POLS 100-NHU01	Hire Temp Appointment	3231.00	22-DEC-16
Tracy Mittleider	NE9479 00		Sprvs 1 Tchr Ed Candidate	Hire Temp Appointment	476.00	22-JAN-17
Stephen Morgan	NE9832 11		RS-lsec HIST 152 Mitchell HS	Hire Temp Appointment	550.00	22-JAN-17
Gaye Nachreiner	NE9974 10		OCE-PSYC 101 N800T	Hire Temp Appointment	3231.00	22-DEC-16

Gaye Nachreiner	NE9974	11	OCE-PSYC 101N801T	Hire Temp Appointment	3231.00	22-DEC-16
Gaye Nachreiner	NE9974	12	OCE-PSYC 221-N800T	Hire Temp Appointment	3231.00	22-DEC-16
Gaye Nachreiner	NE9974	13	OCE-PSYC 221-NHU01	Hire Temp Appointment	3231.00	22-DEC-16
Marne Neiger	NE9974	06	OCE-BADM 469-N800T	Hire Temp Appointment	3231.00	22-DEC-16
Marne Neiger	NE9974	07	OCE-BADM 424-N800T	Hire Temp Appointment	3231.00	22-DEC-16
Beth Neitzert	NE9974	01	OCE-MUS-100 NHU01	Hire Temp Appointment	3231.00	22-JAN-17
Christina Nemmers	NE9479	00	Supervise 1 Tchr Ed Candidate	Hire Temp Appointment	476.00	22-DEC-16
Mat Orr	NE9867	05	Adj Inst WEL100/100L N01N02	Hire Temp Appointment	4308.00	22-DEC-16
Mat Orr	NE9974	31	OCE-WEL 100L/N800T	Hire Temp Appointment	3231.00	22-DEC-16
Mat Orr	NE9974	32	OCE-WEL 100L-N801T	Hire Temp Appointment	3231.00	22-DEC-16
Mat Orr	NE9974	33	OCE-WEL-100L N802T	Hire Temp Appointment	3231.00	22-DEC-16
Janeen Outka	NE9974	00	Travel Stipend EDER 765 NHU01	Hire Temp Appointment	300.00	22-NOV-16
Janeen Outka	NE9974	01	OCE-SYN#82436 SYN2	Hire Temp Appointment	3231.00	22-NOV-16
Jessica Perkins	NE9974	18	OCE-MUS 100 N801T	Hire Temp Appointment	3231.00	22-DEC-16
Christian Pirlet	NE9832	02	RS-2secHIST152 Abdn Central	Hire Temp Appointment	550.00	22-JAN-17
Julie Poeppel	NE9461	04	Teach SEED 496 Sec N01B 1 cr	Hire Temp Appointment	3231.00	22-OCT-16
Julie Poeppel	NE9461	05	Adj Inst SEED 400/392/496	Hire Temp Appointment	5385.00	22-DEC-16
Julie Poeppel	NE9479	09	Supervise 5 ELED496/1SEED 496	Hire Temp Appointment	400.00	22-OCT-16
Julie Poeppel	NE9479	10	Supervise 5 Tchr Ed Candidates	Hire Temp Appointment	400.00	22-DEC-16
Julie Poeppel	NE9807	00	Attend Mentor Training	Hire Temp Appointment	150.00	22-OCT-16
Christy Schuett	NE9908	01	Adj Inst CGPS765 10 cont hrs	Hire Temp Appointment	722.00	22-JAN-17
Anna Schwan	NE9974	00	OCE-EDFN 4/540 N800T	Hire Temp Appointment	2634.00	22-DEC-16
Micah Siegel	NE9479	02	Suprvse 2 Tchr Ed Candidates	Hire Temp Appointment	952.00	22-DEC-16
Michael Smith	NE9974	24	OCE-ARTH-100-N800T	Hire Temp Appointment	3951.00	22-DEC-16
Amber Stern	NE9974	03	OCE-EDFN 4/575-N800T	Hire Temp Appointment	3231.00	22-DEC-16
John Strohman	NE9974	02	OCE-BADM 350-NCC01	Hire Temp Appointment	2076.15	22-DEC-16
Brandon Tetrault	NE9867	02	Adj Inst 354Prev Athl Inj	Hire Temp Appointment	2100.00	22-DEC-16
William Trentham	NE9466	01	Adj Inst MATH 101 3 cont hrs	Hire Temp Appointment	790.20	22-JAN-17
William Trentham	NE9801	01	Tch 6 Math Labs	Hire Temp Appointment	6000.00	22-JAN-17
Phillip Wagner	NE9974	14	OCE-SPCM 101-N803T	Hire Temp Appointment	3951.00	22-DEC-16
Phillip Wagner	NE9974	15	OCE-SPCM 101-N802T	Hire Temp Appointment	3951.00	22-DEC-16
Phillip Wagner	NE9974	16	OCE-SPCM 101-N804T	Hire Temp Appointment	3951.00	22-DEC-16
Phillip Wagner	NE9974	17	OCE-SPCM 101-N801T	Hire Temp Appointment	3951.00	22-DEC-16
Kelly Wallace	NE9479	00	Supvse 1 Tchr Ed Candidate	Hire Temp Appointment	95.20	22-JAN-17
Kelly Wallace	NE9867	01	Adj Inst-PE360/HLTH321/341	Hire Temp Appointment	9693.00	22-JAN-17
Tetiana White	NE9481	00	Adj Inst SPCM 101/470	Hire Temp Appointment	1292.40	22-JAN-17
Tetiana White	NE9852	03	Adj Inst SPAN 101	Hire Temp Appointment	4308.00	22-JAN-17
Larry Wild	NE9974	19	OCE-THEA-100-N800T	Hire Temp Appointment	3951.00	22-DEC-16

Faculty Non-Benefit Eligible (FAC2)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Shelly Baker	NE9974	43	OCE-BADM 463-N800T	TV013	21-DEC-16
Shelly Baker	NE9974	44	OCE-BADM 482-N800T	TV013	21-DEC-16
Heidi Barclay	NE9974	24	Adj Instr-Online/Cont Ed	TV013	21-DEC-16
Heidi Barclay	NE9974	25	BADM 457	TV013	21-DEC-16
Lois Beckner	NE9974	00	Adj Online ARTH100-NHU01	TV013	21-DEC-16
Michael Bockorny	NE9974	29	Adj Instr-Online/Cont Ed	TV013	21-DEC-16
Gwendolyn Briscoe	NE9655	05	Adjunct Instructor - Theatre	TV013	21-DEC-16
Lisa Brown	NE9841	00	ADJ-SOC270/315	TV013	21-DEC-16
Steven Caron	NE9466	10	ADJ Math 102 Sec. 3	TV013	21-DEC-16
Matthew Christensen	NE9832	08	RS-4 sec ENGL 101 BV HS	TV013	21-JAN-17
Krista Croghan	NE9974	45	OCE-SPAN 101-N800T	TV013	21-DEC-16
Krista Croghan	NE9974	46	OCE-SPAN 101-N801T	TV013	21-DEC-16
Krista Croghan	NE9974	47	OCE-SPAN 102-N800T	TV013	21-DEC-16
Nancy Cutler	NE9479	03	Supervise 3 tchr candidates	TV013	21-DEC-16
Nancy Cutler	NE9479	04	Sprvse 8 ELED/SPED 496 Stdts	TV013	21-NOV-16
Nancy Cutler	NE9479	05	Sprvs 4 ELED 496/6 ELED 396	TV013	21-DEC-16
Linda DeBoer	NE9809	06	Master Teacher -Speech FA2016	TV013	21-DEC-16
Rachel Deutsch	NE9974	01	OCE-BADM 312-N800T	TV013	21-DEC-16
Amy Dolan	NE9483	07	ADJ - 3Sec BIO survey labs	TV013	21-DEC-16
Amy Dolan	NE9974	03	OCE-BIOL 383-N800T	TV013	21-DEC-16
Paul Dutt	NE9757	09	Adjunct Instructor -Music	TV013	21-DEC-16
Jonathon Evenson	NE9867	03	PE100 WEL 100	TV013	21-DEC-16
Carol Fischer	NE9757	05	Adjunct Instructor -Music	TV013	21-DEC-16

Alisa Fleming	NE9974	01	Adj Online BADM360-N800T	TV013	21-DEC-16
Roberta Gellhaus	NE9461	04	Adjunct Instructor-Education	TV013	21-DEC-16
Roberta Gellhaus	NE9479	04	Student Teacher Sprvsr	TV013	21-DEC-16
Roberta Gellhaus	NE9479	06	Sprvs 8 Tchr Cand Nov-Dec 2016	TV013	21-JAN-17
Becky Guffin	NE9461	12	Adjunct Instructor-Education	TV013	21-DEC-16
Marilyn Hofer	NE9865	00	College Readiness English Tchr	TV013	21-JAN-17
Laura Jacobs	NE9832	13	RS-2 sec ENGL 101 Canton HS	TV013	21-DEC-16
Sharon Johnson	NE9832	05	RS-1 sec ART 121 Mitchell HS	TV013	21-DEC-16
Janelle Klapperich	NE9479	04	Student Teacher Sprvsr	TV013	21-DEC-16
Janelle Klapperich	NE9479	05	Supervise 5 SEED496 Candidates	TV013	21-DEC-16
Janelle Klapperich	NE9479	06	Supervise 4 ELED496 Candidates	TV013	21-DEC-16
Tina Lamb	NE9974	17	Adj Instr-Online/Cont Ed	TV013	21-DEC-16
Susan Landon-Arnold	NE9974	14	Adj Instr-Online/Cont Ed	TV013	21-DEC-16
Susan Landon-Arnold	NE9974	15	Adj Instr-Online/Cont Ed	TV013	21-DEC-16
Jerome Letcher	NE9757	00	ADJ-Marching Band/Low Brass	TV013	21-DEC-16
Jerome Letcher	NE9757	01	ADJ-1 addl conthr LowBrass Lsn	TV013	21-DEC-16
Jerome Letcher	NE9757	02	Guest Conductor/Low Brass Sec	TV013	21-DEC-16
Mustafa Magbool	NE9974	08	OCE-BADM 310-N800T	TV013	21-DEC-16
Dennis McDermott	NE9757	16	Adjunct MUEN 180N01	TV013	21-DEC-16
Dennis McDermott	NE9757	17	Adjunct MUS 292	TV013	21-DEC-16
Lynette Messerole	NE9974	00	Adj Online BADM101-NCC01	TV013	21-DEC-16
Edward Mickelson	NE9832	05	RS-1sec HIST 121 - Pierre	TV013	21-DEC-16
Stephen Morgan	NE9832	10	RS-1 sec HIST 151 Mitchell HS	TV013	21-DEC-16
Camma Murphy	NE9974	03	Adj Instr-Online SOC-100	TV013	21-DEC-16
Camma Murphy	NE9974	04	Online SOC-100-N801T	TV013	21-DEC-16
Gaye Nachreiner	NE9974	08	Adj Instr-Online/Cont Ed	TV013	21-DEC-16
Gaye Nachreiner	NE9974	09	Adj Instr-Online/Cont Ed	TV013	21-DEC-16
Hillar Neumann	NE9974	18	Adj Instr-Online/Cont Ed	TV013	21-DEC-16
Kristina O'Brien	NE9832	11	RS-3 sec ENGL 101 Wtn HS	TV013	21-JAN-17
Mat Orr	NE9867	04	Adjunct Instructor - HPE	TV013	21-DEC-16
Mat Orr	NE9974	27	Adj Online WEL-100-N802T	TV013	21-DEC-16
Mat Orr	NE9974	28	Adj Online WEL100-N800T	TV013	21-DEC-16
Mat Orr	NE9974	30	OCE-WEL100L/N801T	TV013	21-DEC-16
Matthew Osborne	NE9461	01	Adjunct ECE 412	TV013	21-DEC-16
Janeen Outka	NE9974	00	Travel Stipend EDER 765 NHU01	TV013	21-DEC-16
Janeen Outka	NE9974	01	OCE-SYN#82436 SYN2	TV013	21-DEC-16
Jessica Perkins	NE9974	17	OCE-MSU100-N800T	TV013	21-DEC-16
Douglas Pietz	NE9974	03	OCE-BADM-280-NHU01	TV013	21-DEC-16
Christian Pirlet	NE9832	01	RS-2sec HIST 151 Abn Central	TV013	21-DEC-16
Julie Poeppel	NE9461	03	SEED 400-N01A SEED392-N02	TV013	21-DEC-16
Julie Poeppel	NE9461	04	Teach SEED 496 Sec N01B 1 cr	TV013	21-DEC-16
Julie Poeppel	NE9479	08	Student Teacher Sprvsr	TV013	21-DEC-16
Julie Poeppel	NE9479	09	Supervise 5 ELED496/1SEED 496	TV013	21-DEC-16
Julie Poeppel	NE9807	00	Attend Mentor Training	TV013	21-NOV-16
Jennifer Ring	NE9655	01	Adjunct THEA282 THEA 381	TV013	21-DEC-16
Jeremy Risty	NE9832	08	RS-3 sec HIST 151 BV HS	TV013	21-JAN-17
Erica Schauer	NE9974	04	OCE-FREN 101-N800T	TV013	21-DEC-16
Brian Schultz	NE9655	00	Adjunct THEA 100	TV013	21-DEC-16
Micah Siegel	NE9479	01	Student Teacher Sprvsr	TV013	21-DEC-16
Michael Smith	NE9974	23	OCE-ARTH 100 N800T	TV013	21-DEC-16
Amber Stern	NE9974	01	OCE-EDFN 4/575 N800T	TV013	21-DEC-16
Amber Stern	NE9974	02	OCE-EDFN 475-N801T	TV013	21-DEC-16
Brandon Tetrault	NE9867	01	ADJ INST-PE354 & PE 354L	TV013	21-DEC-16
Joshua Trandall	NE9974	02	OCE-WEL 100L NHU01	TV013	21-DEC-16
William Trentham	NE9466	00	Adjunct Instructor-Math	TV013	21-DEC-16
William Trentham	NE9801	00	Asst Coordintr - Math Lab Prog	TV013	21-DEC-16
Tanya Vanderlinde	NE9974	19	Adj Instr-Online ENGL-101	TV013	21-DEC-16
Tanya Vanderlinde	NE9974	20	Online ENGL101-N800T	TV013	21-DEC-16
Phillip Wagner	NE9974	11	OCE-SPCM101-N801T	TV013	21-DEC-16
Phillip Wagner	NE9974	12	OCE-SPCM 101N802T	TV013	21-DEC-16
Phillip Wagner	NE9974	13	OCE-SPCM 101-N800T	TV013	21-DEC-16
Kelly Wallace	NE9867	00	ADJ-PE360/480/Hth321WEL100L	TV013	21-DEC-16
Tetiana White	NE9852	02	ADJ - SPAN101 Fall 2016	TV013	21-DEC-16
Larry Wild	NE9974	18	Adj Instr-Online/Cont Ed	TV013	21-DEC-16
Megan Wollman	NE9974	07	OCE-ENGL-101 NHU01	TV013	21-DEC-16

P2RNJOB

South Dakota Board of Regents

BOR Routine

03/10/2017 08:27:08

Date Range : 22-OCT-16 thru 21-FEB-17

For :SDSMT

Ver: 072011.28a

## Career Service Benefit Eligible (CSA1)

## Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Nicole Aslesen	ME9559	00	Events Coord (Prgrm Asst II)	Appointment	40434.42	22-NOV-16
Nicole Aslesen	ME9559	01	Events Coord (Prgrm Asst II)	Appointment	40434.42	08-NOV-16
Stuart Curry	ME9215	00	Safety Officer (Security Ofcr)	Appointment	25770.70	09-JAN-17
Deborah Hutter	ME9887	00	Secretary	Appointment	29119.44	03-JAN-17
Jason McNutt	ME9288	00	Facility Worker	Appointment	23503.55	01-NOV-16
Tabatha Mutolo	ME9796	00	Accounting Assistant	Appointment	29639.43	16-NOV-16
Susan Schwartz	ME9758	00	Asst to Dean Stdnts/VDSO (PA1)	Appointment	35359.32	13-FEB-17

## Career Service Benefit Eligible (CSA1)

## Permanent Salary Adjustment(SP)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New
Kendra Bertsch	ME9339	00	E-Cmmrce/Marktgng Spec (Info Sp	End of Probation Adjust	34194.54	35900.11	1705.57	
Cheryl Dillon	ME9968	00	Program Assistant I	Reclassification	33300.16	34964.13	1663.97	
Randy Hanson	ME9265	00	Facility Worker	End of Probation Adjust	24314.73	25521.11	1206.38	
Jade Herman	ME9397	00	Special Projects Coordinator	Title Change	43441.46	43441.46	0.00	
Brian Hill	ME9771	00	Graphic Design Coordinator	End of Probation Adjust	39477.64	41453.60	1975.96	
Christine Hjelmfelt	ME9204	00	Dark Matter Lab Tchn(Mat Lab T	End of Probation Adjust	28329.60	29749.20	1419.60	
Rashyll Leonard	ME9206	00	LZ Lab Techn (Mat Lab Techn)	End of Probation Adjust	37772.07	39664.84	1892.77	
Julie Penney	ME9698	00	Senior Secretary	End of Probation Adjust	30845.81	32384.98	1539.17	
Brandon Wagner	ME9279	00	Parking/Safety Ofcr (Sec Off)	End of Probation Adjust	20202.00	21216.00	1014.00	

## Career Service Benefit Eligible (CSA1)

## Leave of Absence(LA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Benjamin Von Eye	ME9303	00	Sr Bldg Maint Worker	Active Military Duty	33653.75	10-NOV-16

## Career Service Benefit Eligible (CSA1)

## Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Nicole Aslesen	ME9559	01	Events Coord (Prgrm Asst II)	SA017	21-NOV-16
Rachel Hall	ME9850	00	Scheduler (Prog Asst I)	TV000	06-JAN-17
David Higaki	ME9874	00	Sr Programmer/Analyst	TV000	28-NOV-16
Jason McNutt	ME9215	00	Safety Officer (Security Ofcr)	SA017	31-OCT-16
Shannon Patterson	ME9559	00	Events Coord (Prgrm Asst II)	TV000	21-NOV-16
Andrew Simco	ME9608	00	Bkstr Rgstrtn Wrkr (Sales C)	SA011	21-FEB-17
Cathy Durkin	ME9258	00	Test Proctor	TV013	21-NOV-16
Cathy Durkin	ME9258	00	Test Proctor	TV013	21-JAN-17
Cathy Durkin	ME9258	00	Test Proctor	TV013	21-FEB-17
Arlene Lichtenecker	ME9887	00	Secretary	TR001	21-DEC-16
Tonette Schauer	ME9748	00	Registration Officer	TR001	21-FEB-17
Andrew Simco	ME9608	00	Bkstr Rgstrtn Wrkr (Sales C)	TV013	21-NOV-16

Career Service Non-Benefit Eligible (CSA2) Appointments(AA)						
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Leanna Bender	ME9608	00	Bkstr Rgstrtn Wrkr (Sales C)	Hire Temp Appointment	2000.00	22-NOV-16
Grace Gilley	ME9608	00	Bkstr Rgstrtn Wrkr (Sales C)	Hire Temp Appointment	4780.80	22-OCT-16
Kristen Harders	ME9183	00	Dwntwn Rckr Shp Sales Clrk	Hire Temp Appointment	3984.00	26-OCT-16
Kristen Harders	ME9184	00	Admissions Assistant	Hire Temp Appointment	4046.00	26-OCT-16
Joseph Petres	ME9178	00	Biology Lab Tech(Mat Lab Tech)	Hire Temp Appointment	2426.48	06-FEB-17
Marie Romano	ME9608	00	Temp Bookstore	Hire Temp Appointment	1454.55	22-OCT-16
Thomas Schroeder	ME9182	00	Safety Officer (Scurity Offcr)	Hire Temp Appointment	25583.51	14-DEC-16
Andrew Simco	ME9608	00	Bkstr Rgstrtn Wrkr (Sales C)	Hire Temp Appointment	5200.00	22-DEC-16
John Smith	ME9258	00	Test Proctor (Sr Secretary)	Hire Temp Appointment	500.00	22-OCT-16
John Smith	ME9258	00	Test Proctor (Sr Secretary)	Hire Temp Appointment	500.00	22-DEC-16
John Smith	ME9258	00	Test Proctor (Sr Secretary)	Hire Temp Appointment	500.00	22-JAN-17
Kathleen Williams	ME9295	00	Seasonal Grounds Keeper	Hire Temp Appointment	2000.00	22-JAN-17

Career Service Non-Benefit Eligible (CSA2) Terminated						
Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date	
Kristen Harders	ME9183	00	Dwntwn Rckr Shp Sales Clrk	TV013	21-DEC-16	
Kamara Meier	ME9608	00	Bkstr Rgstrtn Wrkr (Sales C)	TV013	21-FEB-17	
Patricia Rezin	ME9608	00	Temp Bookstore	TV013	21-FEB-17	
Marie Romano	ME9258	00	Test Proctor	TV013	21-NOV-16	
Marie Romano	ME9258	00	Test Proctor	TV013	21-JAN-17	
Marie Romano	ME9258	00	Test Proctor	TV013	21-FEB-17	
John Smith	ME9258	00	Test Proctor (Sr Secretary)	TV013	21-NOV-16	
John Smith	ME9258	00	Test Proctor (Sr Secretary)	TV013	21-JAN-17	
John Smith	ME9258	00	Test Proctor (Sr Secretary)	TV013	21-FEB-17	
Kathleen Williams	ME9295	00	Seasonal Grounds Keeper	TV013	21-DEC-16	

Non-Faculty Benefit Eligible (NFE1) (NFE1) Appointments(AA)						
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Cabot-Ann Christofferson	ME9549	00	Instructor	Overload for Teaching	5000.00	22-JAN-17
Martin Dangelmayr	ME9211	00	Research Scientist I	Appointment	39666.00	22-JAN-17
Tyg Long	ME9188	01	Athletics Scoreboard Football	Supplemental Appointment	100.00	22-OCT-16
Thomas Mahon	ME9791	01	Athletics Scoreboard Volleybll	Supplemental Appointment	600.00	22-OCT-16
Tyrone Phillips	ME9209	00	Post-Doctoral Fellow	Appointment	50000.00	17-JAN-17
Charles Ray	ME9712	01	Communications Manager	Appointment	55000.00	03-JAN-17
Danielle Serratos	ME9752	00	Asst Dir Museum of Geology	Appointment	44989.53	22-OCT-16
Andrea Surovek	ME9469	01	Honors/EPICS	Supplemental Appointment	4500.00	22-JAN-17
Andrea Surovek	ME9541	00	Senior Lecturer	Overload for Teaching	6000.00	22-JAN-17
Jason Ward	ME9659	00	Electronics Specialist	Appointment	60000.00	24-OCT-16

Non-Faculty Benefit Eligible (NFE1) (NFE1) Permanent Salary Adjustment(SP)								
Name Adj.	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New
Bradley Blume	ME9666	00	Asst AD of Athl Communications	Change Salary Rate/Pay Grade	42889.92	47476.00	4586.08	
Bradley Blume	ME9666	00	Asst AD of Athl Communications	Change Salary Rate/Pay Grade	47476.00	42889.92	-4586.08	
Thomas Delgado	ME9291	00	Custodial Program Manager	Change Salary Rate/Pay Grade	45900.00	47476.00	1576.00	
Thomas Delgado	ME9291	00	Custodial Program Manager	Change Salary Rate/Pay Grade	47476.00	45900.00	-1576.00	
Derrick Lecy	ME9346	00	Assistant Athletic Trainer	Change Salary Rate/Pay Grade	37044.67	47476.00	10431.33	
Derrick Lecy	ME9346	00	Assistant Athletic Trainer	Change Salary Rate/Pay Grade	47476.00	37044.67	-10431.33	
Michael Mannhalter	ME9324	00	Prjct Mgr/Asst Dir Facilities	Reclassification	66210.48	70845.21	4634.73	
Douglas Parrow	ME9315	00	Chief of Campus Safety	Change Salary Rate/Pay Grade	46013.17	47476.00	1462.83	
Douglas Parrow	ME9315	00	Chief of Campus Safety	Change Salary Rate/Pay Grade	47476.00	46013.17	-1462.83	
Darren Schwede	ME9667	00	Chem Lab Coord/Instrm Spec	Change Salary Rate/Pay Grade	46440.00	47476.00	1036.00	
Darren Schwede	ME9667	00	Chem Lab Coord/Instrm Spec	Change Salary Rate/Pay Grade	47476.00	46440.00	-1036.00	



Shaun Skavang	ME9352 00	Assistant Athletic Trainer	Change Salary Rate/Pay Grade	35088.00	47476.00	12388.00
Shaun Skavang	ME9352 00	Assistant Athletic Trainer	Change Salary Rate/Pay Grade	47476.00	35088.00	-12388.00
Douglas Tabbert	ME9685 00	Special Asst to Athletic Dir	Title Change	44000.00	44000.00	0.00

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

Name Adj.	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New
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Derrick Lecy	ME9346	01	AsstAthletic Trainer/VB Camps	Temporary Additional Duties	250.00	500.00	750.00	
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Non-Faculty Benefit Eligible (NFE1) (NFE1)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
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Kirk Allison	ME9377	00	Head Men's Golf Coach	MN002	31-OCT-16
Marsha Anderson	ME9442	00	Web Designer	TV000	17-FEB-17
Ethan Hutson	ME9535	00	Asst FB Coach-Offensive Line	TV000	17-FEB-17
Fran LeFort	ME9712	00	Communications Manager	TV000	14-FEB-17
Janet Lyda	ME9219	00	SD Mines Rckr Shp DT Coord	TV000	29-DEC-16
Charles Ray	ME9712	01	Communications Manager	SA017	21-FEB-17
Douglas Wells	ME9883	00	Dean	TV000	23-DEC-16
Cabot-Ann Christofferson	ME9549	00	Instructor	TV013	21-DEC-16
Martin Dangelmayr	ME9211	00	Research Scientist I	TV013	21-JAN-17
Derrick Lecy	ME9346	01	AsstAthletic Trainer/VB Camps	TV013	21-FEB-17
Tyg Long	ME9188	01	Athletics Scoreboard Football	TV013	21-NOV-16
Patricia Mahon	SE6776	01	Temporary Instructor	TV013	21-DEC-16
Thomas Mahon	ME9791	01	Athletics Scoreboard Volleybll	TV013	21-NOV-16

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
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Vivek Agarwal	MG9998	00	GTA/MES/Safarzadeh	Hire Temp Appointment	3830.00	22-JAN-17
Vivek Agarwal	MG9998	01	GTA/MES/Kellar	Hire Temp Appointment	1915.00	22-JAN-17
Adams Ahmadu	MW9942	00	FWS-Wellness Center	Hire Temp Appointment	1250.00	09-JAN-17
Kayode Ajayi	MG9976	01	GRA MEM Tukkaraja	Hire Temp Appointment	1916.00	22-DEC-16
Kayode Ajayi	MG9976	01	GRA MEM Tukkaraja	Hire Temp Appointment	7660.00	22-JAN-17
Rotimi Akinnuoye	MG9976	00	MEM GRA Brickey	Hire Temp Appointment	1043.00	22-DEC-16
Rotimi Akinnuoye	MG9976	01	MEM GRA Brickey	Hire Temp Appointment	8350.00	22-JAN-17
Morotolaoluwa Alabi	MG9993	00	AMP GRA	Hire Temp Appointment	3830.00	22-JAN-17
Othman Ali	MG9986	00	GRA/ECE/Tian	Hire Temp Appointment	3830.00	22-JAN-17
Aaron Alphonsus	MS9901	00	International Peer Mentor	Hire Temp Appointment	500.00	22-JAN-17
Lukmon Aminu	MS9990	00	AMP Grad Hourly-Jasthi	Hire Temp Appointment	2871.60	22-OCT-16
Lukmon Aminu	MS9990	00	AMP Grad Hourly-Jasthi	Hire Temp Appointment	670.04	22-NOV-16
Mahsa Amiri	MG9993	00	AMP GRA	Hire Temp Appointment	7660.00	22-JAN-17
Alireza Asiaee	MS9970	00	CBE Student Hourly	Hire Temp Appointment	2652.80	22-OCT-16
Alireza Asiaee	MS9970	00	CBE Student Hourly	Hire Temp Appointment	2652.80	22-NOV-16
Mohammed Bafaqeeh	MG9981	00	GTA, IE dept/D Jensen	Hire Temp Appointment	3830.00	22-JAN-17
Amir Bajramovic	MG9987	00	GTA/CEE/Bienert	Hire Temp Appointment	3830.00	22-JAN-17
Elijah Balavitch	MW9972	00	FWS-Apex Art Gallery	Hire Temp Appointment	1200.00	13-FEB-17
Santosh Rathana Paul Bandlamudi	MG9964	00	GRA/CBE/Benjamin	Hire Temp Appointment	2653.00	22-DEC-16
Santosh Rathana Paul Bandlamudi	MG9964	00	GRA/CBE/Benjamin	Hire Temp Appointment	5305.00	22-JAN-17
William Bane	MS9953	00	MET UG Hourly	Hire Temp Appointment	1300.05	22-DEC-16
William Bane	MS9953	00	MET UG Hourly	Hire Temp Appointment	3999.60	22-JAN-17
Michael Baranowski	MG9983	00	GTA/GGE/Anderson	Hire Temp Appointment	3830.00	22-JAN-17
Dawn Barbeau	MS9924	00	Graduate Intern	Hire Temp Appointment	800.00	28-NOV-16
Dawn Barbeau	MS9924	00	Graduate DOS Intern	Hire Temp Appointment	1000.00	22-DEC-16
Dawn Barbeau	MS9924	00	Graduate DOS Intern	Hire Temp Appointment	1000.00	22-JAN-17
Avijit Basu	ME9540	00	Instructor	Hire Temp Appointment	4000.00	22-JAN-17
Jay Bean	MS9902	00	Facilities Intern	Hire Temp Appointment	3640.00	01-NOV-16
Jacquelyn Belock	MS9986	00	Museum Student Worker	Hire Temp Appointment	2160.00	15-DEC-16
Zachary Berghorst	MS9959	01	Student Labor/GGE/Lisenbee	Hire Temp Appointment	433.30	22-JAN-17

Rahul Bhargava	MG9976 00	GRA MEM Tukkaraja	Hire Temp Appointment	958.00	22-DEC-16
Rahul Bhargava	MG9976 00	GRA MEM Tukkaraja	Hire Temp Appointment	3830.00	22-JAN-17
Mohit Bibra	MG9964 00	GRA/CBE/Sani	Hire Temp Appointment	2653.00	22-DEC-16
Mohit Bibra	MG9964 00	GRA/CBE/Sani	Hire Temp Appointment	10610.00	22-JAN-17
Kirk Blumenthal	MS9974 00	ITS Tech Fellow	Hire Temp Appointment	2880.00	01-FEB-17
Rudresh Bommadihalli Rajappago	MG9971 00	CABS GTA - Smirnova	Hire Temp Appointment	3000.00	22-JAN-17
Rudresh Bommadihalli Rajappago	MG9971 01	CABS GTA - Smirnova	Hire Temp Appointment	5000.00	22-JAN-17
Tyler Borgwardt	MG9956 01	Physics GTA Strieder	Hire Temp Appointment	4777.77	22-JAN-17
Aaron Bost	MS9950 01	ME-Research Student	Hire Temp Appointment	2166.75	22-JAN-17
Cooper Bowen	MS9965 00	HRLY/CEE/Capehart	Hire Temp Appointment	960.00	22-JAN-17
Cooper Bowen	MS9965 01	HRLY/CEE/Capehart	Hire Temp Appointment	240.00	09-JAN-17
Ryan Bozer	MS9959 00	Student Labor/GEOL/Anderson	Hire Temp Appointment	2859.78	22-DEC-16
Vanessa Braband	ME9578 00	Postdoctoral Research Sci	Hire Temp Appointment	12000.00	22-OCT-16
Vanessa Braband	ME9578 00	Postdoctoral Research Sci	Hire Temp Appointment	16000.00	22-JAN-17
Julian Brackins	MG9969 01	GTA CSC 170 / MCS-Riley	Hire Temp Appointment	1220.00	22-DEC-16
Julian Brackins	MG9969 02	GTA CSC 170 & MathProj / Riley	Hire Temp Appointment	4880.00	22-JAN-17
Joseph Brett	MS9988 00	Nano Research Assistant	Hire Temp Appointment	1300.00	22-DEC-16
Sophie Brogdon	MS9926 01	Yoga Instructor	Hire Temp Appointment	1000.00	22-JAN-17
Alexandra Brown	MW9960 00	FWS-Athletics	Hire Temp Appointment	1250.00	09-JAN-17
Witerson Brutus	MS9926 00	equipment room	Hire Temp Appointment	42.75	11-DEC-16
Reeha Jasmine Budatala	MG9993 00	GRA AMP Widener	Hire Temp Appointment	3830.00	22-JAN-17
Remington Bullis	MS9962 00	ECE UG Grader	Hire Temp Appointment	1920.00	22-JAN-17
Kimberlynn Cameron	MG9984 00	GRA/GEOL/Sawyer	Hire Temp Appointment	7660.00	22-JAN-17
Marcus Cannon	MS9965 00	HRLY/CEE	Hire Temp Appointment	240.00	22-NOV-16
Zhendao Cao	MS9959 00	STUDENT LABOR/GGE/Li	Hire Temp Appointment	1733.20	22-JAN-17
Courtney Carlson	MS9970 00	CBE Student Hourly	Hire Temp Appointment	1600.00	22-JAN-17
Samuel Carroll	MS9936 01	GR CSC150 LL / MCS - Riley	Hire Temp Appointment	5700.00	10-JAN-17
Peter Carvalho	MS9928 01	Residential Peer Mentor	Hire Temp Appointment	1000.00	22-JAN-17
Rebecca Ceremuga	MS9950 00	ME/Workstudy/Moore	Hire Temp Appointment	180.00	28-NOV-16
Rebecca Ceremuga	MS9950 00	ME/Workstudy/Moore	Hire Temp Appointment	900.00	09-JAN-17
Anurag Chakraborty	MG9977 00	ME/GTA/Ash	Hire Temp Appointment	3830.00	22-JAN-17
Anurag Chakraborty	MG9977 01	ME/GTA/Ash	Hire Temp Appointment	3830.00	22-JAN-17
Jacob Chambers	MS9962 00	ECE UG Grader	Hire Temp Appointment	1920.00	22-JAN-17
Clinton Chapman	MG9964 00	GRA/CBE/Hadley	Hire Temp Appointment	2083.00	22-DEC-16
Clinton Chapman	MG9964 00	GRA/CBE/Hadley	Hire Temp Appointment	8333.00	22-JAN-17
Nathaniel Chapman	MS9940 00	CABS/lecture grader/Novak	Hire Temp Appointment	549.94	31-OCT-16
Nathaniel Chapman	MS9970 00	CBE Student Hourly	Hire Temp Appointment	1212.96	22-JAN-17
Perry Chesebro	MS9959 01	Student Labor/GGE/Belanger	Hire Temp Appointment	2599.80	22-DEC-16
Krishna Govinda Rajan Chilkoor	MG9987 00	GTA/CEE/Gadhamshetty	Hire Temp Appointment	1915.00	22-JAN-17
Krishna Govinda Rajan Chilkoor	MG9988 00	GRA/CEE/Gadhamshetty	Hire Temp Appointment	2083.00	22-DEC-16
Krishna Govinda Rajan Chilkoor	MG9988 01	GRA/CEE/Gadhamshetty	Hire Temp Appointment	7972.00	22-JAN-17
Kurt Chowanski	AG9856 04	Graduate Research Assistant	Hire Temp Appointment	23384.00	22-NOV-16
Kurt Chowanski	ME9181 00	Post-Doctoral Researcher	Hire Temp Appointment	24500.00	10-JAN-17
Akshay Chowdu	MG9975 01	GTA MEM Roberts	Hire Temp Appointment	4175.00	22-JAN-17
Gregory Christensen	MS9990 00	AMP Grad Hourly--Hong	Hire Temp Appointment	14358.00	22-DEC-16
Nicholas Claggett	MG9988 00	GRA/CEE/Shearer	Hire Temp Appointment	1916.00	22-DEC-16
Nicholas Claggett	MS9965 01	HRLY/CEE/Shearer	Hire Temp Appointment	8764.80	22-JAN-17
Blake Claus	MS9992 04	FINALS Tutoring	Hire Temp Appointment	198.00	29-NOV-16
Blake Claus	MS9992 04	TLC Spring Tutor	Hire Temp Appointment	2475.00	22-DEC-16
Kodee Click	MS9927 00	Wise Mentor	Hire Temp Appointment	500.00	22-DEC-16
Kyla Coan	MS9944 00	Student Social Media Worker	Hire Temp Appointment	1297.50	22-DEC-16
Samuel Coffin	MS9962 00	ECE UG Grader	Hire Temp Appointment	1920.00	22-JAN-17
Juan Correal	MS9959 01	Student Labor/GGE/Lisenbee	Hire Temp Appointment	1733.20	22-JAN-17
Hannah Covey	MS9965 00	HRLY/CEE/Nam	Hire Temp Appointment	1920.00	09-JAN-17
Zachery Crandall	MG9969 00	GTA Math Proctor / MCS - Riley	Hire Temp Appointment	4000.00	22-JAN-17
Zachery Crandall	MS9936 00	Math Class Proctor	Hire Temp Appointment	225.00	22-NOV-16
Zachery Crandall	MS9992 01	FINALS Tutoring	Hire Temp Appointment	180.00	29-NOV-16
Zachery Crandall	MS9992 02	TLC Spring Tutor	Hire Temp Appointment	1500.00	05-JAN-17
Samuel Crittenden	MS9923 00	ADA Proctor	Hire Temp Appointment	800.00	30-JAN-17
Kathryn Croell	MS9965 00	HRLY/CEE/Arneson-Meyer	Hire Temp Appointment	960.00	22-JAN-17
Kathryn Croell	MS9965 01	HRLY/CEE/Arneson-Meyer	Hire Temp Appointment	240.00	09-JAN-17
Peter Daly	MS9959 00	Student Worker/GEOL/Anderson	Hire Temp Appointment	1733.20	22-JAN-17
Kerrick Dando	MG9960 00	Nano GRA / CAPE	Hire Temp Appointment	2380.00	22-DEC-16
Kerrick Dando	MG9960 00	Nano GRA	Hire Temp Appointment	9520.00	22-JAN-17
Mathew Daniel	MS9962 00	ECE UG Grader	Hire Temp Appointment	1920.00	22-JAN-17
Kristin Darnell	MS9904 36	Wise Student Employee	Hire Temp Appointment	750.00	31-JAN-17
Battsengel Dashdorj	MG9988 00	GRA/CEE/Kenner	Hire Temp Appointment	1916.00	22-DEC-16
Battsengel Dashdorj	MG9988 00	GRA/CEE/Kenner	Hire Temp Appointment	4000.00	22-JAN-17

Aditi David	MG9964	01	GRA/CBE/Sani	Hire	Temp	Appointment	1915.00	22-DEC-16
Aditi David	MG9964	01	GRA/CBE/Sani	Hire	Temp	Appointment	7660.00	22-JAN-17
Christopher Davidson	MS9916	00	Arizona Field Camp/Nuri Superv	Hire	Temp	Appointment	2000.00	22-DEC-16
Justin Davis	MS9913	00	CAPE / UG / CNAM	Hire	Temp	Appointment	4416.00	22-JAN-17
Justin Davis	MS9913	01	CAPE / UG / CNAM	Hire	Temp	Appointment	2112.00	22-DEC-16
Michael Day	MS9986	01	Museum Student Worker	Hire	Temp	Appointment	486.00	22-NOV-16
Michael Day	MS9986	02	Museum Student Worker	Hire	Temp	Appointment	104.50	10-NOV-16
Ashley Ditlev	MG9994	00	BME GRA - DeVaux	Hire	Temp	Appointment	1555.00	22-DEC-16
Ashley Ditlev	MG9994	01	BME GRA - DeVaux	Hire	Temp	Appointment	6223.00	22-JAN-17
Steven Dixler	MS9950	01	Researcher/Hourly/Muci	Hire	Temp	Appointment	3828.80	22-JAN-17
Matthew Dondelinger	MG9972	00	CABS GRA - Smirnova	Hire	Temp	Appointment	2200.00	22-DEC-16
Matthew Dondelinger	MG9972	01	CABS GRA - Smirnova	Hire	Temp	Appointment	6600.00	22-JAN-17
Jessica Dornbusch	MS9965	00	HRLY/CEE/Silva	Hire	Temp	Appointment	960.00	22-JAN-17
Jessica Dornbusch	MS9965	01	HRLY/CEE/Silva	Hire	Temp	Appointment	240.00	09-JAN-17
Kimberly Drennon	MG9988	00	GRA/CEE/Benning	Hire	Temp	Appointment	7660.00	22-JAN-17
Emmy Dessen	MS9927	00	Wise Mentor	Hire	Temp	Appointment	500.00	22-DEC-16
Colter Dunagan	MG9972	00	CABS GRA - Christofferson	Hire	Temp	Appointment	5745.00	22-JAN-17
Colter Dunagan	MS9932	00	Physics Hourly - Corwin	Hire	Temp	Appointment	1920.00	22-JAN-17
Hilary Eaton	MS9980	00	Scheduling Intern	Hire	Temp	Appointment	900.00	01-JAN-17
Rishikesh Ederada	MS9970	00	CBE Student Hourly	Hire	Temp	Appointment	1915.20	22-JAN-17
Rishikesh Ederada	MS9970	01	CBE Student Hourly	Hire	Temp	Appointment	957.60	22-JAN-17
Tochukwu Emeakaro	MG9995	00	Nano GRA	Hire	Temp	Appointment	9520.00	22-JAN-17
Molly Erickson	MS9940	00	CABS UG Research - Kunza	Hire	Temp	Appointment	2400.00	09-JAN-17
Clayton Evans	MS9990	00	AMP UG Hourly	Hire	Temp	Appointment	3500.00	22-OCT-16
Taylor Evans	MS9956	00	IE UG Std hr, P Jensen	Hire	Temp	Appointment	1320.00	09-JAN-17
Jessica Fabin	MS9986	00	Museum Archival Student Worker	Hire	Temp	Appointment	2160.00	06-DEC-16
Tacio Vinicius Ferreira Lopes	MG9976	01	MEM GRA Brickey	Hire	Temp	Appointment	2497.38	22-DEC-16
Tacio Vinicius Ferreira Lopes	MG9976	01	MEM GRA Brickey	Hire	Temp	Appointment	10000.00	22-JAN-17
Lydia Ford	MS9944	00	Student Social Media Worker	Hire	Temp	Appointment	1297.50	12-JAN-17
Elizabeth Friesen	MS9965	00	HRLY/CEE/Arneson-Meyer	Hire	Temp	Appointment	960.00	22-JAN-17
Elizabeth Friesen	MS9965	01	HRLY/CEE/Arneson-Meyer	Hire	Temp	Appointment	240.00	09-JAN-17
Jacquelyn Galles	MS9923	00	Grad Intern	Hire	Temp	Appointment	6000.00	22-DEC-16
Byron Glass	MS9965	00	Student Hourly - CEE	Hire	Temp	Appointment	960.00	01-NOV-16
Taylor Green	MG9967	00	CEE/WS/Haffner	Hire	Temp	Appointment	1344.00	22-JAN-17
Zane Haase	MS9962	00	ECE UG Grader	Hire	Temp	Appointment	1920.00	22-JAN-17
Karjana Hagen	MS9927	00	Wise Mentor	Hire	Temp	Appointment	500.00	22-DEC-16
Anahita Haghighzadeh	MG9995	00	Nano GRA	Hire	Temp	Appointment	2380.00	22-DEC-16
Anahita Haghighzadeh	MG9995	00	Nano GRA	Hire	Temp	Appointment	9520.00	22-JAN-17
James Haiston	MS9932	02	Physics Hourly - Reichenbacher	Hire	Temp	Appointment	3072.00	22-JAN-17
Michaela Halvorson	MG9972	01	CABS GRA - Kunza	Hire	Temp	Appointment	4000.00	22-JAN-17
Mark Hanhardt	MG9957	00	Physics GRA Strieder	Hire	Temp	Appointment	4787.52	22-JAN-17
Kody Hanson	MS9950	00	ME-Research Student	Hire	Temp	Appointment	800.00	22-JAN-17
Md Raqibull Hasan	MG9986	00	GRA/ECE/Zhao	Hire	Temp	Appointment	957.00	22-DEC-16
Md Raqibull Hasan	MG9986	00	GRA/ECE/Zhao	Hire	Temp	Appointment	3830.00	22-JAN-17
Asif Hassan	MG9986	00	GRA/ECE/Zhao	Hire	Temp	Appointment	957.00	22-DEC-16
Asif Hassan	MG9986	00	GRA/ECE/Zhao	Hire	Temp	Appointment	3830.00	22-JAN-17
Spencer Heidbrink	MS9965	00	HRLY/CEE/Kenner	Hire	Temp	Appointment	960.00	22-JAN-17
Spencer Heidbrink	MS9965	01	HRLY/CEE/Kenner	Hire	Temp	Appointment	240.00	09-JAN-17
Cheyenne Herbert	MS9992	05	FINALs Tutoring	Hire	Temp	Appointment	216.00	29-NOV-16
Cheyenne Herbert	MS9992	05	TLC Spring Tutor	Hire	Temp	Appointment	2700.00	22-DEC-16
Rachel Hermanson	MS9928	02	Resident Assistant	Hire	Temp	Appointment	2100.00	22-JAN-17
Charles Heyer	MS9928	01	Resident Assistant	Hire	Temp	Appointment	1950.00	22-JAN-17
Kelsey Hibl	MS9927	00	Wise Mentor	Hire	Temp	Appointment	500.00	22-DEC-16
Kathryn Hines	MS9927	00	Wise Mentor	Hire	Temp	Appointment	500.00	22-DEC-16
Kathryn Hines	MS9992	00	TLC Spring Tutor	Hire	Temp	Appointment	2250.00	17-JAN-17
Benjamin Hinricher	MS9940	00	CABS Storeroom Employee - UG	Hire	Temp	Appointment	1374.60	22-JAN-17
Benjamin Hinricher	MS9940	01	CABS Storeroom Employee - UG	Hire	Temp	Appointment	134.85	09-JAN-17
Steven Hofer	MS9962	00	ECE UG Grader	Hire	Temp	Appointment	1920.00	22-JAN-17
Kyle Hohn	MS9962	00	ECE UG Grader	Hire	Temp	Appointment	1920.00	22-JAN-17
Christa Hollister	MS9927	00	Wise MEntor	Hire	Temp	Appointment	500.00	22-JAN-17
Jordan Hoops	MS9927	00	Wise Mentor	Hire	Temp	Appointment	500.00	22-DEC-16
Josiah Horner	MS9929	01	Break RA	Hire	Temp	Appointment	171.00	22-NOV-16
Shaikh Islam	ME9569	00	BSLIM Res Engr I	Hire	Temp	Appointment	23400.90	22-NOV-16
Claudia Isola	MS9965	00	HRLY/CEE/Stone	Hire	Temp	Appointment	9600.00	22-JAN-17
Alexander Iverson	MS9936	00	UG TA Weiss / MCS - Riley	Hire	Temp	Appointment	2760.00	22-JAN-17
Jayla Jarnagin	MS9927	00	Wise Mentor	Hire	Temp	Appointment	500.00	22-DEC-16
Dalton Jenkins	MS9974	00	ITS Tech Fellow	Hire	Temp	Appointment	2880.00	09-JAN-17
Elizabeth Jensen	MS9940	00	Graduate research - DeVaux	Hire	Temp	Appointment	500.00	22-NOV-16

Tait Johannsen	MG9991 00	GRA/CBE/Menkhaus	Hire Temp Appointment	3830.00	22-JAN-17
Dustin Johnson	MS9970 00	CBE Student Hourly	Hire Temp Appointment	2400.00	22-JAN-17
Kirsten Johnson	MS9940 00	CABS UG Research - Kunza	Hire Temp Appointment	2400.00	09-JAN-17
Samantha Johnson	MW9959 01	CABS Lab/Grader	Hire Temp Appointment	450.00	23-JAN-17
Tiffany Johnson	MS9927 00	Wise Mentor	Hire Temp Appointment	500.00	22-DEC-16
Sushma Priyanka Karanam	MS9965 00	HRLY/CEE/Gadhamshetty	Hire Temp Appointment	4160.00	22-JAN-17
Nihal Karanth	MS9992 03	FINALS Tutoring	Hire Temp Appointment	180.00	29-NOV-16
Nihal Karanth	MS9992 03	TLC Spring Tutor	Hire Temp Appointment	2250.00	22-DEC-16
Jason Kaufman	MS9929 01	Rocker Square Facilities	Hire Temp Appointment	1800.00	17-JAN-17
Austin Kaul	MS9936 01	UG Grader Math373 / MCS-Riley	Hire Temp Appointment	862.50	06-JAN-17
Austin Kaul	MS9950 00	ME/Grader/Romkes	Hire Temp Appointment	478.80	15-NOV-16
Austin Kaul	MS9950 00	ME/Hourly/Romkes	Hire Temp Appointment	500.40	09-JAN-17
Balarama Krishna Reddy Keesari	MG9991 00	GRA/CBE/Dixon	Hire Temp Appointment	1915.00	22-DEC-16
Balarama Krishna Reddy Keesari	MS9970 00	CBE Student Hourly	Hire Temp Appointment	7657.60	22-JAN-17
Mackenzie Kenney	MS9926 02	WBB Assistant Coach	Hire Temp Appointment	2000.00	22-OCT-16
Mitchell Kern	MG9974 00	GRA/AES/Capehart	Hire Temp Appointment	1916.00	22-DEC-16
Mitchell Kern	MG9974 00	GRA/AES/Capehart	Hire Temp Appointment	8000.00	22-JAN-17
Roy Kesterson	MS9953 00	UG/MET/Kellar	Hire Temp Appointment	3750.00	13-FEB-17
Yoseph Kigeneh	MG9977 00	ME/GTA/Ash	Hire Temp Appointment	3830.00	22-JAN-17
Kendra Kimball	MW9959 00	FW-CABS	Hire Temp Appointment	1200.00	19-JAN-17
Justin King	MG9977 00	ME/GTA/Romkes	Hire Temp Appointment	7660.00	22-JAN-17
Erdi Kiris	MG9976 00	MEM GRA Brickey	Hire Temp Appointment	1045.00	22-DEC-16
Erdi Kiris	MG9976 01	MEM GRA Brickey	Hire Temp Appointment	4175.00	22-JAN-17
Colen Kling	MS9970 00	CBE Student Hourly	Hire Temp Appointment	3520.00	22-JAN-17
Kai Knipper	MS9970 00	CBE Student Hourly	Hire Temp Appointment	2400.00	22-JAN-17
Joshua Knock	MS9965 00	HRLY/CEE/Kenner	Hire Temp Appointment	2240.00	22-JAN-17
Joshua Koenig	MS9970 00	CBE Student Hourly	Hire Temp Appointment	8998.40	22-JAN-17
Venkata Aneesh Kona	MG9975 00	TA MEM Wyatt	Hire Temp Appointment	4175.00	22-JAN-17
Beverly Lalama Del Salto	MS9944 01	Admissions Student Assistant	Hire Temp Appointment	3870.00	09-JAN-17
Max Lampert	MS9970 00	CBE Student Hourly	Hire Temp Appointment	500.00	22-DEC-16
Max Lampert	MS9970 00	CBE Student Hourly	Hire Temp Appointment	1000.00	22-JAN-17
Anna Larson	MS9965 00	HRLY/CEE/Arneson-Meyer	Hire Temp Appointment	960.00	22-JAN-17
Anna Larson	MS9965 01	HRLY/CEE/Arneson-Meyer	Hire Temp Appointment	240.00	09-JAN-17
Skylar Larson	MS9926 01	volleyball worker	Hire Temp Appointment	100.00	21-NOV-16
Hyoin Lee	MG9988 00	GRA/CEE/Nam	Hire Temp Appointment	958.00	22-DEC-16
Hyoin Lee	MG9988 00	GRA/CEE/Nam	Hire Temp Appointment	3830.00	22-JAN-17
Shane Lee	MG9975 01	GTA MEM Roberts	Hire Temp Appointment	4175.00	22-JAN-17
Clint Leeper	MG9974 00	GRA/AES/Capehart	Hire Temp Appointment	1916.00	22-DEC-16
Clint Leeper	MG9974 00	GRA/AES/Capehart	Hire Temp Appointment	8000.00	22-JAN-17
Derek Lehmann	MS9962 00	ECE UG Grader	Hire Temp Appointment	1920.00	22-JAN-17
Hannah Leppert	MS9940 00	CABS Storeroom Employee - UG	Hire Temp Appointment	59.94	09-JAN-17
Hannah Leppert	MS9940 01	CABS Storeroom Employee - UG	Hire Temp Appointment	688.00	22-JAN-17
Hannah Leppert	MS9977 00	CHEM Supplemental instructor	Hire Temp Appointment	1000.00	22-DEC-16
Mingrui Liu	MG9999 00	GRA/MES/Kellar	Hire Temp Appointment	10724.67	22-OCT-16
Christopher Lomatayo	MG9991 00	GRA/CBE/Groven	Hire Temp Appointment	1000.00	22-DEC-16
Christopher Lomatayo	MG9991 00	GRA/CBE/Groven	Hire Temp Appointment	4000.00	22-JAN-17
Christopher Lomatayo	MS9970 00	CBE Student Hourly	Hire Temp Appointment	510.72	22-JAN-17
Alexis Long	MG9988 00	GRA/CEE/Benning	Hire Temp Appointment	7660.00	22-JAN-17
Brooke Long	MG9983 00	GTA/GGE/Anderson	Hire Temp Appointment	3830.00	22-JAN-17
Brooke Long	MG9984 01	GRA/PALE/Anderson	Hire Temp Appointment	7281.11	22-JAN-17
Stephanie Loose	MG9983 00	GTA/GGE/Anderson	Hire Temp Appointment	3830.00	22-JAN-17
Kelly Lubbers	MS9986 00	Museum Student Worker	Hire Temp Appointment	2916.00	22-NOV-16
Kelly Lubbers	MS9986 00	Museum Student Worker	Hire Temp Appointment	556.00	22-DEC-16
Kelly Lubbers	MS9986 01	Museum Student Worker	Hire Temp Appointment	54.00	16-NOV-16
Chris Lynde	MS9940 00	CABS - Lab GTA - Filipova	Hire Temp Appointment	3999.90	09-JAN-17
Chris Lynde	MS9940 01	Chemistry Lab GTA - Zhu	Hire Temp Appointment	3999.90	09-JAN-17
Nathan Lynum	MG9974 00	GRA/AES/Capehart/French	Hire Temp Appointment	2000.00	22-DEC-16
Nathan Lynum	MG9974 00	GRA/AES/Capehart/French	Hire Temp Appointment	8000.00	22-JAN-17
Xiaojing Ma	MG9972 00	CABS GRA - Fong	Hire Temp Appointment	9250.00	22-JAN-17
Xiaojing Ma	MG9995 99	Nano GRA	Hire Temp Appointment	2380.00	22-DEC-16
Bharathkiran Maddipudi	MG9991 00	GRA/CBE/Hadley	Hire Temp Appointment	2083.00	22-DEC-16
Bharathkiran Maddipudi	MG9991 00	GRA/CBE/Hadley	Hire Temp Appointment	8333.00	22-JAN-17
Antoine Maines	MS9950 00	MECH/UG Stdnt Researcher	Hire Temp Appointment	2600.10	22-DEC-16
Antoine Maines	MS9950 01	ME/Hourly/Muci	Hire Temp Appointment	567.00	07-DEC-16
Antoine Maines	MS9950 02	ME/Hourly/Lalley	Hire Temp Appointment	607.50	22-DEC-16
Dale Malinzak	MG9984 01	GRA/GEOL/Sawyer	Hire Temp Appointment	7660.00	22-JAN-17
Johnathon Malone	MS9959 00	Student/GEOL/Roggenthen	Hire Temp Appointment	6500.25	01-JAN-17
Marc Mascarenhas	MS9992 01	FINALS Tutoring	Hire Temp Appointment	180.00	29-NOV-16

Marc Mascarenhas	MS9992 01	TLC Spring Tutor	Hire Temp Appointment	2250.00	22-DEC-16
Karli Mattson	MS9927 00	WiSE Mentor	Hire Temp Appointment	500.00	22-DEC-16
Karli Mattson	MS9992 00	TLC Spring Tutor	Hire Temp Appointment	2250.00	22-DEC-16
Igiah McGuire	MS9926 00	Equipment Room	Hire Temp Appointment	59.85	29-NOV-16
Colton Medler	MS9959 00	Student/GEOL/Roggenthen	Hire Temp Appointment	6500.25	01-JAN-17
Nicole Miller	MS9944 00	Hourly/Adm/Telecounselor	Hire Temp Appointment	1592.50	14-NOV-16
Strider Miller	MS9947 00	MEM Hourly McCormick	Hire Temp Appointment	1600.00	22-JAN-17
Alec Millner	MS9940 02	CABS/ChemLab Asst-Grader/Meyer	Hire Temp Appointment	2400.00	09-JAN-17
Alec Millner	MS9992 01	FINALS Tutoring	Hire Temp Appointment	180.00	29-NOV-16
Alec Millner	MS9992 02	TLC Spring Tutor	Hire Temp Appointment	2250.00	04-JAN-17
Melissa Montoya Mairena	MS9965 00	HRLY/CEE/Haffner	Hire Temp Appointment	384.00	09-JAN-17
Daniel Moore	MG9967 00	Physics MS GTA Oszwaldowski	Hire Temp Appointment	958.00	22-DEC-16
Daniel Moore	MG9967 01	Physics MS GTA Oszwaldowski	Hire Temp Appointment	3830.00	22-JAN-17
Daniel Moore	MS9992 09	FINALS Tutoring	Hire Temp Appointment	216.00	29-NOV-16
Daniel Moore	MS9992 09	TLC Spring Tutor	Hire Temp Appointment	2700.00	22-DEC-16
John Moore	MG9991 00	GRA/CBE/Gilcrease	Hire Temp Appointment	957.00	22-DEC-16
John Moore	MG9991 00	GRA/CBE/Gilcrease	Hire Temp Appointment	7660.00	22-JAN-17
Anthony Morast	MS9936 00	GRA MathPilot Data / MCS Riley	Hire Temp Appointment	960.00	22-JAN-17
Eric Morrison	MG9956 00	Physics PhD GTA Schnee	Hire Temp Appointment	8888.00	22-JAN-17
Trevor Mount	MS9959 00	Student/GEOL/Anderson	Hire Temp Appointment	1733.20	22-JAN-17
Jonathon Murray	MS9926 02	Athletics Student	Hire Temp Appointment	196.65	10-DEC-16
Elxious Musick	MW9997 00	FWS-Music	Hire Temp Appointment	600.00	24-JAN-17
Daniel Nagel	MS9953 00	MET UG Hourly	Hire Temp Appointment	3300.00	02-JAN-17
Derek Neubert	MG9991 00	GRA/CBE/Groven	Hire Temp Appointment	1915.00	22-DEC-16
Derek Neubert	MG9991 00	GRA/CBE/Groven	Hire Temp Appointment	7660.00	22-JAN-17
Miles Neville	MS9913 00	CAPE / UG / CNAM	Hire Temp Appointment	2112.00	22-DEC-16
Miles Neville	MS9913 00	CAPE / UG / CNAM	Hire Temp Appointment	1104.00	22-JAN-17
Joseph Newkirk	MG9978 00	ME/GRA/Degen	Hire Temp Appointment	1916.00	22-DEC-16
Joseph Newkirk	MG9978 00	ME/GRA/Degen	Hire Temp Appointment	7660.00	22-JAN-17
Emily Newton	MS9927 00	WiSE Mentor	Hire Temp Appointment	500.00	22-DEC-16
Walelign Nikshi	MS9950 00	ME/Hourly/Muci	Hire Temp Appointment	4000.00	09-FEB-17
John Niles	MS9916 00	Arizona Field Camp/Nuri	Hire Temp Appointment	2500.00	22-DEC-16
Mariah Novak	MS9927 00	WiSE Mentor	Hire Temp Appointment	500.00	22-DEC-16
Abu Md Numan-Al-Mobin	MG9972 00	GRA/CABS-ECE/Smirnova-Anagnost	Hire Temp Appointment	2000.00	22-DEC-16
Abu Md Numan-Al-Mobin	MG9972 00	GRA/CABS-ECE/Smirnova-Anagnosto	Hire Temp Appointment	8000.00	22-JAN-17
Angel Nunez	MS9985 00	Student Programmer	Hire Temp Appointment	1712.70	22-OCT-16
Ni Putu Dewi Nurmalasari	MG9995 00	Nano GRA	Hire Temp Appointment	2380.00	22-DEC-16
Ni Putu Dewi Nurmalasari	MG9995 00	Nano GRA	Hire Temp Appointment	9520.00	22-JAN-17
Kristen O'Connor	MG9988 00	GRA/CEE/Benning	Hire Temp Appointment	3830.00	22-JAN-17
Omololu Ogunseye	MS9965 00	HRLY/CEE/Lingwall	Hire Temp Appointment	3680.00	22-JAN-17
Omololu Ogunseye	MS9965 01	HRLY/CEE/Lingwall	Hire Temp Appointment	920.00	09-JAN-17
Mojolaoluwa Ojoawo	MS9962 00	ECE Student Hourly	Hire Temp Appointment	956.80	22-DEC-16
Mojolaoluwa Ojoawo	MS9962 00	ECE Student Hourly	Hire Temp Appointment	3828.80	22-JAN-17
Ike Okparaeke	MS9929 01	Break RA	Hire Temp Appointment	171.00	22-NOV-16
Oladimeji Oladepo	MG9993 00	AMP GRA	Hire Temp Appointment	3830.00	22-JAN-17
Sanmi Omotilewa	MG9975 00	TA MEM Tukkaraja	Hire Temp Appointment	4175.00	22-JAN-17
Jacob Otteman	MS9944 01	Admissions Student Assistant	Hire Temp Appointment	692.00	09-JAN-17
Mark Owens	MS9953 01	MET UG Research Student	Hire Temp Appointment	2599.80	22-JAN-17
Wasiu Oyetunji	MG9990 00	GTA/CBE/Dixon & Hadley	Hire Temp Appointment	3830.00	22-JAN-17
Ozan Cagatay Ozdemir	MS9990 00	AMP Grad Hourly	Hire Temp Appointment	8784.00	22-JAN-17
Yong Pan	MG9976 00	GRA MEM Tukkaraja	Hire Temp Appointment	1915.00	22-JAN-17
Victoria Parks	MS9927 00	WiSE Mentor	Hire Temp Appointment	500.00	22-DEC-16
Charles Parsons	MS9992 07	FINALS Tutoring	Hire Temp Appointment	216.00	29-NOV-16
Xavier Pasala	MG9995 00	Nano GRA	Hire Temp Appointment	9520.00	22-JAN-17
Manasi Paste	MS9986 00	Museum Student Worker	Hire Temp Appointment	1440.00	09-JAN-17
Bo Paulsen	MS9959 00	Student Labor/GEOE/Sawyer	Hire Temp Appointment	2599.80	22-JAN-17
DeVaughn Pearson	MS9959 00	Student Worker/GEOL/Sawyer	Hire Temp Appointment	5546.88	22-JAN-17
Diana Peck	MS9927 00	WiSE Mentor	Hire Temp Appointment	500.00	22-DEC-16
Kurukulasuriya Perera	MS9927 00	WiSE Mentor	Hire Temp Appointment	500.00	22-DEC-16
Kahlie Peterson	MS9926 01	volleyball worker	Hire Temp Appointment	237.50	22-OCT-16
Matthew Phillips	MS9913 00	CAPE / UG / CNAM	Hire Temp Appointment	4416.00	22-JAN-17
Matthew Phillips	MS9913 02	CAPE / UG / CNAM	Hire Temp Appointment	2112.00	22-DEC-16
Drew Pitt	MS9965 00	CEE/HRLY/Kenner	Hire Temp Appointment	1500.00	22-DEC-16
Nikhil Pokharel	MG9995 00	Nano GRA	Hire Temp Appointment	2380.00	22-DEC-16
Nikhil Pokharel	MG9995 00	Nano GRA	Hire Temp Appointment	9520.00	22-JAN-17
Karishma Pokhrel	MG9986 00	GRA/ECE/Zhao	Hire Temp Appointment	3830.00	22-NOV-16
Navaneethaa Pollachi Veluswamy	MG9960 00	GRAD/CNAM/SALEM	Hire Temp Appointment	2380.00	22-DEC-16
Navaneethaa Pollachi Veluswamy	MG9960 00	GRAD/CNAM/SALEM	Hire Temp Appointment	9520.00	22-JAN-17

Shaun Preszler	MG9987 00	GTA/CEE/Kenner	Hire Temp Appointment	3830.00	22-JAN-17
Elliott Rarden	MS9936 01	UG CSC 170 LL / MCS - Riley	Hire Temp Appointment	920.00	06-JAN-17
Shailabh Rauniyar	MG9964 00	GRA/CBE/Sani	Hire Temp Appointment	2083.00	22-DEC-16
Shailabh Rauniyar	MG9964 00	GRA/CBE/Sani	Hire Temp Appointment	8333.00	22-JAN-17
Abhishek Ray	MS9901 00	International Peer Mentor	Hire Temp Appointment	500.00	22-JAN-17
Darien Raymond	MS9911 00	Chemistry & Math Tutor	Hire Temp Appointment	1500.00	23-JAN-17
Darien Raymond	MS9940 00	CABS Storeroom Employee - UG	Hire Temp Appointment	89.96	09-JAN-17
Darien Raymond	MS9940 01	CABS Storeroom Employee - UG	Hire Temp Appointment	688.00	22-JAN-17
Fleford Redoloza	MS9959 00	Student/GEOL/Roggenthen	Hire Temp Appointment	6500.25	01-JAN-17
Kristine Reed	MG9988 00	GRA/CEE/Kenner	Hire Temp Appointment	500.00	22-DEC-16
Kristine Reed	MG9988 00	GRA/CEE/Kenner	Hire Temp Appointment	7660.00	22-JAN-17
Stephanie Reed	ME9910 00	Drama Club Director	Hire Temp Appointment	2250.00	22-NOV-16
Kali Regenold	MS9927 00	WiSE Mentor	Hire Temp Appointment	500.00	22-DEC-16
Dallas Richter	ME9948 00	Assistant Women's BB Coach	Hire Temp Appointment	2777.80	07-DEC-16
Nicole Ridgwell	MG9984 00	GRA/GEOL/ANDERSON	Hire Temp Appointment	9778.00	22-JAN-17
Margaret Rizor	MS9927 00	WiSE Mentor	Hire Temp Appointment	500.00	22-DEC-16
Jorge Robles Arancibia	MS9947 00	GTA MEM McCormick	Hire Temp Appointment	1600.00	22-JAN-17
William Roggenthen	ME9498 00	Res Sci IV	Hire Temp Appointment	4227.00	22-NOV-16
Philip Romano	MS9992 00	TLC Spring Tutor	Hire Temp Appointment	2250.00	09-JAN-17
Sara Row	MS9970 00	CBE Student Hourly	Hire Temp Appointment	2249.60	22-DEC-16
Sara Row	MS9970 00	CBE Student Hourly	Hire Temp Appointment	8998.40	22-JAN-17
Tyler Ryther	MS9940 00	CABS/lectgrader/Christofferson	Hire Temp Appointment	720.00	09-JAN-17
Joree Sandin	MS9990 00	AMP UG Hourly	Hire Temp Appointment	400.00	01-NOV-16
Morgan Schaefer	MS9940 00	CABS UG Research - Kunza	Hire Temp Appointment	600.00	09-JAN-17
Judah Schkloven	MS9959 00	Student/GEOL/Anderson	Hire Temp Appointment	1733.20	22-JAN-17
Nathan Scholl	MG9977 00	ME/GTA/Ellingsen	Hire Temp Appointment	8681.00	22-JAN-17
Theodore Schoper	MS9962 00	ECE UG Grader	Hire Temp Appointment	1920.00	22-JAN-17
Roye Schwab	MS9927 00	WiSE Mentor	Hire Temp Appointment	500.00	22-DEC-16
Roye Schwab	MS9950 01	ME/Hourly/Abata	Hire Temp Appointment	500.40	09-JAN-17
John Seifert	MS9950 00	ME/Hourly/Degen	Hire Temp Appointment	1600.00	22-JAN-17
Randi Seiwald	MS9947 00	MEM Hourly McCormick	Hire Temp Appointment	1600.00	22-JAN-17
Randi Seiwald	MS9986 00	Museum Student Worker	Hire Temp Appointment	1440.00	09-JAN-17
Chamaka Senarath	MS9992 01	FINALS Tutoring	Hire Temp Appointment	180.00	29-NOV-16
Chamaka Senarath	MS9992 01	TLC Spring Tutor	Hire Temp Appointment	2250.00	22-DEC-16
Kenneth Shaffner	MS9965 00	HRLY/CEE/Shearer	Hire Temp Appointment	1120.00	22-DEC-16
Kenneth Shaffner	MS9965 00	HRLY/CEE/Shearer	Hire Temp Appointment	2240.00	22-JAN-17
Malik Shakur	MS9926 01	Equipment Room Supervisor	Hire Temp Appointment	2292.00	22-NOV-16
Malik Shakur	MS9926 02	Intramural Official	Hire Temp Appointment	1440.00	19-JAN-17
Jordan Shannon	MG9964 00	GRA/CBE/Shende	Hire Temp Appointment	1915.00	22-DEC-16
Jordan Shannon	MG9964 00	GRA/CBE/Shende	Hire Temp Appointment	8333.00	22-JAN-17
Patrick Shaw	MG9987 00	GTA/CEE/Kenner	Hire Temp Appointment	1915.00	22-JAN-17
Patrick Shaw	MS9926 02	Wellness Ctr Student Superviso	Hire Temp Appointment	1800.00	16-JAN-17
Patrick Shaw	MS9926 03	Intramural official	Hire Temp Appointment	1920.00	19-JAN-17
Timothy Shenk	ME9179 00	CBE Postdoctoral Res Sci	Hire Temp Appointment	50285.76	08-FEB-17
Ishaan Shetye	MS9928 01	Resident Assistant	Hire Temp Appointment	1950.00	22-JAN-17
Ishaan Shetye	MS9986 00	Museum Student Worker	Hire Temp Appointment	900.00	15-DEC-16
Michael Shimek	MS9940 00	CABS UG Research - Heglund	Hire Temp Appointment	799.80	22-NOV-16
Ali Shojaei Zadeh	MG9988 00	GRA/CEE/Geza	Hire Temp Appointment	5745.00	22-JAN-17
Shashwati Shradha	MS9936 00	UG CSC 170 LL / MCS - Riley	Hire Temp Appointment	920.00	06-JAN-17
Shashwati Shradha	MS9986 00	Museum Student Worker	Hire Temp Appointment	2160.00	17-DEC-16
Namita Shrestha	MG9987 00	GTA/CEE/Gadhamshetty	Hire Temp Appointment	1915.00	22-JAN-17
Namita Shrestha	MG9988 00	GRA/CEE/Gadhamshetty	Hire Temp Appointment	2084.00	22-DEC-16
Namita Shrestha	MG9988 00	GRA/CEE/Gadhamshetty	Hire Temp Appointment	7372.24	22-JAN-17
Ramila Shrestha	MG9986 00	ECE GRA Anagnostou	Hire Temp Appointment	5745.00	22-JAN-17
Gavin Silveira	MS9992 04	FINALS Tutoring	Hire Temp Appointment	198.00	29-NOV-16
Dakotah Simpson	MS9962 00	ECE UG Grader	Hire Temp Appointment	1920.00	22-JAN-17
Akshay Singh	MS9936 00	UG - CSC 150 LL / MCS - Riley	Hire Temp Appointment	1840.00	06-JAN-17
Akshay Singh	MS9980 02	Surbeck Center Event Manger	Hire Temp Appointment	2220.00	07-JAN-17
Donald Skillings	MS9970 00	CBE Student Hourly	Hire Temp Appointment	1200.00	22-DEC-16
Donald Skillings	MS9970 00	CBE Student Hourly	Hire Temp Appointment	3840.00	22-JAN-17
Westley Skogen	MS9921 00	AML UG Hourly	Hire Temp Appointment	2400.00	04-JAN-17
Nathan Smaglik	MG9995 00	Nano GRA	Hire Temp Appointment	2380.00	22-DEC-16
Nathan Smaglik	MG9995 00	Nano GRA	Hire Temp Appointment	9520.00	22-JAN-17
Courtney Smith	MS9965 00	HRLY/CEE/Gadhamshetty	Hire Temp Appointment	960.00	09-JAN-17
Samuel Sorger	MG9987 00	GTA/CEE/Lingwall	Hire Temp Appointment	3830.00	22-JAN-17
Leila Sorkhi	MG9998 00	GTA/MES/Crawford	Hire Temp Appointment	4520.00	22-JAN-17
Saiprasad Sreekumar Ajitha	MG9976 00	MEM GRA Tukkaraja	Hire Temp Appointment	958.00	22-DEC-16
Saiprasad Sreekumar Ajitha	MG9976 00	MEM GRA Tukkaraja	Hire Temp Appointment	3830.00	22-JAN-17

Shane Star	MS9965 00	HRLY/CEE/Gadhamshetty	Hire Temp Appointment	3600.00	22-DEC-16
Scott Stearns	MS9943 00	HRLY/IAS/Klicke	Hire Temp Appointment	2314.56	22-JAN-17
Emily Stickney	MG9972 01	CABS GRA - Kunza	Hire Temp Appointment	8000.00	22-JAN-17
Brylee Streeter	MG9987 00	CEE/GTA/Shearer	Hire Temp Appointment	3830.00	22-JAN-17
Nicholas Stullenburger	MS9980 00	SurbeckCtr Event Manager Stdnt	Hire Temp Appointment	1110.00	04-JAN-17
Nicholas Stullenburger	MS9986 01	Museum Student Worker	Hire Temp Appointment	3240.00	22-NOV-16
Nicholas Stullenburger	MS9986 02	Museum Student Worker	Hire Temp Appointment	180.00	04-NOV-16
Joel Swanson	MS9940 00	CABS UG Research - Smirnova	Hire Temp Appointment	3000.00	22-NOV-16
Suvarna Talluri	MG9964 00	GRA/CBE/Salem	Hire Temp Appointment	2653.00	22-DEC-16
Suvarna Talluri	MG9964 00	GRA/CBE/Salem	Hire Temp Appointment	10612.00	22-JAN-17
Christina Taylor	MS9950 00	ME/Abata/Undergraduate Researc	Hire Temp Appointment	1248.00	15-FEB-17
Danielle Taylor	MS9940 00	CABS UG Research - Heglund	Hire Temp Appointment	799.80	22-NOV-16
Jessica Teeslink	MS9927 00	WiSE Mentor	Hire Temp Appointment	500.00	22-DEC-16
Jessica Teeslink	MS9962 00	ECE UG Grader	Hire Temp Appointment	1920.00	22-JAN-17
Jessica Thompson	MS9927 00	WiSE Mentor	Hire Temp Appointment	500.00	22-DEC-16
Nicole Thompson	MS9927 00	WiSE Mentor	Hire Temp Appointment	500.00	22-DEC-16
Nicole Thompson	MS9965 00	HRLY/CEE/Shearer	Hire Temp Appointment	2240.00	22-JAN-17
Andrew Tillman	MW9972 00	FWS-APEX Art Gallery	Hire Temp Appointment	1250.00	09-JAN-17
Ambrose Tingan	MG9964 00	GRA/CBE/Shende	Hire Temp Appointment	8333.00	22-JAN-17
Michael Tomac	MG9991 00	GRA/CBE/Dixon	Hire Temp Appointment	2700.00	22-DEC-16
Michael Tomac	MG9991 00	GRA/CBE/Dixon	Hire Temp Appointment	12000.00	22-JAN-17
Frank Torvik	MS9959 00	Student/GEOL/Roggenthen	Hire Temp Appointment	6500.25	19-JAN-17
Cassidy Trapp	MS9965 00	HRLY/CEE/Haffner	Hire Temp Appointment	384.00	09-JAN-17
Ryan Treptow	ME9891 00	Head Women's Golf Coach	Hire Temp Appointment	2495.88	01-FEB-17
William Trevillyan	MS9913 00	CAPE / UG / CNAM	Hire Temp Appointment	2112.00	22-DEC-16
William Trevillyan	MS9913 00	CAPE / UG / CNAM	Hire Temp Appointment	4416.00	22-JAN-17
Abhilash Kumar Tripathi	MG9964 00	GRA/CBE/Sani	Hire Temp Appointment	8333.00	22-JAN-17
Lynzie Trively	MS9940 00	CABS UG Research - Kunza	Hire Temp Appointment	2400.00	09-JAN-17
Gemechu Turi	MG9976 02	MEM GRA Tukkaraja	Hire Temp Appointment	958.00	22-DEC-16
Gemechu Turi	MS9947 00	Hourly MEM Tukkaraja	Hire Temp Appointment	5743.20	22-JAN-17
John Tyler	MS9926 01	Intramural Ref	Hire Temp Appointment	630.00	17-NOV-16
John Tyler	MS9926 02	STudent worker	Hire Temp Appointment	1440.00	27-JAN-17
Eirik Valseth	MG9977 00	ME/GTA/Romkes	Hire Temp Appointment	8681.00	22-JAN-17
Drew Vance	MS9965 00	HRLY/CEE/Geza	Hire Temp Appointment	1920.00	22-JAN-17
Vaughn Vargas	MS9965 00	HRLY/CEE/Benning	Hire Temp Appointment	9200.00	22-DEC-16
Lyle Vaz	MS9992 02	FINALS Tutoring	Hire Temp Appointment	180.00	29-NOV-16
Lyle Vaz	MS9992 03	TLC Spring Tutor	Hire Temp Appointment	2250.00	22-DEC-16
Anthony Videckis	MS9953 00	UG Stdnt Lab Asst/MET/Crawford	Hire Temp Appointment	1920.00	22-JAN-17
Hunter Vincent	MS9965 00	HRLY/CEE/Haffner	Hire Temp Appointment	384.00	09-JAN-17
Adrian Vopnford	MS9927 00	WiSE Mentor	Hire Temp Appointment	500.00	22-DEC-16
Ryan Waggener	MS9923 00	ADA Tutor	Hire Temp Appointment	1400.00	07-NOV-16
Ryan Waggener	MS9936 00	UG SI Math 123 / MCS - Riley	Hire Temp Appointment	1500.00	22-DEC-16
Jia Wang	MG9960 00	GRA/CBE/Salem	Hire Temp Appointment	2083.00	22-DEC-16
Jia Wang	MG9960 00	GRA/CBE/Salem	Hire Temp Appointment	8333.00	22-JAN-17
Kaelin Washington-Blair	MS9926 00	Wellness Center	Hire Temp Appointment	76.50	09-DEC-16
Sarah Watson	MS9927 00	WiSE Mentor	Hire Temp Appointment	500.00	22-DEC-16
Johnathon Weber	MS9950 00	MECH/UG Stdnt Researcher	Hire Temp Appointment	2000.00	31-OCT-16
Henry Wegehaupt	MS9962 00	ECE UG Grader	Hire Temp Appointment	1920.00	22-JAN-17
Matthew Wilcox	MG9991 00	GRA/CBE/Groven	Hire Temp Appointment	8000.00	22-JAN-17
Matthew Wilcox	MS9970 02	CBE Student Hourly	Hire Temp Appointment	2793.60	22-DEC-16
Joseph Wilder	MG9988 00	GRA/CEE/Gadhamshetty	Hire Temp Appointment	1916.00	22-DEC-16
Joseph Wilder	MG9988 00	GRA/CEE/Gadhamshetty	Hire Temp Appointment	7660.00	22-JAN-17
Cassandra Williams	MS9927 00	WiSE Mentor	Hire Temp Appointment	500.00	22-JAN-17
Vincent Wysocki	BS9585 00	Tutor	Hire Temp Appointment	1800.00	22-DEC-16
Mark Yeske	MS9965 00	HRLY/CEE/Kenner	Hire Temp Appointment	9200.00	22-DEC-16
Umit Yildiz	MG9965 01	GTA/GGE/Uzunlar	Hire Temp Appointment	4500.00	22-DEC-16
Umit Yildiz	MG9983 00	GTA/GGE/Anderson	Hire Temp Appointment	7660.00	22-JAN-17
Fan Zheng	MG9995 00	Nano GRA	Hire Temp Appointment	2380.00	22-DEC-16
Fan Zheng	MG9995 00	Nano GRA	Hire Temp Appointment	9520.00	22-JAN-17
Nan Zheng	MG9995 00	Nano GRA	Hire Temp Appointment	2380.00	22-DEC-16
Nan Zheng	MG9995 00	Nano GRA	Hire Temp Appointment	9520.00	22-JAN-17
John Ziadat	MS9950 00	ME/Hourly/Muci	Hire Temp Appointment	1984.80	22-DEC-16
John Ziadat	MS9950 00	ME/Hourly/Muci	Hire Temp Appointment	7472.00	22-JAN-17

Student Employment and NFE Non-Benefit Eligible (NFE2) Permanent Salary Adjustment (SP)									
Name Adj.	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New	
Abdulrahman Alharbi	MS9902	00	Facilities Student Worker	Minimum Wage Increase	4924.80	4982.40	57.60		
Zane Cooper	MS9981	00	BOOKSTORE STUDENT EMPLOYEE	Minimum Wage Increase	3308.85	3347.55	38.70		
Gina Elmore	MS9917	00	Student Senate President	Minimum Wage Increase	3000.06	3000.06	0.00		
Brandon Gorsuch	ME9664	00	Asst FB Cch/Athltn Equip Mngr	Minimum Wage Increase	14819.72	14993.05	173.33		
Aaron Grimm	MS9917	00	Student Senate Secretary	Minimum Wage Increase	1500.00	1500.00	0.00		
Joshua Jacini	MS9926	00	Football Student Worker	Minimum Wage Increase	2736.00	2768.00	32.00		
Sunghee Lee	MS9928	01	Residential Peer Mentor	Minimum Wage Increase	2000.07	2000.07	0.00		
Abu Md Numan-Al-Mobin	MS9900	00	Campus Safety student	Minimum Wage Increase	2736.00	2768.00	32.00		
Spencer Oeltjenbruns	MS9981	00	BOOKSTORE STUDENT EMPLOYEE	Minimum Wage Increase	3308.85	3347.55	38.70		
Abhishek Ray	MS9900	00	Student Campus Safety	Minimum Wage Increase	1539.00	1557.00	18.00		
Jorge Robles Arancibia	MS9902	00	Custodian	Minimum Wage Increase	3078.00	3114.00	36.00		
Morgan Schaefer	MS9940	01	CABS/Lectgrader-Lab asst/Coble	Minimum Wage Increase	3078.00	3114.00	36.00		
Jungmin Shin	MS9900	00	Campus Safety student	Minimum Wage Increase	2736.00	2768.00	32.00		
Amandeep Singh	MS9900	00	Student Campus Safety	Minimum Wage Increase	1915.20	1937.60	22.40		
Gemechu Turi	MS9900	00	Campus Safety - Student	Minimum Wage Increase	3078.00	3114.00	36.00		
Camden Veurink	MS9900	00	Student Campus Safety Officer	Minimum Wage Increase	1539.00	1557.00	18.00		
Anthony Videckis	MS9917	00	Student Senate Vice President	Minimum Wage Increase	2000.07	2000.07	0.00		

Student Employment and NFE Non-Benefit Eligible (NFE2) Leave of Absence (LA)									
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date			
William Roggenthen	ME9498	00	Res Sci IV	LWOP Personal Reason	81904.16	22-DEC-16			

Student Employment and NFE Non-Benefit Eligible (NFE2) Terminated									
Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date				
Vivek Agarwal	MG9999	00	GRA/MES/Safarzadeh	TV012	21-DEC-16				
Adams Ahmadu	MW9985	00	FWS - Library	TV012	21-DEC-16				
Kayode Ajayi	MG9976	01	GRA MEM Tukkaraja	TV012	21-DEC-16				
Kayode Ajayi	MG9976	01	GRA MEM Tukkaraja	TV012	21-JAN-17				
Rotimi Akinnuoye	MG9975	02	GTA MEM Kelli	TV012	21-DEC-16				
Rotimi Akinnuoye	MG9976	00	MEM GRA Brickley	TV012	21-JAN-17				
Rotimi Akinnuoye	MS9986	00	Museum Asst-Student Emp	TV012	08-NOV-16				
Othman Ali	MG9986	00	GRA/ECE/Zhao	TV012	21-DEC-16				
Othman Ali	MS9962	00	ECE Grader/Rausch	TV012	21-DEC-16				
Aimee Allcock	MS9927	00	WiSE Mentor	TV012	21-DEC-16				
Aaron Alphonsus	MS9901	00	International Peer Mentor	TV012	21-DEC-16				
Vinod Amar	MS9970	00	CBE Student Hourly	TV012	21-DEC-16				
Lukmon Aminu	MS9990	00	AMP Grad Hourly-Jasthi	TV012	21-NOV-16				
Lukmon Aminu	MS9990	00	AMP Grad Hourly-Jasthi	TV012	09-DEC-16				
Grace Andersen	MS9928	01	Residential Peer Mentor	TV012	21-DEC-16				
Michael Angelo	MS9900	00	Campus Safety - Student	TV012	21-DEC-16				
Michael Angelo	MS9901	00	International Peer Mentor	TV012	21-DEC-16				
Alireza Asiaee	MS9970	00	CBE Student Hourly	TV012	21-NOV-16				
Alireza Asiaee	MS9970	00	CBE Student Hourly	TV012	21-DEC-16				
Amir Bajramovic	MG9987	00	CEE/GTA/Lingwall	TV012	21-DEC-16				
Elijah Balavitch	MW9985	00	FWS - Library	TV012	05-DEC-16				
Santosh Rathana Paul Bandlamudi	MG9964	00	GRA/CBE/Benjamin	TV012	21-DEC-16				
Santosh Rathana Paul Bandlamudi	MG9964	00	GRA/CBE/Benjamin	TV012	21-JAN-17				
William Bane	MS9953	00	MET UG Hourly	TV012	21-DEC-16				
William Bane	MS9953	00	MET UG Hourly	TV012	21-JAN-17				
William Bane	MS9977	01	MET Peer Mentor	TV012	21-DEC-16				
Dawn Barbeau	MS9924	00	Graduate Intern	TV012	21-DEC-16				
Dawn Barbeau	MS9924	00	Graduate DOS Intern	TV012	21-JAN-17				
Dawn Barbeau	MS9924	00	Graduate DOS Intern	TV012	21-FEB-17				
Ross Barney	MS9926	00	Sports Information Stdnt Worker	TV012	01-NOV-16				
Kelsey Barnhill	MG9984	00	GRA/PALE/Anderson	TV012	21-DEC-16				



Avijit Basu	ME9540 00	Instructor	TV013	21-DEC-16
Anil Baysal	MS9947 02	Hourly MEM Tukkaraja	TV012	21-DEC-16
Zachary Berghorst	MS9959 00	Student Labor/GGE/Lisenbee	TV012	21-DEC-16
Zachary Berghorst	MS9959 01	Student Labor/GGE/Lisenbee	TV012	21-FEB-17
Rahul Bhargava	MG9976 00	GRA MEM Tukkaraja	TV012	21-DEC-16
Rahul Bhargava	MG9976 00	GRA MEM Tukkaraja	TV012	21-JAN-17
Mohit Bibra	MG9964 00	GRA/CBE/Sani	TV012	21-DEC-16
Mohit Bibra	MG9964 00	GRA/CBE/Sani	TV012	21-JAN-17
Daniel Biorn	MW9942 00	FWS-Wellness Center	TV012	21-DEC-16
Jordan Boesch	MS9929 02	Rocker Maintenance	TV012	21-DEC-16
Rudresh Bommadihalli Rajappagom	MG9971 00	Chemistry GTA - Smirnova	TV012	21-DEC-16
Wei Boo	MS9932 01	Hourly Undergrad _ Schnee	TV012	21-DEC-16
Aaron Bost	MS9950 01	ME-Research Student	TV012	21-JAN-17
Cooper Bowen	MS9965 00	HRLY/CEE/Capehart	TV012	21-DEC-16
Cooper Bowen	MS9965 01	HRLY/CEE/Capehart	TV012	21-JAN-17
Hallie Bower	MS9977 00	GEOL Peer Mentor	TV012	21-DEC-16
Ryan Bozer	MS9959 00	Student Labor/GEOL/Anderson	TV012	21-DEC-16
Vanessa Braband	ME9578 00	Postdoctoral Research Sci	TV012	21-JAN-17
Julian Brackins	MG9969 00	GTA-CSC170-TestPrctr/MCS Riley	TV012	21-DEC-16
Julian Brackins	MG9969 01	GTA CSC 170 / MCS-Riley	TV012	21-JAN-17
Sophie Brogdon	MS9926 00	Yoga Instructor	TV013	19-DEC-16
Witerson Brutus	MS9926 00	equipment room	TV012	15-DEC-16
Reeha Jasmine Budatala	MG9993 00	GRA AMP Widener	TV012	21-DEC-16
Genevieve Bullhead	MS9959 00	Student Labor/GEOE/Sawyer	TV012	21-DEC-16
Remington Bullis	MS9962 00	ECE Grader/Rausch	TV012	21-DEC-16
Rachel Caesar	MS9965 00	HRLY/CEE	TV012	21-DEC-16
John Cahill	MS9928 02	Resident Assistant	TV012	21-DEC-16
Kimberlynn Cameron	MG9988 00	GRA/CEE/Benning	TV012	21-DEC-16
Marcus Cannon	MS9965 00	HRLY/CEE	TV012	21-DEC-16
Zhendao Cao	MS9959 00	STUDENT LABOR/GGE/LI	TV012	21-DEC-16
Courtney Carlson	MS9970 00	CBE Student Hourly	TV012	21-DEC-16
Samuel Carroll	MG9969 00	GTA CSC 150L / MCS - Riley	TV012	21-DEC-16
Rebecca Ceremuga	MS9950 00	ME/Workstudy/Moore	TV012	21-DEC-16
Rebecca Ceremuga	MS9977 00	ME Peer mentor	TV012	21-DEC-16
Rebecca Ceremuga	MW9962 00	FWS - Mechanical Engr	TV012	21-NOV-16
Josef Ceritelli	MS9936 00	UG Math 102 LL / MCS / Riley	TV012	21-DEC-16
Anurag Chakraborty	MG9977 00	ME/GTA/Ash	TV012	21-DEC-16
Clinton Chapman	MG9964 00	GRA/CBE/Hadley	TV012	21-DEC-16
Clinton Chapman	MG9964 00	GRA/CBE/Hadley	TV012	21-JAN-17
Clinton Chapman	MS9970 00	CBE Student Hourly	TV012	21-DEC-16
Nathaniel Chapman	MS9940 00	CABS/lecture grader/Novak	TV012	21-DEC-16
Nathaniel Chapman	MS9970 00	CBE Student Hourly	TV012	21-DEC-16
Nathaniel Chapman	MS9977 00	CBE Peer Mentor	TV012	21-DEC-16
Perry Chesebro	MS9959 00	Student Labor/GGE/Belanger	TV012	21-DEC-16
Krishna Govinda Rajan Chilkoor	MG9988 00	GRA/CEE/Gadhamshetty	TV012	21-DEC-16
Krishna Govinda Rajan Chilkoor	MG9988 00	GRA/CEE/Gadhamshetty	TV012	21-JAN-17
Akshay Chowdu	MS9947 02	GTA Kelli MEM	TV012	21-DEC-16
Gregory Christensen	MS9990 00	AMP Grad Hourly	TV012	21-DEC-16
Nicholas Claggett	MG9988 00	GRA/CEE/Shearer	TV012	21-DEC-16
Nicholas Claggett	MG9988 00	GRA/CEE/Shearer	TV012	21-JAN-17
Rebecca Clark	MS9977 01	ABS Peer Mentor	TV012	21-DEC-16
Blake Claus	MS9992 03	TLC Tutor	TV012	21-DEC-16
Blake Claus	MS9992 04	FINALs Tutoring	TV012	21-DEC-16
Kodee Click	MS9927 00	WISE Mentor	TV012	21-DEC-16
Kodee Click	MS9977 01	CBE Peer Mentor	TV012	21-DEC-16
Kyla Coan	MS9944 00	Student Social Media Worker	TV012	21-DEC-16
Samuel Coffin	MS9962 00	ECE Grader/Linde	TV012	21-DEC-16
Breanna Conrardy	MS9928 02	Resident Assistant	TV012	21-DEC-16
Juan Correal	MS9959 00	Student Labor/GGE/Lisenbee	TV012	21-DEC-16
Caitlin Crandall	MG9991 00	GRA/CBE/Menkhaus	TV012	21-DEC-16
Zachery Crandall	MS9936 00	Math Class Proctor	TV012	21-DEC-16
Zachery Crandall	MS9953 00	MES-Research Student Kellar	TV012	21-DEC-16
Zachery Crandall	MS9992 00	TLC Tutor	TV012	21-DEC-16
Zachery Crandall	MS9992 01	FINALs Tutoring	TV012	21-DEC-16
Kathryn Croell	MS9965 00	HRLY/CEE	TV012	21-DEC-16
Kathryn Croell	MS9965 01	HRLY/CEE/Arneson-Meyer	TV012	21-JAN-17
Reid Cummins	MS9986 00	Museum Asst Student Employee	TV012	17-DEC-16
Kerrick Dando	MG9960 00	Nano GRA	TV012	21-DEC-16

Kerrick Dando	MG9960 00	Nano GRA / CAPE	TV012	21-JAN-17
Mathew Daniel	MS9962 00	ECE Grader/Linde	TV012	21-DEC-16
Kristin Darnell	MS9904 36	WiSE Student Employee	TV012	21-DEC-16
Battsengel Dashdorj	MG9988 00	GRA/CEE/Kenner	TV012	21-DEC-16
Battsengel Dashdorj	MG9988 00	GRA/CEE/Kenner	TV012	21-JAN-17
Aditi David	MG9964 01	GRA/CBE/Sani	TV012	21-DEC-16
Aditi David	MG9964 01	GRA/CBE/Sani	TV012	21-JAN-17
Aditi David	MS9970 00	CBE Student Hourly	TV012	21-DEC-16
Christopher Davidson	MS9916 00	Arizona Field Camp/Nuri Superv	TV012	21-JAN-17
Justin Davis	MS9913 01	CAPE / UG / CNAM	TV012	21-DEC-16
Justin Davis	MS9913 01	CAPE / UG / CNAM	TV012	21-JAN-17
Michael Day	MS9986 01	Museum Student Worker	TV012	13-DEC-16
Michael Day	MS9986 02	Museum Student Worker	TV012	21-NOV-16
Michael Day	MW9989 00	FWS - Museum of Geology	TV012	14-DEC-16
Rahel Dean-Pelikan	MS9927 00	WiSE Mentor	TV012	21-DEC-16
Adrian Del Grosso	MS9962 00	ECE Grader/Rausch	TV012	21-DEC-16
Ashley Ditlev	MG9994 00	BME GRA - DeVeaux	TV012	21-JAN-17
Ashley Ditlev	MS9940 00	CABS Lab Asst - DeVeaux	TV012	02-DEC-16
Steven Dixler	MS9950 00	ME/Langerman/Grader	TV012	21-DEC-16
Steven Dixler	MS9950 01	Researcher/Hourly/Muci	TV012	21-JAN-17
William Doering	MW9986 00	FWS-ITS	TV012	21-JAN-17
Matthew Dondelinger	MG9972 00	CABS GRA - Smirnova	TV012	21-JAN-17
Theodore Donovan	MG9984 00	GRA/GEOL/ROGGENTHEN	TV012	21-DEC-16
Jessica Dornbusch	MS9965 01	HRLY/CEE/Silva	TV012	21-JAN-17
Kimberly Drennon	MG9988 00	GRA/CEE/Benning	TV012	21-DEC-16
Emmy Dressen	MS9927 00	WiSE Mentor	TV012	21-DEC-16
Hilary Eaton	MS9980 00	Scheduling Intern	TV012	31-DEC-16
Rishikesh Ederada	MS9970 00	CBE Student Hourly	TV012	21-DEC-16
Molly Erickson	MS9940 00	CABS UG Research - Kunza	TV012	21-DEC-16
Doruk Erogul	MS9947 02	Hourly MEM Tukkaraja	TV012	21-DEC-16
Taylor Evans	MS9956 00	IE UG Stdt hr, P Jensen	TV012	21-DEC-16
Jeremy Feist	MS9965 00	HRLY/CEE/Shearer	TV012	21-DEC-16
Tacio Vinicius Ferreira Lopes	MG9976 01	MEM GRA Brickey	TV012	21-DEC-16
Tacio Vinicius Ferreira Lopes	MG9976 01	MEM GRA Brickey	TV012	21-JAN-17
Tacio Vinicius Ferreira Lopes	MS9900 00	Campus Safety Student	TV012	21-FEB-17
Cameron Frey	MS9932 00	Physics Hourly Krosschell	TV012	21-DEC-16
Elizabeth Friesen	MS9965 00	HRLY/CEE	TV012	21-DEC-16
Elizabeth Friesen	MS9965 01	HRLY/CEE/Arneson-Meyer	TV012	21-JAN-17
Abigail Fuller	MS9956 00	IE UG Stdt hrly/Dr. Dean Jense	TV012	21-DEC-16
Jennifer Galvin	MG9980 00	GRA/MES/Safarzadeh	TV012	21-DEC-16
Jeremy Gamet	MS9926 01	Wellness Ctr Stdt Supervisor	TV012	21-DEC-16
Amin Ghorbanpour	MG9977 00	ME/GTA/Langerman	TV012	21-DEC-16
Austin Gill	MW9986 00	FWS ITS	TV012	21-FEB-17
Byron Glass	MS9965 00	Student Hourly - CEE	TV012	21-DEC-16
Brandon Golenda	MS9940 00	CABS UG Research - Smirnova	TV012	21-DEC-16
Brandon Gorsuch	ME9664 00	Asst FB Cch/Athlto Equip Mngr	TV013	07-FEB-17
Taylor Green	MS9965 00	HRLY/CEE	TV012	21-DEC-16
Taylor Green	MW9945 00	FWS - Off Campus America Reads	TV012	21-NOV-16
Karjana Hagen	MG9981 00	GTA/IE/A Piper	TV012	21-DEC-16
Karjana Hagen	MS9927 00	WiSE Mentor	TV012	21-DEC-16
Anahita Haghighizadeh	MG9995 00	Nano GRA	TV012	21-DEC-16
Anahita Haghighizadeh	MG9995 00	Nano GRA	TV012	21-JAN-17
Michaela Halvorson	MG9972 00	CABS GRA - Kunza	TV012	21-DEC-16
Mark Hanhardt	MG9957 01	Physics GRA Strieder	TV012	21-DEC-16
Kody Hanson	MS9950 00	ME-Research Student	TV012	21-JAN-17
Colby Harris	MS9928 02	Resident Assistant	TV012	21-DEC-16
Colby Harris	MW9972 00	FWS-APEX Gallery	TV012	21-DEC-16
Md Raqibull Hasan	MG9986 00	GRA/ECE/Zhao	TV012	21-DEC-16
Md Raqibull Hasan	MG9986 00	GRA/ECE/Zhao	TV012	21-JAN-17
Asif Hassan	MG9986 00	GRA/ECE/Tian	TV012	21-DEC-16
Asif Hassan	MG9986 00	GRA/ECE/Zhao	TV012	21-JAN-17
Anna Haydock	MS9911 00	Math Tutor	TV012	16-DEC-16
Spencer Heidbrink	MS9965 00	HRLY/CEE	TV012	21-DEC-16
Spencer Heidbrink	MS9965 01	HRLY/CEE/Kenner	TV012	21-JAN-17
Cheyenne Herbert	MS9992 04	TLC Tutor	TV012	21-DEC-16
Cheyenne Herbert	MS9992 05	FINALS Tutoring	TV012	21-DEC-16
Kathryn Hines	MS9927 00	WiSE Mentor	TV012	21-DEC-16
Benjamin Hinricher	MS9940 01	CABS Storeroom Employee - UG	TV012	21-JAN-17

Kyle Hohn	MS9962 00	ECE Grader/Montoya	TV012	21-DEC-16
Zhiming Hong	MS9962 01	Zhao Hourly Grad	TV012	21-DEC-16
Jordan Hoops	MS9927 00	WiSe Mentor	TV012	21-DEC-16
Josiah Horner	MS9929 01	Break RA	TV012	28-NOV-16
Matthew Howard	MS9977 00	ME Peer Mentor	TV012	21-DEC-16
Claudia Isola	MS9965 00	HRLY/CEE/Stone	TV012	21-DEC-16
Jayvon Jackson	MS9926 00	Football Student Worker	TV012	15-DEC-16
Jayla Jarnagin	MS9927 00	WiSe Mentor	TV012	21-DEC-16
Rajneesh Jaswal	MS9900 00	Campus Safety - Student	TV012	21-NOV-16
Rajneesh Jaswal	MS9970 00	CBE Student Hourly	TV012	21-DEC-16
Brianna Jaward	MW9960 00	FWS-Athletics	TV012	21-DEC-16
Christopher Jensen	MG9981 00	GTA/IE/A Piper	TV012	21-DEC-16
Elizabeth Jensen	MS9940 00	Graduate research - DeVeaux	TV012	21-DEC-16
Amber Jerke	MS9970 00	CBE Student Hourly	TV012	21-DEC-16
Dillon John	MS9928 02	Resident Assistant	TV012	21-DEC-16
Kirsten Johnson	MS9940 00	CABS UG Research - Kunza	TV012	21-DEC-16
Samantha Johnson	MS9977 00	CHEM Peer Mentor	TV012	21-DEC-16
Tiffany Johnson	MS9927 00	WiSe Mentor	TV012	21-DEC-16
Nayda Jones	MS9911 00	Chemistry Tutor	TV012	16-DEC-16
Tannyr Jones	MW9963 00	FWS-MME	TV012	21-DEC-16
Sushma Priyanka Karanam	MG9979 00	GTA/MES/WEST	TV012	21-DEC-16
Sushma Priyanka Karanam	MS9965 00	HRLY/CEE/Gadhamshetty	TV012	21-DEC-16
Nihal Karanth	MS9992 02	TLC Tutor	TV012	21-DEC-16
Nihal Karanth	MS9992 03	FINALS Tutoring	TV012	21-DEC-16
Nicholas Kasanke	MS9965 00	HRLY/CEE/Lingwall	TV012	21-DEC-16
Austin Kaul	MS9950 00	ME/Grader/Romkes	TV012	21-DEC-16
Balarama Krishna Reddy Keesari	MG9991 00	GRA/CBE/Dixon	TV012	21-DEC-16
Balarama Krishna Reddy Keesari	MG9991 00	GRA/CBE/Dixon	TV012	21-JAN-17
Mackenzie Kenney	MS9926 01	Intramurals	TV012	21-DEC-16
Mitchell Kern	MG9974 00	GRA/AES/Capehart	TV012	21-DEC-16
Mitchell Kern	MG9974 00	GRA/AES/Capehart	TV012	21-JAN-17
Dowain Kerner	MS9911 01	Jump Start Peer Mentor	TV012	16-DEC-16
Justin King	MS9950 00	ME/Lessani/Grader	TV012	21-DEC-16
Erdi Kiris	MG9975 01	GTA MEM	TV012	21-DEC-16
Erdi Kiris	MG9976 00	MEM GRA Brickey	TV012	21-JAN-17
Kai Knipper	MS9970 00	CBE Student Hourly	TV012	21-DEC-16
Joshua Knock	MS9965 00	HRLY/CEE/Kenner	TV012	21-DEC-16
Joshua Koenig	MG9991 01	GRA/CBE/Groven	TV012	21-JAN-17
Evan Kolbet	MS9977 00	Mining Peer Mentor	TV012	21-DEC-16
Rachel Krohn	MG9969 00	GTA CSC 150L / MCS / Riley	TV012	21-DEC-16
Kuanysh Kuramyssova	MS9970 00	CBE Student Hourly	TV012	21-DEC-16
Beverly Lalama Del Salto	MS9944 01	Admissions Student Assistant	TV012	22-DEC-16
Max Lampert	MS9970 00	CBE Student	TV012	21-DEC-16
Max Lampert	MS9970 00	CBE Student Hourly	TV012	21-JAN-17
David Langerman	MS9953 00	MET/Kellar/Hourly Student	TV012	21-DEC-16
Anna Larson	MS9965 00	HRLY/CEE	TV012	21-DEC-16
Anna Larson	MS9965 01	HRLY/CEE/Arneson-Meyer	TV012	21-JAN-17
Skylar Larson	MS9926 00	Volleyball Student Worker	TV012	15-NOV-16
Skylar Larson	MS9926 01	volleyball worker	TV012	22-DEC-16
Hyoin Lee	MG9988 00	GRA/CEE/Nam	TV012	21-DEC-16
Hyoin Lee	MG9988 00	GRA/CEE/Nam	TV012	21-JAN-17
Clint Leeper	MG9974 00	GRA/AES/Capehart	TV012	21-DEC-16
Clint Leeper	MG9974 00	GRA/AES/Capehart	TV012	21-JAN-17
Derek Lehmann	MS9962 00	ECE Grader/Linde	TV012	21-DEC-16
Hannah Leppert	MS9940 00	CABS Storeroom Employee - UG	TV012	21-DEC-16
Hannah Leppert	MS9940 00	CABS Storeroom Employee - UG	TV012	21-JAN-17
Steffen Link	MS9962 00	ECE Grader/Rausch	TV012	21-DEC-16
Christopher Lomatayo	MG9990 00	GTA/CBE/Groven	TV012	21-DEC-16
Christopher Lomatayo	MG9991 00	GRA/CBE/Groven	TV012	21-DEC-16
Christopher Lomatayo	MG9991 00	GRA/CBE/Groven	TV012	21-JAN-17
Alexis Long	MS9965 00	HRLY/CEE/Benning	TV012	21-JAN-17
Brooke Long	MG9984 00	GRA/PALE/Anderson	TV012	21-JAN-17
Kelly Lubbers	MS9986 01	Museum Student Worker	TV012	21-NOV-16
Chris Lynde	MS9940 00	CABS - Lab GTA - Filipova	TV012	07-DEC-16
Nathan Lynum	MG9974 00	GRA/AES/Capehart/French	TV012	21-DEC-16
Nathan Lynum	MG9974 00	GRA/AES/Capehart/French	TV012	21-JAN-17
Xiaojing Ma	MG9960 00	Nano GRA	TV012	21-DEC-16
Xiaojing Ma	MG9995 99	Nano GRA	TV012	21-JAN-17

Bharathkiran Maddipudi	MG9991 00	GRA/CBE/Hadley	TV012	21-JAN-17
Bharathkiran Maddipudi	MS9970 00	CBE Student Hourly	TV012	21-DEC-16
Antoine Maines	MS9950 01	ME/Hourly/Muci	TV012	20-DEC-16
Antoine Maines	MS9950 02	ME/Hourly/Lalley	TV012	06-JAN-17
Dale Malinzak	MG9984 00	GRA/GEOL/SAWYER	TV012	21-DEC-16
Michael Mansfield	MS9928 02	Resident Assistant	TV012	21-DEC-16
Marc Mascarenhas	MS9992 00	TLC Tutor	TV012	21-DEC-16
Marc Mascarenhas	MS9992 01	FINALS Tutoring	TV012	21-DEC-16
Jamie Mathison	MG9976 00	MEM GRA Brickey	TV012	21-JAN-17
Karli Mattson	MS9927 00	WiSE Mentor	TV012	21-DEC-16
Isiah McGuire	MS9926 00	Equipment Room	TV012	03-DEC-16
Colton Medler	MS9977 00	GEOL Peer Mentor	TV012	21-DEC-16
Strider Miller	MS9947 00	MEM Hourly McCormick	TV012	21-DEC-16
Alec Millner	MS9940 00	CABS/Chem Lab Grader-UG/Meyer	TV012	07-DEC-16
Alec Millner	MS9940 01	CABS/Chem Lab Asst-UG/Marshall	TV012	05-DEC-16
Alec Millner	MS9992 00	TLC Tutor	TV012	21-DEC-16
Alec Millner	MS9992 01	FINALS Tutoring	TV012	21-DEC-16
Cory Mohill-Smith	MS9977 00	ME Peer Mentor	TV012	21-DEC-16
Brenna Mollet	MS9977 00	Math Peer Mentor	TV012	21-DEC-16
Taylor Molstad	MS9926 01	Volleyball Student Worker	TV012	01-DEC-16
Shane Mommerency	MS9974 00	ITS Tech Fellow	TV012	21-DEC-16
John Monroe	MS9936 00	UG SI Math 123 / MCS / Riley	TV012	21-DEC-16
Melissa Montoya Mairena	MS9965 00	HRLY/CEE	TV012	21-DEC-16
Melissa Montoya Mairena	MS9965 01	CEE/HRLY/Geza	TV012	21-DEC-16
Melissa Montoya Mairena	MS9977 00	CEE Peer Mentor	TV012	21-DEC-16
Daniel Moore	MG9967 00	Physics MS GTA Oszwaldowski	TV012	21-DEC-16
Daniel Moore	MG9967 00	Physics MS GTA Oszwaldowski	TV012	21-JAN-17
Daniel Moore	MS9992 08	TLC Tutor	TV012	21-DEC-16
Daniel Moore	MS9992 09	FINALS Tutoring	TV012	21-DEC-16
John Moore	MG9991 00	GRA/CBE/Gilcrease	TV012	21-DEC-16
John Moore	MG9991 00	GRA/CBE/Gilcrease	TV012	21-JAN-17
Anthony Morast	MS9936 00	GRA MathPilot Data / MCS Riley	TV012	21-JAN-17
Jonathon Murray	MS9926 01	volleyball worker	TV012	15-DEC-16
Jonathon Murray	MS9926 02	Athletics Student	TV012	19-DEC-16
Daniel Nagel	MS9953 00	MET UG Hourly	TV012	21-DEC-16
Derek Neubert	MG9991 00	GRA/CBE/Groven	TV012	21-DEC-16
Derek Neubert	MG9991 00	GRA/CBE/Groven	TV012	21-JAN-17
Derek Neubert	MS9970 02	CBE Student Hourly	TV012	21-DEC-16
Miles Neville	MS9913 00	CAPE / UG / CNAM	TV012	21-DEC-16
Miles Neville	MS9913 00	CAPE / UG / CNAM	TV012	21-JAN-17
Joseph Newkirk	MG9978 00	ME/GRA/Degen	TV012	21-JAN-17
Joseph Newkirk	MS9950 00	ME/Degen/Undergrad Researcher	TV012	21-DEC-16
Emily Newton	MS9927 00	WiSE Mentor	TV012	21-DEC-16
Walelign Nikshi	MS9950 00	ME/Hourly/Muci	TV012	21-DEC-16
John Niles	MS9916 00	Arizona Field Camp/Nuri	TV012	21-JAN-17
Mikenzie Nordeen	MS9940 00	CABS UG Research - Heglund	TV012	21-JAN-17
Mikenzie Nordeen	MS9977 00	CHEM Supplemental Instructor	TV012	21-DEC-16
Mariah Novak	MS9927 00	WiSE Mentor	TV012	21-DEC-16
Abu Md Numan-Al-Mobin	MG9972 00	CABS GRA - Smirnova	TV012	21-DEC-16
Abu Md Numan-Al-Mobin	MG9972 00	GRA/CABS-ECE/Smirnova-Anagnost	TV012	21-JAN-17
Ni Putu Dewi Nurmalasari	MG9995 00	BioSNTR Nano GRA Liu	TV012	21-DEC-16
Ni Putu Dewi Nurmalasari	MG9995 00	Nano GRA	TV012	21-JAN-17
Kristen O'Connor	MG9988 00	GRA/CEE/Benning	TV012	21-DEC-16
Omololu Ogunseye	MG9988 01	GRA/CEE/Lingwall	TV012	21-DEC-16
Omololu Ogunseye	MS9965 01	HRLY/CEE/Lingwall	TV012	21-JAN-17
Mojolaoluwa Ojoawo	MS9962 00	ECE Student Hourly	TV012	21-DEC-16
Mojolaoluwa Ojoawo	MS9962 00	ECE Student Hourly	TV012	21-JAN-17
Ike Okparaek	MS9929 01	Break RA	TV012	28-NOV-16
Oladimeji Oladepo	MG9993 00	AMP GRA	TV012	21-DEC-16
Jacob Otteman	MS9944 00	Student Social Media Worker	TV012	21-DEC-16
Victoria Oveson	MS9927 00	WiSE Mentor	TV012	21-DEC-16
Mark Owens	MS9953 01	MET UG Research Student	TV012	21-DEC-16
Ozan Cagatay Ozdemir	MG9993 01	AMP GRA	TV012	21-JAN-17
Yong Pan	MG9976 00	GRA MEM Tukkaraja	TV012	21-DEC-16
Victoria Parks	MS9927 00	WiSE Mentor	TV012	21-DEC-16
Charles Parsons	MG9969 00	GTA Test Proctor / MCS / Riley	TV012	21-DEC-16
Charles Parsons	MS9992 06	TLC Tutor	TV012	21-DEC-16
Charles Parsons	MS9992 07	FINALS Tutoring	TV012	21-DEC-16

Bo Paulsen	MS9911 01	ME Tutor	TV012	16-DEC-16
Bo Paulsen	MS9965 01	HRLY/CEE/Benning	TV012	21-DEC-16
Diana Peck	MS9927 00	WiSE Mentor	TV012	21-DEC-16
Andrew Peitz	MW9945 00	FWS - Off Campus America Reads	TV012	28-NOV-16
Mario Pena	MS9990 00	AMP UG Hourly	TV012	21-DEC-16
Amanda Penning	MS9936 00	UG Math 102 TA / MCS / Riley	TV012	21-DEC-16
Kurukulasuriya Perera	MS9927 00	WiSE Mentor	TV012	21-DEC-16
Kahlie Peterson	MS9926 01	volleyball worker	TV012	21-NOV-16
Joseph Petres	MS9940 00	CABS/BiolLab Asst-UG/Gilcrease	TV012	07-DEC-16
Joseph Petres	MS9940 01	CABS UG Research - Kunza	TV012	21-DEC-16
Matthew Phillips	MS9913 02	CAPE / UG / CNAM	TV012	21-DEC-16
Matthew Phillips	MS9913 02	CAPE / UG / CNAM	TV012	21-JAN-17
Alex Pickel	MS9974 00	ITS Tech Fellow	TV012	21-DEC-16
Elizabeth Pierce	MG9977 00	ME/GTA/Abata	TV012	21-DEC-16
Nikhil Pokharel	MG9995 00	Nano NASA GRA Ahrenkiel	TV012	21-DEC-16
Nikhil Pokharel	MG9995 00	Nano GRA	TV012	21-JAN-17
Karishma Pokhrel	MG9986 00	GRA/ECE/Zhao	TV012	21-NOV-16
Karishma Pokhrel	MG9986 00	GRA/ECE/Zhao	TV012	21-DEC-16
Navaneethaa Pollachi Veluswamy	MG9960 00	GRAD/CNAM/SALEM	TV012	21-JAN-17
Vicki Prautzsch	MS9940 00	CABS - Lab GTA - Fong	TV012	14-DEC-16
Shaun Preszler	MG9987 00	GTA/CEE/Kenner	TV012	21-DEC-16
Elliott Rarden	MS9936 00	TA CSC 111 / MCS Riley	TV012	21-DEC-16
Elliott Rarden	MS9977 00	CSC Peer Mentor	TV012	21-DEC-16
Shailabh Rauniyar	MG9964 00	GRA/CBE/Sani	TV012	21-DEC-16
Shailabh Rauniyar	MG9964 00	GRA/CBE/Sani	TV012	21-JAN-17
Shailabh Rauniyar	MS9970 00	CBE Student Hourly	TV012	21-DEC-16
Abhishek Ray	MS9977 00	GEOE Peer Mentor	TV012	21-DEC-16
Darien Raymond	MS9911 01	Jump Start Peer Mentor	TV012	16-DEC-16
Darien Raymond	MS9940 00	CABS Storeroom Employee - UG	TV012	21-DEC-16
Darien Raymond	MS9940 00	CABS Storeroom Employee - UG	TV012	21-JAN-17
Brendan Reed	MG9957 01	Physics GRA Luke Corwin	TV012	31-DEC-16
Kristine Reed	MG9988 00	GRA/CEE/Kenner	TV012	21-DEC-16
Kristine Reed	MG9988 00	GRA/CEE/Kenner	TV012	21-JAN-17
Stephanie Reed	ME9910 00	Drama Club Director	TV013	21-DEC-16
Kali Regenold	MS9927 00	WiSE Mentor	TV012	21-DEC-16
Sterling Richard	MS9977 00	GEOE Peer Mentor	TV012	21-DEC-16
Nicole Ridgwell	MG9984 00	GRA/GEOL/ANDERSON	TV012	21-DEC-16
Margaret Rizor	MS9927 00	WiSE Mentor	TV012	21-DEC-16
Gina Rossi	MS9965 00	HRLY/CEE	TV012	21-DEC-16
Sara Row	MG9991 00	GRA/CBE/Groven	TV012	21-DEC-16
Sara Row	MS9970 00	CBE Student Hourly	TV012	21-JAN-17
Alysia Rupp	MS9927 00	WiSE Mentor	TV012	21-DEC-16
Alysia Rupp	MS9956 36	IE UG Std hrly/Dr. Dean Jense	TV012	21-DEC-16
Tyler Ryther	MS9940 00	CABS Storeroom Employee - UG	TV012	21-DEC-16
Tyler Ryther	MS9940 01	CABS/lectgrader/Christofferson	TV012	07-DEC-16
Tyler Ryther	MS9940 02	CABS/Chem Lab Grader/Heglund	TV012	06-DEC-16
Karli Sanders	MS9965 00	HRLY/CEE	TV012	21-DEC-16
Joree Sandin	MS9928 02	Resident Assistant	TV012	21-DEC-16
Joree Sandin	MS9990 00	AMP UG Hourly	TV012	21-DEC-16
Morgan Schaefer	MS9940 00	CABS UG Research - Kunza	TV012	21-DEC-16
Matthew Schallenkamp	MS9977 00	Math/CSC Peer Mentor	TV012	21-DEC-16
Nathan Scholl	MG9977 00	ME/GTA/Ellingsen	TV012	21-DEC-16
Theodore Schoper	MS9962 00	ECE Grader/Rausch	TV012	21-DEC-16
Thomas Schroeder	MS9900 00	Student - Campus Safety	TV012	13-DEC-16
Roye Schwab	MS9927 00	WiSE Mentor	TV012	21-DEC-16
Roye Schwab	MS9977 02	ME Peer Mentor	TV012	21-DEC-16
Timothy Scott	MW9966 00	FWS-ECE	TV012	21-DEC-16
Robert Seivert	MS9977 00	MET Peer Mentor	TV012	21-DEC-16
Chamaka Senarath	MS9992 00	TLC Tutor	TV012	21-DEC-16
Chamaka Senarath	MS9992 01	FINALS Tutoring	TV012	21-DEC-16
Kenneth Shaffner	MS9965 00	HRLY/CEE/Shearer	TV012	21-DEC-16
Kenneth Shaffner	MS9965 00	HRLY/CEE/Shearer	TV012	21-JAN-17
Malik Shakur	MS9926 00	Intramural Official	TV012	21-DEC-16
Malik Shakur	MW9960 00	FWS-Athletics Equipmnt Room	TV012	21-NOV-16
Jordan Shannon	MG9964 00	GRA/CBE/Shende	TV012	21-JAN-17
Jordan Shannon	MG9991 00	GRA/CBE/Shende	TV012	21-DEC-16
Jordan Shannon	MS9970 00	CBE Student Hourly	TV012	21-DEC-16
Patrick Shaw	MS9926 01	Intramural Supervisor	TV012	19-DEC-16

Timothy Shenk	MS9970 00	CBE Student Hourly	TV012	21-DEC-16
Timothy Shenk	MS9970 01	CBE Student Hourly	TV012	21-DEC-16
Ishaan Shetye	MS9956 00	EE UG stdt hrly, Dr. Kerk	TV012	21-DEC-16
Ishaan Shetye	MS9986 00	Museum Student Worker	TV012	15-JAN-17
Jungmin Shin	MS9936 00	UG Math 102 LL/MCS/Riley	TV012	21-DEC-16
Namita Shrestha	MG9988 00	GRA/CEE/Gadhamshetty	TV012	21-DEC-16
Namita Shrestha	MG9988 00	GRA/CEE/Gadhamshetty	TV012	21-JAN-17
Ramila Shrestha	MS9962 00	GRA/Anagnostou	TV012	21-DEC-16
Weston Shutts	MW9962 00	FWS - Mechanical	TV012	21-FEB-17
Gavin Silveira	MS9992 03	TLC Tutor	TV012	21-DEC-16
Gavin Silveira	MS9992 04	FINALS Tutoring	TV012	21-DEC-16
Tristen Simons	MS9950 00	ME/Degen/Grader	TV012	21-DEC-16
Dakotah Simpson	MS9962 00	ECE Grader/Rausch	TV012	21-DEC-16
Pawan Singh	ME9582 00	BSLIM Research Engr I	TV013	21-NOV-16
Suraj Singh	MS9962 00	ECE Student Hourly	TV012	21-DEC-16
Donald Skillings	MS9970 00	CBE Student Hourly	TV012	21-DEC-16
Donald Skillings	MS9970 00	CBE Student Hourly	TV012	21-JAN-17
Nathan Smaglik	MG9995 00	Nano GRA	TV012	21-DEC-16
Nathan Smaglik	MG9995 00	Nano GRA	TV012	21-JAN-17
Blake Smith	MS9990 00	AML UG Hourly	TV012	21-DEC-16
Gary Smith	MS9926 01	Insanity Instructor Wellness C	TV012	21-DEC-16
Samuel Sorger	MS9965 00	HRLY/CEE	TV012	21-DEC-16
Leila Sorkhi	MG9998 00	GTA/MES/Crawford	TV012	21-DEC-16
Ventura Sowers	MS9977 00	CBE Peer Mentor	TV012	21-DEC-16
Alexander Spilman	MS9977 00	CBE Peer Mentor	TV012	21-DEC-16
Eileen Spilman	MS9980 00	Surbeck Event Manager	TV012	21-DEC-16
Saiprasad Sreekumar Ajitha	MG9976 00	MEM GRA Tukkaraja	TV012	21-DEC-16
Saiprasad Sreekumar Ajitha	MG9976 00	MEM GRA Tukkaraja	TV012	21-JAN-17
Shane Star	MS9965 00	HRLY/CEE/Gadhamshetty	TV012	21-DEC-16
Emily Stickney	MG9972 00	CABS GRA - Kunza	TV012	21-DEC-16
Emily Stickney	MS9940 01	CABS Lab Asst - Kunza	TV012	14-DEC-16
Brylee Streeter	MG9987 00	CEE/GTA/Shearer	TV012	21-DEC-16
Nicholas Stullenburger	MS9986 01	Museum Student Worker	TV012	21-DEC-16
Nicholas Stullenburger	MS9986 02	Museum Student Worker	TV012	18-NOV-16
Nicholas Stullenburger	MW9989 00	FWS - Museum of Geology	TV012	21-NOV-16
Anne-Marie Suriano	MG9972 00	CABS GRA - Christofferson	TV012	21-DEC-16
Suvarna Talluri	MG9964 00	GRA/CBE/Salem	TV012	21-DEC-16
Suvarna Talluri	MG9964 00	GRA/CBE/Salem	TV012	21-JAN-17
Christina Taylor	MS9977 01	ME Peer Mentor	TV012	21-DEC-16
Jessica Teeslink	MS9927 00	WiSE Mentor	TV012	21-DEC-16
Jessica Teeslink	MS9962 00	ECE Grader/Rausch	TV012	21-DEC-16
Joshua Thomas	MW9960 00	FWS-Equipment Room	TV012	21-DEC-16
Jessica Thompson	MS9927 00	WiSE Mentor	TV012	21-DEC-16
Nicole Thompson	MS9927 00	WiSE Mentor	TV012	21-DEC-16
Nicole Thompson	MS9965 00	HRLY/CEE/Shearer	TV012	21-DEC-16
William Tibbitt	MW9974 00	FWS-Rockershop/Bookstore	TV012	21-DEC-16
Ambrose Tingan	MS9926 00	Athletics General	TV012	31-DEC-16
Michael Tomac	MG9991 00	GRA/CBE/Dixon	TV012	21-DEC-16
Michael Tomac	MG9991 00	GRA/CBE/Dixon	TV012	21-JAN-17
Cassidy Trapp	MS9977 01	CEE Peer Mentor	TV012	21-DEC-16
Ryan Treptow	ME9891 00	Head Women's Golf Coach	TV013	31-OCT-16
William Trevillyan	MS9913 00	CAPE / UG / CNAM	TV012	21-DEC-16
William Trevillyan	MS9913 00	CAPE / UG / CNAM	TV012	21-JAN-17
Lexy Trotter	MS9977 00	IS Peer Mentor	TV012	21-DEC-16
Gemechu Turi	MG9976 02	MEM GRA Tukkaraja	TV012	21-DEC-16
Gemechu Turi	MG9976 02	MEM GRA Tukkaraja	TV012	21-JAN-17
John Tyler	MS9926 00	Athletics Student Worker	TV012	31-DEC-16
Caleb Ubl	MG9988 00	GRA/CEE/Kenner	TV012	21-DEC-16
Eirik Valseth	MG9977 00	ME/GTA/Romkes	TV012	21-DEC-16
Joseph Vandriel	MW9956 00	FWS-PHYSICS	TV012	06-DEC-16
Grant Vaucher	MW9965 00	FWS-GGE	TV012	21-DEC-16
Lyle Vaz	MS9992 01	TLC Tutor	TV012	21-DEC-16
Lyle Vaz	MS9992 02	FINALS Tutoring	TV012	21-DEC-16
Camden Veurink	MS9900 00	Student Campus Safety Officer	TV012	21-FEB-17
Hunter Vincent	MS9977 01	CEE Peer Mentor	TV012	21-DEC-16
Adrian Vopnford	MS9927 00	WiSE Mentor	TV012	21-DEC-16
Victoria Walton	MS9974 00	ITS Tech Fellow	TV012	21-DEC-16
Jia Wang	MG9960 00	GRA/CBE/Salem	TV012	21-DEC-16

Jia Wang	MG9960 00	GRA/CBE/Salem	TV012	21-JAN-17
Kaelin Washington-Blair	MS9926 00	Wellness Center	TV012	15-DEC-16
Kyl Watson	MG9991 00	GRA/CBE/Dixon	TV012	21-DEC-16
Sarah Watson	MS9927 00	WiSE Mentor	TV012	21-DEC-16
Hannah Wegehaupt	MS9977 00	MATH Peer Mentor	TV012	21-DEC-16
Henry Wegehaupt	MS9962 00	ECE Grader/Simonson	TV012	21-DEC-16
Benjamin Wegner	MW9993 00	FWS Faulty/Staff Lounge	TV012	21-DEC-16
Samantha Wehrkamp	MS9926 00	Intramural Supervisor	TV012	19-DEC-16
Troy Whiteto	MS9926 01	Volleyball Student Worker	TV012	15-DEC-16
Matthew Wilcox	MS9970 00	CBE Student Hourly	TV012	21-DEC-16
Matthew Wilcox	MS9970 02	CBE Student Hourly	TV012	21-DEC-16
Matthew Wilcox	MS9970 02	CBE Student Hourly	TV012	21-JAN-17
Joseph Wilder	MG9987 00	GTA/CEE/Kenner	TV012	21-DEC-16
Joseph Wilder	MG9988 00	GRA/CEE/Gadhamshetty	TV012	21-DEC-16
Joseph Wilder	MG9988 00	GRA/CEE/Gadhamshetty	TV012	21-JAN-17
Umit Yildiz	MG9965 01	GTA/GGE/Uzunlar	TV012	21-JAN-17
Fan Zheng	MG9995 00	Nano GRA Zhu	TV012	21-DEC-16
Fan Zheng	MG9995 00	Nano GRA	TV012	21-JAN-17
Nan Zheng	MG9995 00	Nano GRA	TV012	21-DEC-16
Nan Zheng	MG9995 00	Nano GRA	TV012	21-JAN-17
John Ziadat	MG9978 00	ME/GRA/Muci	TV012	21-DEC-16
John Ziadat	MS9950 00	ME/Hourly/Muci	TV012	21-JAN-17

Faculty Benefit Eligible (FAC1)  
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Duane Abata	ME9998	01	Professor	Overload for Teaching	4773.24	22-JAN-17
Dimitrios Anagnostou	ME9652	01	Associate Professor	Supplemental Appointment	10129.56	22-OCT-16
Rebecca Pinkelman	ME9202	00	Lecturer	Appointment	65000.00	22-DEC-16
James Stone	ME9729	01	Professor	Supplemental Appointment	307.00	22-DEC-16
James Stone	ME9729	01	Professor	Supplemental Appointment	5000.00	22-JAN-17
James Stone	ME9729	02	Professor	Supplemental Appointment	4693.00	22-DEC-16

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Jennifer Benning	ME9508	00	Associate Professor	Sabbatical Leave	80501.00	22-JAN-17

Faculty Benefit Eligible (FAC1)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Umesh Korde	ME9512	00	Prsn Endw Prfshp S Engrg/Prof	TV000	27-DEC-16
Dimitrios Anagnostou	ME9652	01	Associate Professor	TV013	21-DEC-16
Lois Arneson-Meyer	ME9987	01	Assistant Professor	TV013	21-DEC-16
Michael Hudgens	ME9852	01	Associate Professor	TV013	21-DEC-16
Dean Jensen	ME9849	01	Associate Professor	TV013	21-DEC-16
Lidvin Kjerengtroen	ME9833	00	Professor	TR001	06-JAN-17
James Stone	ME9729	01	Professor	TV013	21-DEC-16
James Stone	ME9729	01	Professor	TV013	21-JAN-17
James Stone	ME9729	01	Professor	TV013	21-FEB-17
James Stone	ME9729	02	Professor	TV013	21-JAN-17

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Michael Batchelder	ME9542	00	Senior Lecturer	Hire Temp Appointment	9000.00	22-JAN-17
Steven Becker	ME9541	00	Instructor	Hire Temp Appointment	7000.00	22-JAN-17
Charles Canaan	ME9550	00	Senior Lecturer	Hire Temp Appointment	6000.00	22-JAN-17

Stanley Caskey	ME9593 00	Instructor BHNSFS	Hire Temp Appointment	7900.00	22-DEC-16
Richard Chancellor	ME9547 00	Instructor	Hire Temp Appointment	7500.00	22-JAN-17
Kelly Corwin	ME9551 00	Instructor	Hire Temp Appointment	8500.00	22-JAN-17
Harry Filkorn	ME9593 00	Instructor BHNSFS	Hire Temp Appointment	4800.00	22-DEC-16
Thomas Fontaine	ME9541 00	Senior Lecturer	Hire Temp Appointment	7000.00	22-JAN-17
Erin Handberg	ME9551 00	Lecturer	Hire Temp Appointment	5000.00	22-JAN-17
Kathleen Hanley	ME9541 00	Instructor	Hire Temp Appointment	5250.00	22-JAN-17
Carlie Herrick	ME9624 00	Instructor	Hire Temp Appointment	12000.00	22-JAN-17
Sharon Kirkpatrick-Sanchez	ME9554 00	Instructor	Hire Temp Appointment	4000.00	22-JAN-17
Ardell Knudson	ME9628 00	Instructor	Hire Temp Appointment	13500.00	22-JAN-17
Lowell Kolb	ME9542 00	Instructor	Hire Temp Appointment	9000.00	22-JAN-17
Rachel Krohn	ME9551 00	Instructor	Hire Temp Appointment	9917.00	22-JAN-17
Jennifer Leberknight	ME9540 00	Lecturer	Hire Temp Appointment	12000.00	22-JAN-17
Val Manes	ME9623 00	Instructor	Hire Temp Appointment	8500.00	22-JAN-17
Matthew Mueller	ME9541 00	Instructor	Hire Temp Appointment	4500.00	22-JAN-17
Natalie Neumann	ME9550 00	Instructor	Hire Temp Appointment	13000.00	22-JAN-17
Curtis Price	ME9543 00	Instructor	Hire Temp Appointment	9917.00	22-JAN-17
William Roggenthen	ME9543 00	Senior Lecturer	Hire Temp Appointment	7000.00	22-JAN-17
Sina Sadeghi Bagsorkhi	ME9542 00	Lecturer	Hire Temp Appointment	14000.00	22-JAN-17
Tammy Schnittgrund	ME9550 00	Instructor	Hire Temp Appointment	3000.00	22-JAN-17
Andrew Silva	ME9541 00	Lecturer	Hire Temp Appointment	6000.00	22-JAN-17
Shannon Thornburg	ME9542 00	Lecturer	Hire Temp Appointment	9000.00	22-JAN-17
Kelly Weischedel	ME9550 00	Instructor	Hire Temp Appointment	8000.00	22-JAN-17
Karen Westergaard	ME9624 00	Instructor	Hire Temp Appointment	16000.00	22-JAN-17

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-16
Steven Becker	ME9541 00		Instructor	TV013	21-DEC-16
Stanley Caskey	ME9593 00		Instructor BHNSFS	TV013	21-JAN-17
Richard Chancellor	ME9547 00		Instructor	TV013	21-DEC-16
Kelly Corwin	ME9551 00		Instructor	TV013	21-DEC-16
Harry Filkorn	ME9593 00		Instructor BHNSFS	TV013	21-JAN-17
Thomas Fontaine	ME9541 00		Senior Instructor	TV013	21-DEC-16
Erin Handberg	ME9551 00		Instructor	TV013	21-DEC-16
Kathleen Hanley	ME9541 00		Instructor	TV013	21-DEC-16
Carlie Herrick	ME9624 00		Instructor	TV013	21-DEC-16
Sharon Kirkpatrick-Sanchez	BE9478 00		Adj Inst PSYC 492	TV013	21-DEC-16
Sharon Kirkpatrick-Sanchez	ME9620 00		Instructor	TV013	21-DEC-16
Ardell Knudson	ME9628 00		Instructor	TV013	21-DEC-16
Lowell Kolb	ME9542 00		Instructor	TV013	21-DEC-16
Jennifer Leberknight	ME9634 00		Lecturer	TV013	21-DEC-16
Mark Lippincott	ME9541 00		Instructor	TV013	21-DEC-16
Antoinette Logar	ME9551 00		Senior Lecturer	TV013	21-DEC-16
Val Manes	ME9623 00		Instructor	TV013	21-DEC-16
Natalie Neumann	ME9624 00		Instructor	TV013	21-DEC-16
Samuel Papendick	ME9540 00		Instructor	TV013	21-DEC-16
Curtis Price	ME9543 00		Instructor	TV013	21-DEC-16
Sina Sadeghi Bagsorkhi	ME9542 00		Instructor	TV013	21-DEC-16
Tammy Schnittgrund	ME9550 00		Instructor	TV013	21-DEC-16
Benjamin Simmons	ME9628 00		Lecturer	TV013	21-DEC-16
Shannon Thornburg	ME9542 00		Instructor	TV013	21-DEC-16
Kelly Weischedel	ME9624 00		Instructor	TV013	21-DEC-16
Karen Westergaard	ME9624 00		Instructor	TV013	21-DEC-16

ECLS 45 Volunteers		Department	Institution
Banner ID	Name		
A00208523	Jeff Hock	Athletics	SDSMT
A00209781	Jonathan Dillon	Career Center	SDSMT
A00124405	Padyn Huschka	Career Center	SDSMT
A00205202	Ashish Agrawal	Chemical & Biological Engineering	SDSMT
A00209013	Sachin Kumar	Chemical & Biological Engineering	SDSMT



A00208964	Rohit Rai	Chemical & Biological Engineering	SDSMT
A00177627	Matthew Hintz	Cntr for Adv Manufacturing & Prod	SDSMT
A00117846	Ron Riherd	Department of Physical Education	SDSMT
A00177641	April Jyrkas	Dept of Chem & Applied Bio Sciences	SDSMT
A00211959	Cole Sawyer	Dept of Chem & Applied Bio Sciences	SDSMT
A00185774	Michael Schwarz	Dept of Chem & Applied Bio Sciences	SDSMT
A00212067	Dylan Webbert	Dept of Chem & Applied Bio Sciences	SDSMT
A00212101	Amanda Wessels	Dept of Chem & Applied Bio Sciences	SDSMT
A00212097	Wenhui Xu	Dept of Chem & Applied Bio Sciences	SDSMT
A00152534	Erich Hahn	Dept of Math & Computer Science	SDSMT
A00005526	Kristopher Jensen	Electrical & Computer Engineering	SDSMT
A00212027	Herschel Smartt	Electrical & Computer Engineering	SDSMT
A00208636	Jacob Adams	Geology & Geological Engineering	SDSMT
A00211922	Kaitlin Ruthenberg	Geology & Geological Engineering	SDSMT
A00209480	Caihong Zhang	Geology & Geological Engineering	SDSMT
A00208009	Jedidiah Hall	Industrial Engineering	SDSMT
A00138580	Dakota Hendey	Industrial Engineering	SDSMT
A00208922	Lucas Peters	Information Technology	SDSMT
A00200948	Karl Stark	Information Technology	SDSMT
A00171169	Douglas Bachand	Intercollegiate Athletics	SDSMT
A00208520	Matthew Bramblee	Intercollegiate Athletics	SDSMT
A00208521	Emma Burns	Intercollegiate Athletics	SDSMT
A00200923	James Carver	Intercollegiate Athletics	SDSMT
A00212068	Heidi Witcraft	Intercollegiate Athletics	SDSMT
A00210282	James Arnold	Mechanical Engineering	SDSMT
A00124360	Matthew Bunge	Mechanical Engineering	SDSMT
A00161024	Mark Buttenhoff	Mechanical Engineering	SDSMT
A00120839	Tony Campisi	Mechanical Engineering	SDSMT
A00195565	Walter Coombe	Mechanical Engineering	SDSMT
A00211955	Bryan Hannant	Mechanical Engineering	SDSMT
A00190566	Trevor Heinemann	Mechanical Engineering	SDSMT
A00152545	William Horwath	Mechanical Engineering	SDSMT
A00165821	Luke Malsom	Mechanical Engineering	SDSMT
A00188358	Peter Moon	Mechanical Engineering	SDSMT
A00156965	Mitchell Pence	Mechanical Engineering	SDSMT
A00194225	Jonathan Barkl	Mining Engineering & Management	SDSMT
A00188325	Jared Boehmer	Mining Engineering & Management	SDSMT
A00205560	Torger Henckel	Mining Engineering & Management	SDSMT
A00177631	Richard Hovdenes	Mining Engineering & Management	SDSMT
A00208886	Orlando Letelier	Mining Engineering & Management	SDSMT
A00200299	Jon Boone	Museum of Geology	SDSMT
A00211311	Brandon Charron	Museum of Geology	SDSMT
A00163536	Cody Crater	Museum of Geology	SDSMT
A00203364	Nikolas Eiden	Museum of Geology	SDSMT
A00206206	Jeanette Givens	Museum of Geology	SDSMT
A00192890	Brittany Hinkle	Museum of Geology	SDSMT
A00211727	Dakota Kersten	Museum of Geology	SDSMT
A00206357	Mary Laber	Museum of Geology	SDSMT
A00211920	London Ruff	Museum of Geology	SDSMT
A00157366	Tyler Schlotterbeck	Museum of Geology	SDSMT
A00211957	Monica Sporre	Museum of Geology	SDSMT
A00212066	Caroline Stafford	Museum of Geology	SDSMT
A00197993	Tristan Walker	Museum of Geology	SDSMT
A00202125	Brett Karjalainen	Research Affairs	SDSMT
A00212109	Shawn Walters	Student Affairs	SDSMT
A00131672	Andrew Burgess	University Bookstore	SDSMT

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South Dakota Board of Regents

BOR Routine

03/10/2017 08:28:36

Date Range : 22-OCT-16 thru 21-FEB-17  
For :SDSU

Ver: 072011.28a

## Career Service Benefit Eligible (CSA1)

## Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
David Allen	SE8935	00	Training Specialist	Appointment	43679.16	17-JAN-17
Kathryn Bailey	SE6349	00	Laboratory Technician	Appointment	29577.03	22-DEC-16
Rachel Bennett	SE8948	00	Financial Program Assistant	Appointment	35359.32	27-DEC-16
Craig Biggar	SE6734	00	Facility Worker	Appointment	27081.08	07-NOV-16
Jonathan Born	SE8781	00	Program Assistant I	Appointment	32780.17	23-JAN-17
Scott Brandenburger	SE8393	00	Facility Worker	Appointment	24543.53	24-OCT-16
Ella Bresson	SE6618	00	Program Assistant I	Appointment	34319.34	14-DEC-16
Joseph Brust	SE9600	00	Physical Plant Manager I	Appointment	55160.54	01-NOV-16
Beth Byre	SE6371	00	Accountant	Appointment	33528.96	31-OCT-16
Jill Dale	SE8886	00	Program Assistant II	Appointment	35359.32	12-DEC-16
Tatjana Damjanovic	EE9711	00	Senior Secretary-Sx Falls	Appointment	31199.40	31-OCT-16
Colleen Davis	SE7365	00	Facility Worker	Appointment	25167.52	03-JAN-17
Rodney Dawkins	SE4983	00	Temp Ticket Taker	Hire Temp Appointment	40.00	22-JAN-17
Amanda Dixon	SE8709	02	Program Assistant II	Supplemental Appointment	500.00	22-NOV-16
Amanda Dixon	SE8709	03	Program Assistant II	Supplemental Appointment	150.00	22-JAN-17
Anne Eichelberg	SE6346	00	Senior Secretary	Appointment	29577.03	22-NOV-16
Amy Eng	SE8706	00	Secretary	Appointment	29119.44	13-FEB-17
Amy Eng	SE8885	00	Program Assistant II	Appointment	38125.67	02-NOV-16
Toni Engle	SE8385	00	Facility Worker	Appointment	24543.53	12-JAN-17
Heather Essink	SE8896	00	Communications Network Analyst	Appointment	51000.00	05-JAN-17
Ty Frederick	SE7347	00	Lead Facility Worker	Appointment	25791.50	08-NOV-16
Robbie Gascoigne	SE7693	00	Programmer/Analyst	Appointment	41599.20	30-JAN-17
Jonathan Gay	AE9068	00	Agricultural Research Tech	Appointment	13572.00	17-JAN-17
Kristen Goeman	SE7445	00	Program Assistant I	Appointment	34589.73	09-JAN-17
Riley Granum	SE7747	00	Facility Worker	Appointment	24543.53	01-FEB-17
Zachariah Hale	SE8397	00	Facility Worker	Appointment	24543.53	07-NOV-16
Laura Hall	SE6817	00	Accounting Assistant	Appointment	32239.38	14-NOV-16
Maria Hall	SE7348	00	Accounting Assistant	Appointment	34319.34	03-JAN-17
Patricia Hammond	SE8567	00	Program Assistant I	Appointment	32759.37	06-JAN-17
Wayne Hanson	SE8442	00	Physical Plant Manager I	Appointment	51458.21	22-NOV-16
Frankie Herrera	SE8400	00	Facility Worker	Appointment	25167.52	08-NOV-16
Sheree Heyduk	SE7350	00	Facility Worker	Appointment	25167.52	03-JAN-17
Kasee Hieb	SE8884	00	Program Assistant I	Appointment	34319.34	03-JAN-17
Robert Jensen	SE6483	00	Building Maintenance Specialis	Appointment	41599.20	07-NOV-16
Anthony Johnson	SE8533	00	Building Maintenance Specialis	Appointment	46799.10	30-JAN-17
Heidi Kronaizl	SE8826	00	Information Officer	Appointment	40143.23	28-NOV-16
Derek Lankford	SE7160	00	Program Assistant I	Appointment	34319.34	22-DEC-16
Zachary Lau	SE6357	00	Microbiologist	Appointment	33528.96	29-NOV-16
Doyle Loving	SE8350	00	Senior Building Maint Worker	Appointment	34485.74	22-DEC-16
Katie Ludvigson	SE8770	00	Program Assistant I	Appointment	35359.32	07-NOV-16
Tina McFadden	SE8629	00	Secretary	Appointment	27185.08	23-DEC-16
Jordan Monnier	SE8308	00	Equipment Technician	Appointment	37439.28	28-NOV-16
Lisa Mueller	SE6933	00	Senior Accountant	Appointment	49920.00	03-JAN-17
Logan Pederson	SE4498	01	Temp Event Parking	Hire Temp Appointment	75.00	22-JAN-17
Diane Perry	SE8817	00	Senior Claims Clerk	Appointment	28287.46	09-JAN-17
Kim Petersen	SE6348	00	Physical Plant Manager I	Appointment	52768.59	22-NOV-16
Rebecca Pistulka	SE8851	00	Program Assistant II	Appointment	38479.26	01-DEC-16
Sarah Raml	SE8787	00	Secretary	Appointment	25999.50	03-JAN-17
Thomas Reeves	AE7901	00	Grounds Keeper	Appointment	26332.29	22-NOV-16
Rory Reid	SE8923	00	Computer Support Specialist	Appointment	41599.20	03-NOV-16
Jessica Rients	SE8816	00	Accounting Assistant	Appointment	29577.03	22-NOV-16
Robert Riles	SE9621	00	Facility Worker	Appointment	24543.53	13-FEB-17
Celena Sass	SE8745	00	Laboratory Technician	Appointment	28162.66	13-FEB-17
Danielle Schulz	SE4498	00	Temp Event Parking	Hire Temp Appointment	1135.00	22-NOV-16
Danielle Schulz	SE4498	01	Temp Event Parking	Hire Temp Appointment	650.00	22-DEC-16

ATTACHMENT I 60

Donald Smith	SE8346 00	Senior Building Maint Worker	Appointment	29119.44	03-FEB-17
Jacob Smith	SE8447 00	Building Maint Specialist	Appointment	37626.48	22-DEC-16
Jacob Smith	SE8447 01	Building Maint Specialist	Supplemental Appointment	1000.02	22-DEC-16
Todd Traut	SE4498 00	Temp Event Parking	Hire Temp Appointment	910.00	22-OCT-16
Cheryl Van Arsdol	SE9612 00	Senior Secretary	Appointment	31719.39	14-NOV-16
Cody Wegner	SE7342 00	Facility Worker	Appointment	28453.85	02-NOV-16
Randy Welch	SE8250 00	Facility Worker	Appointment	25791.50	01-FEB-17
Tiffany Werner	SE8778 00	Secretary	Appointment	25999.50	27-DEC-16

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

Name Adj.	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New
Brooke Behrend	SE8141	00	Accounting Assistant	Sal Adj to 5% Range at 6 mo	28162.66	29577.03	1414.37	
Diane Drake	SE8957	00	Senior Secretary	Reclassification	33736.95	33736.95	0.00	
Jilena Faith	SE7443	00	BOR HR Generalist II	Sal Adj-Unusual Circumstance	41317.62	45449.38	4131.76	
Jamie Flint	SE8520	00	Laboratory Technician	Sal Adj to 5% Range at 6 mo	29265.04	29577.03	311.99	
Katherine Hofinga	SE6606	00	Secretary	End of Probation Adjust	11447.28	11737.44	290.16	
Kimberly Hyland	SE6423	00	Program Assistant I	Sal Adj to 5% Range at 6 mo	31199.40	32759.37	1559.97	
Alyssa Lange	SE8720	00	Secretary	End of Probation Adjust	25229.91	26498.69	1268.78	
Grant Miller	SE8507	00	Senior Microbiologist	Reclassification	39144.85	41100.01	1955.16	
Samantha Stykel	SE8527	00	Laboratory Technician	Sal Adj to 5% Range at 6 mo	28162.66	29577.03	1414.37	
Shawna Swier	SE8938	00	Grant & Loan Specialist I	Change in Overtime Eligibility	44989.53	44990.40	0.87	
Shawna Swier	SE8938	00	Grant & Loan Specialist I	End of Probation Adjust	44990.40	45890.00	899.60	
Linda VanMaanen	SE8850	00	Human Resources Generalist II	Sal Adj-Unusual Circumstance	47405.20	47500.00	94.80	
Linda VanMaanen	SE8850	00	Human Resources Generalist II	Sal Adj-Unusual Circumstance	47500.00	47405.20	-94.80	
Blanca Warne	SE6425	00	BOR HR Generalist II	Change in Overtime Eligibility	44802.34	44804.00	1.66	
Colton Wendland	SE8240	00	Senior Building Maint Worker	End of Probation Adjust	29909.82	31407.40	1497.58	
Amanda Willmott	SE8844	00	BOR HR Generalist I	Change Salary Rate/Pay Grade	34298.54	37730.47	3431.93	
Ruby Wilson	SE8615	00	Archivist	Reclassification	33653.75	35338.52	1684.77	

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

Name Adj.	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New
Judy Cooley	SE8235	00	Program Assistant I	Temporary Additional Duties	34485.74	1724.29	36210.03	
Maryann Copley	SE6506	00	Facility Worker	Temporary Additional Duties	27081.08	1354.05	28435.13	
Jessica Fasel	SE8015	00	Facility Worker	Temporary Additional Duties	25167.52	1258.38	26425.90	
Sarah Halsey	SE8753	01	Secretary	Temporary Additional Duties	28911.44	221.76	29133.20	
Sandra Malone	SE8883	01	Program Assistant II	Temporary Additional Duties	38271.26	498.87	38770.13	
Shianne Ovall	SE8723	00	Program Assistant I	Temporary Additional Duties	37335.28	1866.76	39202.04	
Benjamin Todd	SE8359	00	Facility Worker	Temporary Additional Duties	24543.53	1227.18	25770.71	

Career Service Benefit Eligible (CSA1)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Patti Blair	SE8250	00	Facility Worker	TV000	14-NOV-16
Ricki Boyle	SE7490	00	Senior Secretary	TV001	06-JAN-17
Joseph Brust	SE8533	00	Buildings Engineer Assistant	SA011	31-OCT-16
Beth Byre	SE7348	00	Accounting Assistant	SA011	30-OCT-16
Amy Eng	SE8885	00	Program Assistant II	SA012	12-FEB-17
Toni Engle	SE8391	00	Facility Worker	SA017	11-JAN-17
Gail Flammond	SE8671	00	Senior Secretary	TV007	04-JAN-17
David Gillespie	SE8423	00	Facility Worker	TI001	25-JAN-17
Kristen Goeman	SE8791	00	Senior Secretary	SA011	08-JAN-17
Riley Granum	SE7747	00	Facility Worker	TV001	15-FEB-17
Zachariah Hale	SE8397	00	Facility Worker	TV001	25-JAN-17
Maria Hall	SE7445	00	Program Assistant I	SA012	02-JAN-17
Patricia Hammond	EE9701	00	Nutrition Assistant	SA011	05-JAN-17
Wayne Hanson	SE8323	00	Building Maint Specialist	SA011	21-NOV-16
Jorge Herrera	SE7747	00	Facility Worker	TV002	21-DEC-16

Katy Kaufman	SE8735	00	Secretary	TI001	23-JAN-17
Zachary Lau	SE8745	00	Laboratory Technician	SA011	28-NOV-16
Doyle Loving	SE8346	00	Senior Building Maint Worker	SA017	21-DEC-16
Jennifer Noble	SE8571	00	Nutrition Assistant	TI001	15-NOV-16
Kalli Perry Voss	SE8718	00	Senior Secretary	TV001	25-NOV-16
Jessica Rients	SE6480	00	Secretary	SA011	21-NOV-16
Adam Roba	SE8377	00	Facility Worker	TV001	21-NOV-16
Jacob Smith	SE8334	00	Senior Building Maint Worker	SA011	21-DEC-16
Brittney Gusso	SE8706	00	Secretary	SA018	16-DEC-16
Stacey Remily	SE8629	00	Secretary	SA018	11-NOV-16
Debra Archer	SE4498	00	Temp Event Parking	TV013	21-DEC-16
Debra Archer	SE4983	02	Temp Ticket Taker	TV013	21-JAN-17
Debra Archer	SE8817	00	Senior Claims Clerk	TR000	20-JAN-17
Kathryn Bailey	AE4540	00	Temp lab animal technician	TV013	21-DEC-16
Amanda Dixon	SE8709	02	Program Assistant II	TV013	21-DEC-16
Amanda Dixon	SE8709	03	Program Assistant II	TV013	21-FEB-17
Anne Eichelberg	SE6908	00	Senior Secretary	TV013	21-NOV-16
Julia Fausti	SE8928	00	Computer Support Specialist	TV013	23-DEC-16
Jonathan Gay	AE4683	00	Temp Ag Research Tech	TV013	21-DEC-16
Wendy Geidel	SE4498	00	Temp Event Parking	TV013	21-DEC-16
Sarah Halsey	SE8753	01	Secretary	TV013	21-FEB-17
Thomas Henley	SE8816	00	Accounting Assistant	TR000	21-NOV-16
Ethan Jacobs	SE7365	00	Facility Worker	TV009	14-NOV-16
Douglas Johnson	AE8300	00	Sr Agricultural Research Tech	TR001	21-JAN-17
Julia Karlstad	SE8604	00	Word Processor	TR000	20-JAN-17
Delorus Limmer	SE4498	00	Temp Event Parking	TV013	21-DEC-16
Sandra Malone	SE8883	01	Program Assistant II	TV013	21-FEB-17
Susan Neuharth	SE4498	00	Temp Event Parking	TV013	21-DEC-16
Logan Pederson	SE4498	00	Temp Event Parking	TV013	21-DEC-16
Kim Petersen	SE8442	00	Physical Plan Manager I	TV013	21-NOV-16
Thomas Reeves	AE4526	00	Temp Groundskeeper	TV013	21-NOV-16
Celena Sass	SE4488	00	Temp Lab Technician	TV013	21-FEB-17
Danielle Schulz	SE4498	00	Temp Event Parking	TV013	21-NOV-16
Danielle Schulz	SE4498	00	Temp Event Parking	TV013	21-DEC-16
Karen Theodosopoulos	SE8886	00	Program Assistant II	TR001	21-DEC-16

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Amel Abdalla	AE4522	00	Temp Lab Technician	Hire Temp Appointment	24959.52	22-DEC-16
Woubet Alemu	SE4496	01	Temp Geospatial Research	Hire Temp Appointment	31199.40	22-JAN-17
Christopher Anderson	SE4498	00	Temp Event Parking	Hire Temp Appointment	65.00	22-OCT-16
Christopher Anderson	SE4498	00	Temp Event Parking	Hire Temp Appointment	70.00	22-NOV-16
Jessica Anderson	SE4498	00	Temp Event Parking	Hire Temp Appointment	65.00	22-OCT-16
Jessica Anderson	SE4498	00	Temp Event Parking	Hire Temp Appointment	70.00	22-NOV-16
Micha Armitage	SE4983	00	Temp Ticket Taker	Hire Temp Appointment	216.00	22-OCT-16
Alexander Baker	SE4983	00	Temp Ticket Taker	Hire Temp Appointment	103.50	22-OCT-16
Alexander Baker	SE4983	00	Temp Ticket Taker	Hire Temp Appointment	108.00	22-NOV-16
Debra Bakken	SE4983	00	Temp Ticket Taker	Hire Temp Appointment	222.00	22-OCT-16
Debra Bakken	SE4983	00	Temp Ticket Taker	Hire Temp Appointment	82.00	22-JAN-17
Roger Bauman	SE4739	03	Temp Seasonal I	Hire Temp Appointment	20799.60	24-OCT-16
Dikshi Bawa	AE4525	00	Temp Dairy Plant Quality Coord	Hire Temp Appointment	41599.20	02-NOV-16
Girma Birru	AE4539	01	Temp Lab Assistant	Hire Temp Appointment	19239.63	22-OCT-16
Tenille Bowser	SE4560	01	Temp Group Fitness Certified	Hire Temp Appointment	22879.56	22-NOV-16
Howard Brown	SE4983	00	Temp Ticket Taker	Hire Temp Appointment	103.50	22-OCT-16
Howard Brown	SE4983	00	Temp Ticket Taker	Hire Temp Appointment	108.00	22-NOV-16
Nancy Brown	SE4983	00	Temp Ticket Taker	Hire Temp Appointment	103.50	22-OCT-16
Joseph Bryant	SE4983	00	Temp Ticket Taker	Hire Temp Appointment	216.00	22-OCT-16
Joseph Bryant	SE4983	00	Temp Ticket Taker	Hire Temp Appointment	108.00	22-NOV-16
Christina Casados	SE4983	00	Temp Ticket Taker	Hire Temp Appointment	319.50	22-OCT-16
Christina Casados	SE4983	00	Temp Ticket Taker	Hire Temp Appointment	108.00	22-NOV-16
Christina Castillo	SE4498	00	Temp Event Parking	Hire Temp Appointment	565.00	22-OCT-16
Christina Castillo	SE4498	00	Temp Event Parking	Hire Temp Appointment	295.00	22-NOV-16
Nicholas Castillo	SE4498	00	Temp Event Parking	Hire Temp Appointment	560.00	22-OCT-16
Nicholas Castillo	SE4498	00	Temp Event Parking	Hire Temp Appointment	265.00	22-NOV-16
Nicholas Castillo	SE4498	00	Temp Event Parking	Hire Temp Appointment	130.00	22-DEC-16

Nicholas Castillo	SE4498 00	Temp Event Parking	Hire Temp Appointment	355.00	22-JAN-17
Juan Castillo Zuniga	AE4521 00	Temp Dairy Science Intern	Hire Temp Appointment	20716.40	03-JAN-17
Charlotte Catalano	SE4555 00	Temp Research Tech	Hire Temp Appointment	20799.60	16-JAN-17
Amy Cornish	SE4746 00	Temp Member Services	Hire Temp Appointment	31199.40	22-DEC-16
Amy Cornish	SE4746 00	Temp Member Services	Hire Temp Appointment	31199.40	22-JAN-17
Jackson Cornish	SE4498 00	Temp Event Parking	Hire Temp Appointment	455.00	22-OCT-16
Jackson Cornish	SE4498 00	Temp Event Parking	Hire Temp Appointment	175.00	22-NOV-16
Jackson Cornish	SE4498 00	Temp Event Parking	Hire Temp Appointment	130.00	22-DEC-16
Jackson Cornish	SE4498 00	Temp Event Parking	Hire Temp Appointment	275.00	22-JAN-17
Heather D'Ambrose	AE4525 00	Temp Lab Assistant	Hire Temp Appointment	20799.60	22-DEC-16
Paul Dawkins	SE4983 00	Temp Ticket Taker	Hire Temp Appointment	100.00	22-OCT-16
Kellsie Dieser	SE4621 06	Temp Seasonal I	Hire Temp Appointment	17991.65	22-NOV-16
Yvonne Dobrenski	SE4490 00	Temp Senior Secretary	Hire Temp Appointment	32093.78	22-NOV-16
Mina Doerner	SE4482 00	Temp Nursing Assistant	Hire Temp Appointment	34319.34	03-FEB-17
Hytham Elbohy	SE4502 00	Temp Lab Tech	Hire Temp Appointment	25999.50	22-JAN-17
Christopher Evans	SE4492 00	Temp Field Technician	Hire Temp Appointment	33279.36	22-OCT-16
Christopher Evans	SE4492 01	Temp Field Tech	Hire Temp Appointment	33279.36	22-NOV-16
Cody Ferguson	SE4498 00	Temp Event Parking	Hire Temp Appointment	135.00	22-OCT-16
Lolita Foss	SE4561 02	Temp Records & Registration	Hire Temp Appointment	41599.20	22-DEC-16
Michael Frederiksen	SE4983 04	Temp Ticket Taker	Hire Temp Appointment	322.00	22-OCT-16
Michael Frederiksen	SE4983 04	Temp Ticket Taker	Hire Temp Appointment	189.00	22-JAN-17
Jesse Gergen	SE4551 01	Temp Seasonal Worker	Hire Temp Appointment	20799.60	20-DEC-16
Lee Gilbertson	AE4529 00	Temp Sr Ag Research Tech	Hire Temp Appointment	41599.20	22-OCT-16
Bryan Goettsch	SE4487 00	Temp Assistant to Manager	Hire Temp Appointment	20799.60	22-DEC-16
Jason Grady	SE4560 02	Temp Group Fitness Non-Cert	Hire Temp Appointment	17991.65	22-DEC-16
Tanya Gruntmeir	SE4573 02	Temp Pharmacist	Hire Temp Appointment	112754.63	21-FEB-17
Todd Gulbranson	SE4983 31	Temp Ticket Taker	Hire Temp Appointment	270.65	22-OCT-16
Todd Gulbranson	SE4983 31	Temp Ticket Taker	Hire Temp Appointment	555.00	22-JAN-17
Brenda Hayne	SE4865 00	Temp Program Assistant I	Hire Temp Appointment	34381.74	29-NOV-16
Barbara Hillestad	SE4983 27	Temp Ticket Taker	Hire Temp Appointment	331.65	22-OCT-16
Barbara Hillestad	SE4983 27	Temp Ticket Taker	Hire Temp Appointment	202.00	22-JAN-17
Dianne Hoff	SE4983 20	Temp Ticket Taker	Hire Temp Appointment	353.00	22-OCT-16
Dianne Hoff	SE4983 20	Temp Ticket Taker	Hire Temp Appointment	589.00	22-JAN-17
Amber Hopkins	SE4504 00	Temp Seasonal I	Hire Temp Appointment	17991.65	23-JAN-17
Doris Hornby	SE4983 01	Temp Ticket Taker	Hire Temp Appointment	182.00	22-OCT-16
Doris Hornby	SE4983 01	Temp Ticket Taker	Hire Temp Appointment	136.00	22-JAN-17
Linda Howard	SE4486 00	Temp Secretary	Hire Temp Appointment	28911.44	17-JAN-17
Kristen Intermill	SE4498 00	Temp Event Parking	Hire Temp Appointment	435.00	22-OCT-16
Kristen Intermill	SE4498 00	Temp Event Parking	Hire Temp Appointment	245.00	22-NOV-16
Kristen Intermill	SE4498 00	Temp Event Parking	Hire Temp Appointment	340.00	22-DEC-16
Kristen Intermill	SE4498 00	Temp Event Parking	Hire Temp Appointment	370.00	22-JAN-17
Sara Jaragoske	SE4517 01	Temp Communications Specialist	Hire Temp Appointment	28162.66	01-NOV-16
Vesta Jensen	SE4983 31	Temp Ticket Taker	Hire Temp Appointment	535.00	22-JAN-17
Brent Johnson	SE4983 00	Temp Ticket Taker	Hire Temp Appointment	305.00	22-OCT-16
Brent Johnson	SE4983 00	Temp Ticket Taker	Hire Temp Appointment	210.00	22-JAN-17
Paula Johnson	SE4983 07	Temp Ticket Taker	Hire Temp Appointment	536.00	22-OCT-16
Steven Johnson	SE4983 07	Temp Ticket Taker	Hire Temp Appointment	514.00	22-OCT-16
Faye Jones	SE4983 29	Temp Ticket Taker	Hire Temp Appointment	350.00	22-OCT-16
Faye Jones	SE4983 29	Temp Ticket Taker	Hire Temp Appointment	592.00	22-JAN-17
Lacey Julson	AE4531 00	Temp Lab Tech	Hire Temp Appointment	31199.40	03-FEB-17
Joshua Kamami	SE4489 00	Temp Communications Specialist	Hire Temp Appointment	28162.66	09-DEC-16
Dayton Keyman	SE4510 00	Temp Sales Clerk	Hire Temp Appointment	20799.60	28-JAN-17
Dorothy Kiepke	SE4505 00	Temp Staff Assistant-On-Call	Hire Temp Appointment	20799.60	22-OCT-16
Betty Knutsen	SE4983 20	Temp Ticket Taker	Hire Temp Appointment	455.00	22-OCT-16
Betty Knutsen	SE4983 20	Temp Ticket Taker	Hire Temp Appointment	636.00	22-JAN-17
Joanne Kruse	SE4983 31	Temp Ticket Taker	Hire Temp Appointment	405.00	22-OCT-16
Joanne Kruse	SE4983 31	Temp Ticket Taker	Hire Temp Appointment	665.00	22-JAN-17
Brittany Minor	SE4510 00	Temp Sales Clerk	Hire Temp Appointment	20799.60	10-NOV-16
Linda Minor	SE4573 00	Temp Medical Technologist	Hire Temp Appointment	45093.53	01-NOV-16
Thumbiko Mkandawire	SE4504 00	Temp Field & Lab Assist	Hire Temp Appointment	31199.40	22-DEC-16
Elizabeth Nayebare	AE4529 00	Temp Lab Assistant	Hire Temp Appointment	24439.53	09-JAN-17
Brooke Nelson	SE4917 00	Temp Staff Assistant	Hire Temp Appointment	22380.37	22-DEC-16
Jeannette Niles	SE4753 01	Temp Loan/Collection Secretary	Hire Temp Appointment	27039.48	09-JAN-17
Jeannette Niles	SE4924 00	Temp Payroll Staff Assist	Hire Temp Appointment	27039.48	21-FEB-17
Mark Parrott	SE4983 03	Temp Ticket Taker	Hire Temp Appointment	558.00	22-OCT-16
Mark Parrott	SE4983 03	Temp Ticket Taker	Hire Temp Appointment	205.00	22-JAN-17
Lisa Parry	SE4481 00	Temp Writer	Hire Temp Appointment	41599.20	22-JAN-17
Karen Paugh	SE4499 01	Temp Sr. Ag. Research Tech	Hire Temp Appointment	31199.40	22-NOV-16

Noelle Pawlowski	SE4483	00	Temp Figure Drawing	Hire Temp Appointment	41599.20	22-JAN-17
Dale Petrik	SE4983	00	Temp Ticket Taker	Hire Temp Appointment	225.00	22-OCT-16
Dale Petrik	SE4983	00	Temp Ticket Taker	Hire Temp Appointment	648.00	22-NOV-16
Susan Plaine	SE4484	00	Temp Guideline Reviewer	Hire Temp Appointment	72798.60	22-JAN-17
Arla Reed	SE4983	30	Concert Ticket Taker	Hire Temp Appointment	330.00	22-OCT-16
Arla Reed	SE4983	30	Concert Ticket Taker	Hire Temp Appointment	435.00	22-JAN-17
Thomas Reeves	AE4526	00	Temp Groundskeeper	Hire Temp Appointment	25562.71	22-OCT-16
Miranda Reinson	AE4527	00	Temp Field Tech	Hire Temp Appointment	20799.60	22-OCT-16
Cassandra Richter	SE4498	00	Temp Event Parking	Hire Temp Appointment	265.00	22-OCT-16
Jessica Roberts	SE4485	00	Temp Seasonal Worker	Hire Temp Appointment	20799.60	09-JAN-17
Celena Sass	SE4488	00	Temp Lab Technician	Hire Temp Appointment	25895.50	12-DEC-16
Grant Schaeffer	SE4536	00	Temp Building Maintenance	Hire Temp Appointment	20799.60	23-JAN-17
Doris Schumacher	SE4505	00	Temp Staff Assistant On-Call	Hire Temp Appointment	20799.60	22-OCT-16
Glenn Schumacher	AE4531	00	Temp Research Assistant	Hire Temp Appointment	20799.60	22-OCT-16
Glenn Schumacher	AE4531	01	Temp Research Assistant	Hire Temp Appointment	20799.60	22-DEC-16
Steven Skeels	SE4983	06	Temp Ticket Taker	Hire Temp Appointment	202.00	22-OCT-16
Steven Skeels	SE4983	06	Temp Ticket Taker	Hire Temp Appointment	112.00	22-JAN-17
Jodi Stanga	SE4983	00	Temp Ticket Taker	Hire Temp Appointment	216.00	22-OCT-16
Todd Sterrett	SE4983	32	Temp Ticket Taker	Hire Temp Appointment	621.00	22-OCT-16
Todd Sterrett	SE4983	32	Temp Ticket Taker	Hire Temp Appointment	633.00	22-JAN-17
Ardis Sween	SE4505	00	Temp Program Assist	Hire Temp Appointment	31199.40	22-OCT-16
Hilary Syvertson	SE4555	00	Temp Research Technician	Hire Temp Appointment	20799.60	06-JAN-17
Laurie Taylor	SE4983	11	Temp Ticket Taker	Hire Temp Appointment	200.00	22-OCT-16
Wade Taylor	SE4983	10	Temp Ticket Taker	Hire Temp Appointment	80.00	22-OCT-16
Bryn Tvedt	SE4535	00	Temp Lab Assistant	Hire Temp Appointment	20799.60	27-DEC-16
Mitchell Viger	SE4851	01	Temp Seasonal I	Hire Temp Appointment	17991.65	03-JAN-17
Debra White	SE4983	00	Temp Ticket Taker	Hire Temp Appointment	216.00	22-OCT-16
Debra White	SE4983	00	Temp Ticket Taker	Hire Temp Appointment	108.00	22-NOV-16
Adam Lehnertz	SE6354	00	Univ Law Enforcement Officer	Hire Temp Appointment	41599.20	25-OCT-16

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

Name Adj.	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New
Tenille Bowser	SE4560	00	Temp Group Fitness Non Cert	Sal Adj-Unusual Circumstance	20903.60	22879.56	1975.96	
Brandi Burke	SE4982	00	Temp Store Helper	Minimum Wage Increase	17783.66	17783.66	0.00	
Hytham Elbohy	SS7774	00	student hrly EE & CS	Sal Adj-Unusual Circumstance	9600.00	12000.00	2400.00	
Charles Ellis	AE4651	00	Temp Ag Research Tech Seasonal	Sal Adj-Unusual Circumstance	22879.56	23565.95	686.39	
Scott Gulbranson	SE4554	01	Temp facility attendant	Minimum Wage Increase	17783.66	17783.66	0.00	
Matthew Konrad	SE4539	00	Temp Summer Camp Counselor	Minimum Wage Increase	17783.66	17783.66	0.00	
Kimble Leanhart	SE4519	00	Temp climbing wall attendant	Minimum Wage Increase	17783.66	17783.66	0.00	
Joel Pedersen	SE4539	00	Temp IM official	Minimum Wage Increase	17783.66	17783.66	0.00	
Celena Sass	SS7761	00	student hrly vet & biomed	Sal Adj-Unusual Circumstance	4464.00	4584.00	120.00	
Douglas Sorensen	SE4830	00	Temp Climbing Wall Attendant	Minimum Wage Increase	17783.66	17783.66	0.00	

Career Service Non-Benefit Eligible (CSA2)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Amel Abdalla	AE4532	00	Temp Lab Technician	TV013	21-DEC-16
Woubet Alemu	SE4496	00	Temp Geospatial Resrch Asst	TV013	21-JAN-17
Woubet Alemu	SE4496	01	Temp Geospatial Research	TV013	21-FEB-17
Christopher Anderson	SE4498	00	Temp Event Parking	TV013	21-NOV-16
Christopher Anderson	SE4498	00	Temp Event Parking	TV013	21-DEC-16
Jessica Anderson	SE4498	00	Temp Event Parking	TV013	21-NOV-16
Jessica Anderson	SE4498	00	Temp Event Parking	TV013	21-DEC-16
Micha Armitage	SE4983	00	Temp Ticket Taker	TV013	21-NOV-16
Alexander Baker	SE4983	00	Temp Ticket Taker	TV013	21-NOV-16
Alexander Baker	SE4983	00	Temp Ticket Taker	TV013	21-DEC-16
Debra Bakken	SE4983	00	Temp Ticket Taker	TV013	21-NOV-16
Debra Bakken	SE4983	00	Temp Ticket Taker	TV013	21-FEB-17
Girma Birru	AE4539	00	Temp Seasonal lab assistant	TV013	22-OCT-16
Girma Birru	AE4539	01	Temp Lab Assistant	TV013	21-NOV-16
Todd Bortnem	AE4652	00	Temp Ag Research Tech	TV013	21-NOV-16

Cheyenne Bowers	SE4560 00	Temp Group Fitness Non Cert	TV013	21-DEC-16
Cheyenne Bowers	SE4560 01	Temp Personal Training	TV013	21-DEC-16
Tenille Bowser	SE4560 00	Temp Group Fitness Non Cert	TV013	21-NOV-16
Howard Brown	SE4983 00	Temp Ticket Taker	TV013	21-NOV-16
Howard Brown	SE4983 00	Temp Ticket Taker	TV013	21-DEC-16
Nancy Brown	SE4983 00	Temp Ticket Taker	TV013	21-NOV-16
Joseph Bryant	SE4983 00	Temp Ticket Taker	TV013	21-NOV-16
Joseph Bryant	SE4983 00	Temp Ticket Taker	TV013	21-DEC-16
Christina Casados	SE4983 00	Temp Ticket Taker	TV013	21-NOV-16
Christina Casados	SE4983 00	Temp Ticket Taker	TV013	21-DEC-16
Christina Castillo	SE4498 00	Temp Event Parking	TV013	21-NOV-16
Christina Castillo	SE4498 00	Temp Event Parking	TV013	21-DEC-16
Nicholas Castillo	SE4498 00	Temp Event Parking	TV013	21-NOV-16
Nicholas Castillo	SE4498 00	Temp Event Parking	TV013	21-DEC-16
Nicholas Castillo	SE4498 00	Temp Event Parking	TV013	21-JAN-17
Nicholas Castillo	SE4498 00	Temp Event Parking	TV013	21-FEB-17
White Dove Clifford	EE4888 01	Temp AmeriCorps	TV013	21-NOV-16
Sheila Cochrane	SE4656 01	Temp Satellite Imagery Process	TV013	21-DEC-16
Jackson Cornish	SE4498 00	Temp Event Parking	TV013	21-NOV-16
Jackson Cornish	SE4498 00	Temp Event Parking	TV013	21-DEC-16
Jackson Cornish	SE4498 00	Temp Event Parking	TV013	21-JAN-17
Jackson Cornish	SE4498 00	Temp Event Parking	TV013	21-FEB-17
Paul Dawkins	SE4983 00	Temp Ticket Taker	TV013	21-NOV-16
Kellsie Dieser	SE4621 05	Temp seasonal I	TV013	21-NOV-16
Yvonne Dobrenski	SE4898 04	Temp Senior Secretary	TV013	21-NOV-16
Barbara Dyer	SE4500 00	Temp Program Assistant II	TV013	21-DEC-16
Charles Ellis	AE4651 00	Temp Ag Research Tech Seasonal	TV013	21-NOV-16
Mark Ennis	AE4683 00	Temp Sr Ag Research Tech	TV013	21-DEC-16
Christopher Evans	SE4492 00	Temp Field Technician	TV013	21-NOV-16
Christopher Evans	SE4492 01	Temp Field Tech	TV013	21-DEC-16
David Falco	SE4504 00	Temp Seasonal I	TV013	21-JAN-17
Cody Ferguson	SE4498 00	Temp Event Parking	TV013	21-NOV-16
Lolita Foss	SE4561 01	Temp PAI	TV013	21-DEC-16
Michael Frederiksen	SE4983 04	Temp Ticket Taker	TV013	21-NOV-16
Michael Frederiksen	SE4983 04	Temp Ticket Taker	TV013	21-FEB-17
Lee Gilbertson	AE4529 00	Temp Sr Ag Research Tech	TV013	21-NOV-16
Bryan Goettsch	SE4487 00	Temp Assistant to Manager	TV013	21-FEB-17
Jason Grady	SE4560 00	Temp Group Fitness Non Cert	TV013	21-DEC-16
Jason Grady	SE4560 01	Temp Cert Personal Trainer	TV013	21-DEC-16
Jason Grady	SE4560 02	Temp Group Fitness Non-Cert	TV013	24-DEC-16
Tanya Gruntmeir	SE4573 01	Temp Pharmacist	TV013	10-NOV-16
Todd Gulbranson	SE4983 31	Temp Ticket Taker	TV013	21-NOV-16
Todd Gulbranson	SE4983 31	Temp Ticket Taker	TV013	21-FEB-17
Bryan Gums	AE4989 12	Temp Farm Worker	TV013	21-NOV-16
Tyler Hartman	SE4497 00	Temp Seasonal I	TV013	21-FEB-17
Brenda Hayne	SE4926 07	Temp Program Assistant I	TV013	21-FEB-17
Kevin Henseler	AE4541 01	Temp Seasonal II	TV013	21-NOV-16
Barbara Hillestad	SE4983 27	Temp Ticket Taker	TV013	21-NOV-16
Barbara Hillestad	SE4983 27	Temp Ticket Taker	TV013	21-FEB-17
Dianne Hoff	SE4983 20	Temp Ticket Taker	TV013	21-NOV-16
Dianne Hoff	SE4983 20	Temp Ticket Taker	TV013	21-FEB-17
Doris Hornby	SE4983 01	Temp Ticket Taker	TV013	21-NOV-16
Doris Hornby	SE4983 01	Temp Ticket Taker	TV013	21-FEB-17
Kristen Intermill	SE4498 00	Temp Event Parking	TV013	21-NOV-16
Kristen Intermill	SE4498 00	Temp Event Parking	TV013	21-DEC-16
Kristen Intermill	SE4498 00	Temp Event Parking	TV013	21-JAN-17
Kristen Intermill	SE4498 00	Temp Event Parking	TV013	21-FEB-17
Sara Jaragoske	SE4517 00	Temp Communications Specialist	TV013	31-OCT-16
Sarah Jensen	SE4560 00	Temp Group Exercise Cert	TV013	21-DEC-16
Vesta Jensen	SE4983 31	Temp Ticket Taker	TV013	21-FEB-17
Brent Johnson	SE4983 00	Temp Ticket Taker	TV013	21-NOV-16
Brent Johnson	SE4983 00	Temp Ticket Taker	TV013	21-FEB-17
Paula Johnson	SE4983 07	Temp Ticket Taker	TV013	21-NOV-16
Steven Johnson	SE4983 07	Temp Ticket Taker	TV013	21-NOV-16
Faye Jones	SE4983 29	Temp Ticket Taker	TV013	21-NOV-16
Paye Jones	SE4983 29	Temp Ticket Taker	TV013	21-FEB-17
Joshua Kamami	SE4489 00	Temp Communications Specialist	TV013	01-FEB-17
Dorothy Kiepke	SE4505 00	Temp Staff Assistant-On-Call	TV013	21-DEC-16

Katrina Knudsen	SE4532	00	Temp Seasonal I	TV013	21-JAN-17
Betty Knutsen	SE4983	20	Temp Ticket Taker	TV013	21-NOV-16
Betty Knutsen	SE4983	20	Temp Ticket Taker	TV013	21-FEB-17
Molly Koch	AE4989	02	Temp Farm Worker	TV013	21-NOV-16
Matthew Konrad	SE4539	00	Temp Summer Camp Counselor	TV013	01-FEB-17
Joanne Kruse	SE4983	31	Temp Ticket Taker	TV013	21-NOV-16
Joanne Kruse	SE4983	31	Temp Ticket Taker	TV013	21-FEB-17
Mao Liang	SE4502	00	Temp Visting Research Scholar	TV013	08-JAN-17
Brittany Minor	SE4510	00	Temp Sales Clerk	TV013	13-DEC-16
Brooke Nelson	SE4917	00	Temp Staff Assistant	TV013	06-JAN-17
Jeannette Niles	SE4753	01	Temp Loan/Collection Secretary	TV013	21-FEB-17
Daniel Oedekoven	AE4683	01	Temp Sr Ag Research Tech	TV013	21-DEC-16
Mark Parrott	SE4983	03	Temp Ticket Taker	TV013	21-NOV-16
Mark Parrott	SE4983	03	Temp Ticket Taker	TV013	21-FEB-17
Karen Paugh	SE4499	00	Temp Sr Ag Research Tech	TV013	21-NOV-16
Karen Paugh	SE4499	01	Temp Sr. Ag. Research Tech	TV013	21-DEC-16
Dale Petrik	SE4983	00	Temp Ticket Taker	TV013	21-NOV-16
Dale Petrik	SE4983	00	Temp Ticket Taker	TV013	21-DEC-16
Austin Redenius	AE4648	00	Temp Seasonal	TV013	21-DEC-16
Arla Reed	SE4983	30	Concert Ticket Taker	TV013	21-NOV-16
Arla Reed	SE4983	30	Concert Ticket Taker	TV013	21-FEB-17
Miranda Reinson	AE4527	00	Temp Field Tech	TV013	21-JAN-17
Logan Renes	AE4645	00	Temp farm maintnance hand	TV013	21-NOV-16
Cassandra Richter	SE4498	00	Temp Event Parking	TV013	21-NOV-16
Cassandra Richter	SE4498	00	Temp Event Parking	TV013	21-DEC-16
Doris Schumacher	SE4505	00	Temp Staff Assistant On-Call	TV013	21-DEC-16
Glenn Schumacher	AE4531	00	Temp Research Assistant	TV013	21-DEC-16
Ayush Shakya	SE4506	00	Temp Research assistant	TV013	21-DEC-16
Steven Skeels	SE4983	06	Temp Ticket Taker	TV013	21-NOV-16
Steven Skeels	SE4983	06	Temp Ticket Taker	TV013	21-FEB-17
Ashish Srivastava	AE4657	01	Temp lab technician	TV013	02-DEC-16
Jodi Stanga	SE4983	00	Temp Ticket Taker	TV013	21-NOV-16
Todd Sterrett	SE4983	32	Temp Ticket Taker	TV013	21-NOV-16
Todd Sterrett	SE4983	32	Temp Ticket Taker	TV013	21-FEB-17
Ardis Sween	SE4505	00	Temp Program Assist	TV013	21-JAN-17
Laurie Taylor	SE4983	11	Temp Ticket Taker	TV013	21-NOV-16
Wade Taylor	SE4983	10	Temp Ticket Taker	TV013	21-NOV-16
Mary Thompson	AE4661	00	Temp Sr Ag Research Tech	TV013	21-DEC-16
Darwin Tolzin	SE4739	07	Temp seasonal I	TV013	21-NOV-16
Bryn Tvedt	SE4535	00	Temp Lab Assistant	TV013	21-JAN-17
Nicole Vandenberg	SE4508	00	Temp Research Technician	TV013	31-DEC-16
Mitchell Viger	SE4851	01	Temp Seasonal I	TV013	21-FEB-17
Debra White	SE4983	00	Temp Ticket Taker	TV013	21-NOV-16
Debra White	SE4983	00	Temp Ticket Taker	TV013	21-DEC-16
Susan Wortman	EE4884	00	Temp Senior Secretary	TV013	31-DEC-16
Huihui Yin	SE4559	02	Temp Research Tech	TV013	15-DEC-16
Wenjin Yue	SE4502	00	Temp Visiting Research Scholar	TV013	21-DEC-16
Huilan Zhu	SE6884	00	Laboratory Technician	TV001	03-JAN-17

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Stephanie Baxter	SE6397	00	Regional Coordinator-GEAR UP	Appointment	47500.00	04-JAN-17
Kristen Beer	SE6538	01	Head Equipment Manager	Supplemental Appointment	1000.00	22-NOV-16
Clinton Brown	SE9794	16	Assistant Coach-Football	Supplemental Appointment	5370.00	22-NOV-16
Clinton Brown	SE9794	17	Assistant Coach-Football	Supplemental Appointment	2000.00	22-NOV-16
Tracey Buisker	SE8111	00	Financial Aid Coordinator	Appointment	42992.77	06-FEB-17
Rachel Busmann	SE9885	00	Outreach Coordinator	Appointment	57000.00	12-DEC-16
Wendy Dailey	SE8864	11	Fac & Serv Employment Coord	Supplemental Appointment	250.00	22-DEC-16
Wendy Dailey	SE8864	12	Fac & Serv Employment Coord	Supplemental Appointment	500.00	22-DEC-16
Blake Day	SE9878	00	Assoc Director-Annual Giving	Appointment	56500.00	06-FEB-17
Rodney DeHaven	SE9812	11	Head Coach-Track & Field	Supplemental Appointment	1500.00	22-OCT-16
Kinchel Doerner	SE9005	01	Inter. VP Research Econ. Devel	Supplemental Appointment	3504.77	22-DEC-16
C Eidsness	SE9802	15	Associate Head Coach-Football	Supplemental Appointment	5370.00	22-NOV-16
C Eidsness	SE9802	16	Associate Head Coach-Football	Supplemental Appointment	2000.00	22-NOV-16
David Ellis	SE7702	00	Asst Athletic Director-Budget	Appointment	45000.00	10-FEB-17



Amanda Fickes	SE8936	00	Learning Designer I	Appointment	44864.74	22-NOV-16
Rachel Flaskey	SE6369	00	Budget Coordinator	Appointment	50000.00	22-NOV-16
Brian Grunzke	SE7025	17	Assistant Coach-Baseball	Supplemental Appointment	2510.00	22-NOV-16
Brian Grunzke	SE7025	18	Assistant Coach-Baseball	Supplemental Appointment	2490.00	22-JAN-17
Kathleen Heylens	SE8855	14	Sr Assc AD-Compliance/SWA	Supplemental Appointment	500.00	22-DEC-16
Cassy Hultman	SE6383	00	Acad Nursing Clinical Site Mnr	Appointment	74478.00	03-JAN-17
Daniel Jackson	SE6637	06	Assistant Coach-Football	Supplemental Appointment	12175.00	22-NOV-16
Daniel Jackson	SE6637	07	Assistant Coach-Football	Supplemental Appointment	2000.00	22-NOV-16
Aaron Johnston	SE9819	31	Head Coach-Women's Basketball	Supplemental Appointment	20465.00	22-NOV-16
Maria Kalyvaki	SE9614	00	Domain Specialist	Appointment	64000.00	09-NOV-16
Joanita Kant	SE6360	00	Research Associate II	Appointment	67000.00	03-FEB-17
Joanita Kant	SE6670	01	Research Associate III	Hire Temp Appointment	67000.00	22-JAN-17
Andrea Kieckhefer	SE9578	05	Creative Services Manager	Supplemental Appointment	1250.00	22-NOV-16
Lauren Kinter	SE6694	00	Assistant Director-ESL	Appointment	50000.00	22-OCT-16
Hope Kleine	EE9872	00	Extension Field Specialist I	Appointment	46000.00	22-JAN-17
Brandt Kreyger	SE8953	00	Budget Coordinator	Appointment	52000.00	09-JAN-17
Jessica Lankford	SE6394	00	Title IX /EO Investigator	Appointment	47500.00	22-NOV-16
Tyler Lippert	SE9806	00	Assistant Coach-Track & Field	Appointment	38259.00	24-OCT-16
Nicole Lounsbery	SE6870	01	Assistant Dean	Supplemental Appointment	1687.57	22-DEC-16
Nicole Lounsbery	SE6870	02	Assistant Dean	Supplemental Appointment	400.00	22-JAN-17
Mitchell Mormann	SE6527	01	Assistant Coach-Baseball	Supplemental Appointment	2510.00	22-NOV-16
Mitchell Mormann	SE6527	02	Assistant Coach-Baseball	Supplemental Appointment	2490.00	22-JAN-17
Christopher Nelson	AE9079	00	Research Assistant	Appointment	43159.17	22-NOV-16
John Newman	SE6534	01	Assistant Coach-Softball	Supplemental Appointment	1000.00	22-NOV-16
Stephanie Perkins	AE9077	00	Research Assistant	Appointment	31844.19	22-NOV-16
Kari Peterson	SE7799	00	Mass Spec Facility Coord	Appointment	47839.08	22-NOV-16
Shannon Pivovar	SE7006	03	Assistant Coach-Softball	Supplemental Appointment	1000.00	22-NOV-16
Audrey Rider	EE9822	01	Extension Field Specialist II	Appointment	60748.00	22-JAN-17
Abby Rogers	SE8118	00	Program Advisor (UPC)	Appointment	43056.00	22-DEC-16
James Rogers	SE9804	09	Assistant Coach-Football	Supplemental Appointment	5370.00	22-NOV-16
James Rogers	SE9804	10	Assistant Coach-Football	Supplemental Appointment	2000.00	22-NOV-16
Adam Satterwhite	SE7558	03	Coordinator-Football Operation	Supplemental Appointment	1000.00	22-NOV-16
Adam Satterwhite	SE7558	04	Coordinator-Football Operation	Supplemental Appointment	2000.00	22-NOV-16
Luke Schleusner	SE9796	06	Assistant Coach-Football	Supplemental Appointment	5370.00	22-NOV-16
Luke Schleusner	SE9796	07	Assistant Coach-Football	Supplemental Appointment	2000.00	22-NOV-16
Raunak Shukla	SE6416	00	Ind Food Engineer Technologist	Appointment	47500.00	22-NOV-16
Christian Smith	SE6941	00	Assistant Coach-Football	Appointment	40000.00	13-FEB-17
Brian Stemmwedel	SE6930	01	Assistant Coordinator	Supplemental Appointment	200.00	22-NOV-16
John Stiegelmeier	SE9821	09	Head Coach-Football	Supplemental Appointment	20000.00	22-NOV-16
Cibele Teixeira Pinto	SE6398	00	Imaging Engr/Research Assc I	Appointment	55000.00	04-JAN-17
Brock Thompson	SE9797	21	Assistant Coach-Women's Soccer	Supplemental Appointment	750.00	22-NOV-16
Brock Thompson	SE9818	00	Head Coach-Women's Soccer	Appointment	62000.00	10-FEB-17
Brock Thompson	SE9818	01	Head Coach-Women's Soccer	Supplemental Appointment	1000.00	22-JAN-17
Matthew Tollefson	SE6571	00	Program Coordinator	Appointment	48500.00	23-JAN-17
Samantha Tutt	SE8589	00	Manager-Retail Operations	Appointment	50000.00	30-JAN-17
Melissa Vandekieft	SE6644	00	Coordinator-Prof & Spec Prog	Appointment	42992.77	07-NOV-16
Frank Wedemeyer	SE6388	00	Head Coach-Soccer	Appointment	82404.00	10-FEB-17
Frank Wedemeyer	SE6388	01	Head Coach-Soccer	Supplemental Appointment	750.00	22-JAN-17
Frank Wedemeyer	SE9818	22	Head Coach-Women's Soccer	Supplemental Appointment	1500.00	22-NOV-16
Rusty Wienk	SE6915	00	Coordinator-Intl Recruitment	Appointment	53665.00	22-OCT-16
Krista Wood	SE9810	02	Head Coach-Softball	Supplemental Appointment	2000.00	22-NOV-16

Non-Faculty Benefit Eligible (NFE1) (NFE1) Permanent Salary Adjustment (SP)									
Name Adj.	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New	
Jane Amiotte	EE9014	00	Extension 4H Advisor	Change Salary Rate/Pay Grade	16571.00	17133.00	562.00		
Jane Amiotte	EE9014	00	Extension 4H Advisor	Permanent Change in FTE	17133.00	36453.00	19320.00		
Karla Anderson	SE6440	00	Clinic Operations Manager	Sal Adj-Unusual Circumstance	44892.00	47500.00	2608.00		
Karla Anderson	SE6440	00	Clinic Operations Manager	Sal Adj-Unusual Circumstance	47500.00	44892.00	-2608.00		
Matthew Badura	SE6601	00	Academic Advisor	Sal Adj-Unusual Circumstance	45552.00	46703.00	1151.00		
Matthew Badura	SE6601	00	Academic Advisor	Sal Adj-Unusual Circumstance	46703.00	45552.00	-1151.00		
Stephanie Bebensee	SE7131	00	Academic Advisor	Sal Adj-Unusual Circumstance	46670.00	46703.00	33.00		
Stephanie Bebensee	SE7131	00	Academic Advisor	Sal Adj-Unusual Circumstance	46703.00	46670.00	-33.00		
Donna Bittiker	EE9752	00	Director-State 4H Program	Reclassification	67331.00	73996.00	6665.00		
Kristine Brockhoff	SE6490	00	SD FCCLA State Advisor	Change in Overtime Eligibility	41994.39	42000.00	5.61		
Jessica Burke	SE6540	00	Education Coordinator	Change in Overtime Eligibility	42098.39	42100.00	1.61		
Morgan Catlett-Ausborn	SE9649	00	Program Coord/Retention Adviso	Change in Overtime Eligibility	42015.19	42023.00	7.81		
Stephanie Chambliss	EE9745	00	Extension 4H Advisor	Change Salary Rate/Pay Grade	36296.00	36453.00	157.00		
Samantha Contarino	SE9648	00	Program Director-Upward Bound	Sal Adj-Unusual Circumstance	47107.00	47500.00	393.00		
Samantha Contarino	SE9648	00	Program Director-Upward Bound	Sal Adj-Unusual Circumstance	47500.00	47107.00	-393.00		
Samantha Contarino	SE9648	00	Program Director-Upward Bound	Permanent Additional Duties	47107.00	47500.00	393.00		
Jenna Cowan	SE7670	00	Public Health Project Coord	Sal Adj-Unusual Circumstance	45603.00	47500.00	1897.00		
Jenna Cowan	SE7670	00	Public Health Project Coord	Sal Adj-Unusual Circumstance	47500.00	47500.00	0.00		
Jenna Cowan	SE7670	00	Public Health Project Coord	Sal Adj-Unusual Circumstance	47500.00	47500.00	0.00		
Woodrow Dahl	SE7537	00	Assistant Athletic Trainer	Change in Overtime Eligibility	37002.49	37004.00	1.51		
Brian Dominguez	SE9642	00	Area Coordinator	Sal Adj-Unusual Circumstance	43029.00	47476.00	4447.00		
Brian Dominguez	SE9642	00	Area Coordinator	Sal Adj-Unusual Circumstance	47476.00	43029.00	-4447.00		
Jeffrey Drietz	SE6403	00	Athletic Facilities Manager	Change in Overtime Eligibility	31844.19	31845.00	0.81		
Donna Dunn	SE6497	00	Professional Academic Advisor	Sal Adj-Unusual Circumstance	43706.00	46703.00	2997.00		
Donna Dunn	SE6497	00	Professional Academic Advisor	Sal Adj-Unusual Circumstance	46703.00	43706.00	-2997.00		
Laura Edwards	EE9828	00	Ext Climate Field Special. III	Reclassification	67697.00	72578.00	4881.00		
Laurie Elmore	EE9715	00	Extension 4H Advisor	Change Salary Rate/Pay Grade	18076.56	18073.00	-3.56		
Amber Erickson	EE9730	00	Extension 4H Advisor	Change Salary Rate/Pay Grade	35504.00	36453.00	949.00		
Maria Feldhaus	EE9741	00	Extension 4H Advisor	Change Salary Rate/Pay Grade	38320.00	38320.00	0.00		
Amanda Fickes	SE8936	00	Learning Designer I	Change in Overtime Eligibility	44864.74	44865.00	0.26		
Daniel Flaskey	SE8929	00	Electronics Lab Coordinator	Sal Adj-Unusual Circumstance	46350.00	47500.00	1150.00		
Daniel Flaskey	SE8929	00	Electronics Lab Coordinator	Sal Adj-Unusual Circumstance	47500.00	46350.00	-1150.00		
Jennifer Forney-Eide	SE8972	02	Horse Unit Manager	Sal Adj-Unusual Circumstance	43479.00	47500.00	4021.00		
Jennifer Forney-Eide	SE8972	02	Horse Unit Manager	Sal Adj-Unusual Circumstance	47500.00	43479.00	-4021.00		
Jennifer Forney-Eide	SE8972	02	Horse Unit Manager	Permanent Additional Duties	43479.00	47500.00	4021.00		
Ronald Frederick	SE9953	00	Extension 4H Youth Advisor	Change Salary Rate/Pay Grade	36000.00	36453.00	453.00		
Deanna Gall	EE9740	00	Extension 4H Advisor	Change Salary Rate/Pay Grade	43392.00	43392.00	0.00		
Nuria Garcia-Fernandez	AE9091	00	Post Doc Research Associate	Sal Adj-Unusual Circumstance	42023.00	47476.00	5453.00		
Nicole Gertken	SE7146	00	Academic Advisor	Sal Adj-Unusual Circumstance	45480.00	46703.00	1223.00		
Nicole Gertken	SE7146	00	Academic Advisor	Sal Adj-Unusual Circumstance	46703.00	45480.00	-1223.00		
Sarah Hamner	EE9749	00	Extension 4H Advisor	Change Salary Rate/Pay Grade	33500.00	36453.00	2953.00		
Justin Hansen	SE6421	00	Broadcast Services Assistant	Change in Overtime Eligibility	32239.38	32240.00	0.62		
Shana Harming	SE6856	00	Research Coordinator	Sal Adj-Unusual Circumstance	46441.00	47500.00	1059.00		
Shana Harming	SE6856	00	Research Coordinator	Sal Adj-Unusual Circumstance	47500.00	47500.00	0.00		
Aminah Hassoun	EE9209	00	Extension 4H Advisor	Change Salary Rate/Pay Grade	37091.00	37091.00	0.00		
David Haugan	SE8220	00	Safety Consultant	Sal Adj-Unusual Circumstance	43285.00	47500.00	4215.00		
David Haugan	SE8220	00	Safety Consultant	Sal Adj-Unusual Circumstance	47500.00	43285.00	-4215.00		
David Haugan	SE8220	00	Safety Consultant	Permanent Additional Duties	43285.00	47150.00	3865.00		
Allen Heuer	AE8232	01	Manager-NE Research Station	Sal Adj-Unusual Circumstance	43991.00	47476.00	3485.00		
Allen Heuer	AE8232	01	Manager-NE Research Station	Sal Adj-Unusual Circumstance	47476.00	43991.00	-3485.00		
Falyn Hogg	EE9735	00	Extension 4H Advisor	Change Salary Rate/Pay Grade	35434.00	36453.00	1019.00		
Lauren Hollenbeck	EE9727	00	Extension 4H Advisor	Change Salary Rate/Pay Grade	36559.00	36559.00	0.00		
Hanna Holmquist	SE6589	00	Professional Advisor	Sal Adj-Unusual Circumstance	43860.00	47500.00	3640.00		
Hanna Holmquist	SE6589	00	Professional Advisor	Sal Adj-Unusual Circumstance	47500.00	43860.00	-3640.00		
Akimoto Ichinomiya	SE8254	00	Assistant Dairy Plant Manager	Sal Adj-Unusual Circumstance	46163.00	47500.00	1337.00		
Akimoto Ichinomiya	SE8254	00	Assistant Dairy Plant Manager	Sal Adj-Unusual Circumstance	47500.00	46163.00	-1337.00		
Akimoto Ichinomiya	SE8254	00	Assistant Dairy Plant Manager	Permanent Additional Duties	46163.00	47500.00	1337.00		
Heather Johnson	SE9908	00	Grant Accounting Analyst	Sal Adj-Unusual Circumstance	46879.00	47476.00	597.00		
Heather Johnson	SE9908	00	Grant Accounting Analyst	Sal Adj-Unusual Circumstance	47476.00	46879.00	-597.00		
Kaycee Jones	EE9725	00	Extension 4H Advisor	Change Salary Rate/Pay Grade	39601.00	39601.00	0.00		
Laura Kahler	EE9748	00	Extension 4H Advisor	Change Salary Rate/Pay Grade	35548.00	36453.00	905.00		
Bradley Keizer	EE9746	00	Extension 4H Advisor	Change Salary Rate/Pay Grade	43763.00	43763.00	0.00		

Ashley Kirchner	SE7141 00	Academic Advisor	Sal Adj-Unusual Circumstance	46068.00	46703.00	635.00
Ashley Kirchner	SE7141 00	Academic Advisor	Sal Adj-Unusual Circumstance	46703.00	46068.00	-635.00
Ann Kolthoff	AE8303 00	Livestock Unit Manager (Sheep)	Sal Adj-Unusual Circumstance	38534.00	47500.00	8966.00
Ann Kolthoff	AE8303 00	Livestock Unit Manager (Sheep)	Sal Adj-Unusual Circumstance	47500.00	38534.00	-8966.00
Ann Kolthoff	AE8303 00	Livestock Unit Manager (Sheep)	Sal Adj-Unusual Circumstance	38534.00	47500.00	8966.00
Aimee Ladonski	EE9839 00	Vol Dev. Ext Field Special. II	Title Change	52481.00	52481.00	0.00
Tracey Lehrke	EE9728 00	Extension 4H Advisor	Change Salary Rate/Pay Grade	48541.00	48541.00	0.00
Phoebe Lemke	SE7690 00	Extension 4H Advisor	Change Salary Rate/Pay Grade	17401.99	17401.00	-0.99
Rebecca Leslie	SE6858 00	Div Outreach & Engmnt Coord	Sal Adj-Unusual Circumstance	47190.00	47500.00	310.00
Rebecca Leslie	SE6858 00	Div Outreach & Engmnt Coord	Sal Adj-Unusual Circumstance	47500.00	47500.00	0.00
Debra Lessman	EE9744 00	Extension 4H Advisor	Change Salary Rate/Pay Grade	18575.16	18575.00	-0.16
Rachel Lindvall	EE9739 00	Extension Field Specialist I	Sal Adj-Unusual Circumstance	46226.00	47500.00	1274.00
Rachel Lindvall	EE9739 00	Extension Field Specialist I	Sal Adj-Unusual Circumstance	47500.00	46226.00	-1274.00
Kirsten Linke	SE6650 00	Intl Student Advisor/Coord	Sal Adj-Unusual Circumstance	43365.00	47500.00	4135.00
Kirsten Linke	SE6650 00	Intl Student Advisor/Coord	Sal Adj-Unusual Circumstance	47500.00	43365.00	-4135.00
Katherine Linnemanstons	EE9743 00	Extension 4H Advisor	Change Salary Rate/Pay Grade	37000.00	37000.00	0.00
Tamara Loban	SE8882 00	Administrative Operations	Sal Adj-Unusual Circumstance	46424.00	47476.00	1052.00
Tamara Loban	SE8882 00	Administrative Operations	Sal Adj-Unusual Circumstance	47476.00	46424.00	-1052.00
Jodi Loehrer	EE9751 00	Extension 4H Advisor	Change Salary Rate/Pay Grade	43236.00	43236.00	0.00
Sonia Mack	EE9733 00	Extension 4H Advisor	Change Salary Rate/Pay Grade	46109.00	46109.00	0.00
John Madison	EE9718 00	Extension 4H Advisor	Change Salary Rate/Pay Grade	38325.00	38325.00	0.00
Aimee Maher	SE6866 00	Coordinator-Grad Admn/Recruit	Change in Overtime Eligibility	42493.58	42495.00	1.42
Amir Maleki	SE9655 00	International Student Advisor	Sal Adj-Unusual Circumstance	44193.00	47500.00	3307.00
Amir Maleki	SE9655 00	International Student Advisor	Sal Adj-Unusual Circumstance	47500.00	44193.00	-3307.00
Charles Martinell	EE9705 00	Extension 4H Advisor	Change Salary Rate/Pay Grade	45663.00	45663.00	0.00
Michelle May	EE9722 00	Extension 4H Advisor	Change Salary Rate/Pay Grade	40172.00	40172.00	0.00
Kimberly McGraw	EE9736 00	Extension 4H Advisor	Change Salary Rate/Pay Grade	45729.00	45729.00	0.00
T McLaughlin	SE8902 00	Senior Programmer Analyst	Reclassification	58777.20	61716.00	2938.80
Margaret Miller	SE9641 00	Area Coordinator	Sal Adj-Unusual Circumstance	42587.00	47476.00	4889.00
Margaret Miller	SE9641 00	Area Coordinator	Sal Adj-Unusual Circumstance	47476.00	42587.00	-4889.00
Mitchell Mormann	SE6527 00	Assistant Coach-Baseball	Change in Appointment Type	32700.00	32700.00	0.00
Peter Nielson	EE9750 00	Director-Youth Dvlp Operations	Title Change	84295.00	84295.00	0.00
Abby Oakland	SE6654 00	Coordinator-Womens BBall Opera	Sal Adj-Unusual Circumstance	39997.63	47485.49	7487.86
Abby Oakland	SE6654 00	Coordinator-Womens BBall Opera	Sal Adj-Unusual Circumstance	47485.49	39997.63	-7487.86
Abby Oakland	SE6654 00	Coordinator-Womens BBall Opera	Change in Overtime Eligibility	39997.63	40000.00	2.37
Matthew Olson	EE9726 00	Extension 4H Advisor	Change Salary Rate/Pay Grade	36700.00	36700.00	0.00
Christy Osborne	SE9663 00	Academic Advisor	Sal Adj-Unusual Circumstance	45123.00	46703.00	1580.00
Christy Osborne	SE9663 00	Academic Advisor	Sal Adj-Unusual Circumstance	46703.00	45123.00	-1580.00
Justin Parks	SE6434 00	Outdoor Program Coordinator	Change in Overtime Eligibility	36752.89	36754.00	1.11
Alicia Petersen	EE9724 00	Extension 4H Advisor	Change Salary Rate/Pay Grade	36444.00	36453.00	9.00
Nicole Picconi	SE6521 00	Ombuds	Sal Adj-Unusual Circumstance	46000.00	47476.00	1476.00
Nicole Picconi	SE6521 00	Ombuds	Sal Adj-Unusual Circumstance	47476.00	46000.00	-1476.00
Jennifer Ringkob	EE9734 00	Extension 4H Advisor	Change Salary Rate/Pay Grade	43815.00	43815.00	0.00
Hilary Risner	EE9714 00	Extension 4H Advisor	Change Salary Rate/Pay Grade	35504.00	36453.00	949.00
Mary Roudabush	EE9742 00	Extension 4H Advisor	Change Salary Rate/Pay Grade	35384.00	36453.00	1069.00
Philip Rozeboom	AE9089 00	Research Associate I	Sal Adj-Unusual Circumstance	41272.00	47476.00	6204.00
Philip Rozeboom	AE9089 00	Research Associate I	Sal Adj-Unusual Circumstance	47476.00	41272.00	-6204.00
Laura Ruesch	SE8489 00	Research Associate II	Change in Overtime Eligibility	38670.30	38672.00	1.70
Audra Scheel	EE9747 00	Extension 4H Advisor	Change Salary Rate/Pay Grade	37614.00	37614.00	0.00
Paul Schlobohm	SE9910 00	Livestock Unit Manager	Sal Adj-Unusual Circumstance	45149.00	47500.00	2351.00
Paul Schlobohm	SE9910 00	Livestock Unit Manager	Sal Adj-Unusual Circumstance	47500.00	45149.00	-2351.00
Paul Schlobohm	SE9910 00	Livestock Unit Manager	Permanent Additional Duties	45149.00	47500.00	2351.00
Melissa Schmitt	SE9897 00	Asst Manager-Dairy Trng & Res	Sal Adj-Unusual Circumstance	47013.00	47500.00	487.00
Melissa Schmitt	SE9897 00	Asst Manager-Dairy Trng & Res	Sal Adj-Unusual Circumstance	47500.00	47013.00	-487.00
Melissa Schmitt	SE9897 00	Asst Manager-Dairy Trng & Res	Permanent Additional Duties	47013.00	47500.00	487.00
Jason Schoch	EE9031 00	Extension Associate/Prog Coord	Sal Adj-Unusual Circumstance	43677.00	47500.00	3823.00
Jason Schoch	EE9031 00	Extension Associate/Prog Coord	Sal Adj-Unusual Circumstance	47500.00	43677.00	-3823.00
Jason Schoch	EE9031 00	Extension Associate/Prog Coord	Sal Adj-Unusual Circumstance	43677.00	47500.00	3823.00
Tara Shafrath	EE9871 00	Hlth & Phys Actv Field Splst I	Sal Adj-Unusual Circumstance	46339.00	47500.00	1161.00
Tara Shafrath	EE9871 00	Hlth & Phys Actv Field Splst I	Sal Adj-Unusual Circumstance	47500.00	46339.00	-1161.00
Tara Shafrath	EE9871 00	Hlth & Phys Actv Field Splst I	Sal Adj-Unusual Circumstance	46339.00	47500.00	1161.00
Nathan Skadsen	EE9717 00	Extension 4H Advisor	Change Salary Rate/Pay Grade	38120.00	38120.00	0.00
Bridget Skeels	SE8858 00	Budget & Admin Coordinator	Change in Overtime Eligibility	43491.96	43493.00	1.04
Sean Smalley	SE9624 00	Asst Director-Ticket Sales/Svc	Change in Overtime Eligibility	36504.00	36504.00	0.00
Andrew Sogn	SE8821 00	Assistant Sports Info Director	Change in Overtime Eligibility	36482.50	36484.00	1.50
Chelsea Sorensen	SE6444 00	Professional Academic Advisor	Sal Adj-Unusual Circumstance	45500.00	46703.00	1203.00
Chelsea Sorensen	SE6444 00	Professional Academic Advisor	Sal Adj-Unusual Circumstance	46703.00	45500.00	-1203.00
Michael Taylor	SE6432 00	Research & Writing Associate	Sal Adj-Unusual Circumstance	41000.00	47476.00	6476.00

Michael Taylor	SE6432 00	Research & Writing Associate	Sal Adj-Unusual Circumstance	47476.00	41000.00	-6476.00
Michael Taylor	SE6432 00	Research & Writing Associate	Sal Adj-Unusual Circumstance	41000.00	41000.00	0.00
Jill Thorngren	SE9981 00	Dean-Ed & Human Sciences	Change Salary Rate/Pay Grade	182648.00	205648.00	23000.00
Matthew Tollefson	SE9652 00	Academic Advisor	Sal Adj-Unusual Circumstance	44214.00	46703.00	2489.00
Matthew Tollefson	SE9652 00	Academic Advisor	Sal Adj-Unusual Circumstance	46703.00	44214.00	-2489.00
Michaelong Tran	AE8005 00	Research Associate I	Sal Adj-Unusual Circumstance	43000.00	47476.00	4476.00
Michaelong Tran	AE8005 00	Research Associate I	Sal Adj-Unusual Circumstance	47476.00	43000.00	-4476.00
Becca Tullar	EE9729 00	Extension 4H Advisor	Change Salary Rate/Pay Grade	38325.00	38325.00	0.00
Melissa Vandekieft	SE6644 00	Coordinator-Prof & Spec Prog	Change in Overtime Eligibility	42992.77	42994.00	1.23
Jeren Vanduch	SE6804 00	PAC Operations Manager	Sal Adj-Unusual Circumstance	45934.00	47500.00	1566.00
Jeren Vanduch	SE6804 00	PAC Operations Manager	Sal Adj-Unusual Circumstance	47500.00	45934.00	-1566.00
Jennifer Voigt	EE9723 01	4H Youth Program Advisor	Change Salary Rate/Pay Grade	39145.00	39145.00	0.00
Prairey Walkling	EE9853 00	Extension Field Specialist I	Sal Adj-Unusual Circumstance	43440.00	47500.00	4060.00
Prairey Walkling	EE9853 00	Extension Field Specialist I	Sal Adj-Unusual Circumstance	47500.00	43440.00	-4060.00
Prairey Walkling	EE9853 00	Extension Field Specialist I	Sal Adj-Unusual Circumstance	43440.00	47500.00	4060.00
Lisa Wells	SE7307 00	Grant Program Specialist	Sal Adj-Unusual Circumstance	46074.00	47500.00	1426.00
Lisa Wells	SE7307 00	Grant Program Specialist	Sal Adj-Unusual Circumstance	47500.00	46074.00	-1426.00
Misty Welter	EE9731 00	Extension 4H Advisor	Change Salary Rate/Pay Grade	45507.00	45507.00	0.00
Bruce Will	SE9625 00	Safety Consultant	Sal Adj-Unusual Circumstance	43408.00	47500.00	4092.00
Bruce Will	SE9625 00	Safety Consultant	Sal Adj-Unusual Circumstance	47500.00	43408.00	-4092.00
Bruce Will	SE9625 00	Safety Consultant	Permanent Additional Duties	43408.00	47150.00	3742.00
Alexander Wood	SE8098 00	Coord-Multicultural Recruitmnt	Sal Adj-Unusual Circumstance	46349.00	47500.00	1151.00
Alexander Wood	SE8098 00	Coord-Multicultural Recruitmnt	Sal Adj-Unusual Circumstance	47500.00	46349.00	-1151.00

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.								
Zachary Boyle	SE6835 00		Assistant Aircraft Mechanic	Temporary Additional Duties	47235.89	4723.59	51959.48	
Jana Hanson	SE8888 01		Director Inst Assessment	Temporary Additional Duties	89000.00	6000.00	95000.00	
Shari Landmark	SE9879 05		Asst Director-Wellness Ctr	Temporary Additional Duties	58264.00	15000.00	72110.00	
Linde Murray	SE6068 02		Tutoring Coordinator	Temporary Additional Duties	50617.00	3000.00	53617.00	
Darci Nichols	SE9786 02		Asst Dir-Wellness Ctr Counseli	Temporary Additional Duties	61291.00	6000.00	66829.49	
Lois Tschetter	SE7751 00		Inter. Assoc Dean/Assoc Prof	Temporary Additional Duties	117716.00	17657.00	135373.00	
Chad Vossekuil	SE6726 02		WBB Official - USD	Shared Employee Agreement	38903.00	2400.00	41303.00	

Non-Faculty Benefit Eligible (NFE1) (NFE1)

Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Tracey Buisker	SE9778 00		Financial Aid Counselor	SA011	05-FEB-17
David Ellis	SE6507 00		Assistant Coach-M&W Golf	SA011	09-FEB-17
Amanda Fickes	SE8935 00		Training Specialist	SA011	21-NOV-16
Rachel Flaskey	SE8111 00		Univ Scholarship Coordinator	SA011	21-NOV-16
Jonathon Healy	SE7626 00		Project Manager/Engineer	TV001	06-JAN-17
Linda Herrick	SE8190 00		Assoc Dean-Ugrad Nursing/Prof	TV001	03-JAN-17
Maria Kalyvaki	SE8936 00		Learning Media Designer	SA011	08-NOV-16
Janna Kincheloe	EE9160 00		Research Associate II	TV001	16-DEC-16
Rachel Lindvall	EE9739 00		Extension Associate-Comm Dvlp	SA012	22-JAN-17
Amir Maleki	SE9655 00		International Student Advisor	TV008	01-FEB-17
Nicole McKibben	SE6724 00		Coordinator-Prgm & Promotions	TV001	21-FEB-17
Catherine Murillo	SE6915 00		Coordinator-Intl Recruitment	TV001	24-OCT-16
Sheila Price	AE9409 00		Research Assistant	TV001	21-JAN-17
Audrey Rider	EE9826 00		Extension Field Specialist II	SA017	21-JAN-17
Hilary Risner	EE9714 00		Extension 4H Advisor	SA017	21-FEB-17
Kristi Spitzer	EE9831 00		Extension Field Specialist I	TV001	14-NOV-16
Nancy Swenson	SE7759 00		Grant Program Specialist	TV001	20-JAN-17
Matthew Tollefson	SE9652 00		Academic Advisor	SA017	22-JAN-17
Melissa Vandekieft	SE8781 00		Program Assistant I	SA011	06-NOV-16
Misty Welter	EE9731 00		Extension 4H Advisor	TV001	30-DEC-16
Kristen Beer	SE6538 01		Head Equipment Manager	TV013	21-DEC-16
Norman Braaten	SE9010 00		Research Compliance Coordinato	TR000	26-OCT-16
Clinton Brown	SE9794 16		Assistant Coach-Football	TV013	21-DEC-16
Clinton Brown	SE9794 17		Assistant Coach-Football	TV013	21-DEC-16

Wendy Dailey	SE8864	11	Fac & Serv Employment Coord	TV013	21-JAN-17
Wendy Dailey	SE8864	12	Fac & Serv Employment Coord	TV013	21-JAN-17
Rodney DeHaven	SE9812	11	Head Coach-Track & Field	TV013	21-NOV-16
C Eidsness	SE9802	15	Associate Head Coach-Football	TV013	21-DEC-16
C Eidsness	SE9802	16	Associate Head Coach-Football	TV013	21-DEC-16
Brian Grunzke	SE7025	17	Assistant Coach-Baseball	TV013	21-DEC-16
Brian Grunzke	SE7025	18	Assistant Coach-Baseball	TV013	21-FEB-17
Sarah Hammer	EE9749	00	Extension 4H Advisor	TV011	21-FEB-17
Linda Herrick	SE8190	00	Assoc Dean-Ugrad Nursing/Prof	TR000	21-JAN-17
Asha Hertler	SE6406	00	Student Services Support Spec/	TV013	21-FEB-17
Kathleen Heylens	SE8855	14	Sr Assc AD-Compliance/SWA	TV013	21-JAN-17
Daniel Jackson	SE6637	06	Assistant Coach-Football	TV013	21-DEC-16
Daniel Jackson	SE6637	07	Assistant Coach-Football	TV013	21-DEC-16
Aaron Johnston	SE9819	31	Head Coach-Women's Basketball	TV013	21-DEC-16
Joanita Kant	SE6670	00	Research Associate III	TV013	21-JAN-17
Joanita Kant	SE6670	01	Research Associate III	TV013	02-FEB-17
Andrea Kieckhefer	SE9578	05	Creative Services Manager	TV013	21-DEC-16
Hope Kleine	EE8991	01	Temp Extension Field Spec I	TV013	21-JAN-17
Nicole Lounsbery	SE6870	02	Assistant Dean	TV013	21-FEB-17
Mitchell Mormann	SE6527	01	Assistant Coach-Baseball	TV013	21-DEC-16
Mitchell Mormann	SE6527	02	Assistant Coach-Baseball	TV013	21-FEB-17
Christopher Nelson	AE4538	00	Temp lab assistant	TV013	21-NOV-16
John Newman	SE6534	01	Assistant Coach-Softball	TV013	21-DEC-16
Vance Owens	SE9827	03	Director-SGI/Professor	TV013	21-DEC-16
Stephanie Perkins	AE4537	00	Temp Sr Ag Research Tech	TV013	21-NOV-16
Kari Peterson	SE6791	00	Temp Research Associate I	TV013	21-NOV-16
Shannon Pivovar	SE7006	03	Assistant Coach-Softball	TV013	21-DEC-16
James Rogers	SE9804	09	Assistant Coach-Football	TV013	21-DEC-16
James Rogers	SE9804	10	Assistant Coach-Football	TV013	21-DEC-16
Adam Satterwhite	SE7558	03	Coordinator-Football Operation	TV013	21-DEC-16
Adam Satterwhite	SE7558	04	Coordinator-Football Operation	TV013	21-DEC-16
Luke Schleusner	SE9796	06	Assistant Coach-Football	TV013	21-DEC-16
Luke Schleusner	SE9796	07	Assistant Coach-Football	TV013	21-DEC-16
Raunak Shukla	AE4643	00	Temp pilot plant technician	TV013	21-NOV-16
Brian Stemmwedel	SE6930	01	Assistant Coordinator	TV013	21-DEC-16
John Stiegelmeier	SE9821	09	Head Coach-Football	TV013	21-DEC-16
Brock Thompson	SE9797	00	Assistant Coach-Women's Soccer	TV013	09-FEB-17
Brock Thompson	SE9797	21	Assistant Coach-Women's Soccer	TV013	21-DEC-16
Brock Thompson	SE9818	01	Head Coach-Women's Soccer	TV013	21-FEB-17
Chad Vossekuil	SE6726	02	WBB Official - USD	TV013	21-NOV-16
Frank Wedemeyer	SE6388	01	Head Coach-Soccer	TV013	21-FEB-17
Frank Wedemeyer	SE9818	00	Head Coach-Women's Soccer	TV013	09-FEB-17
Frank Wedemeyer	SE9818	22	Head Coach-Women's Soccer	TV013	21-DEC-16
Krista Wood	SE9810	02	Head Coach-Softball	TV013	21-DEC-16

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Jesse Aalberts	SS8089	00	Community Assistant	Hire Temp Appointment	8.00	22-DEC-16
Madison Aasen	SS7845	00	student hrly IM Official	Hire Temp Appointment	4152.00	11-JAN-17
Madison Aasen	SS7845	01	student hrly IM Supervisor	Hire Temp Appointment	4200.00	20-FEB-17
Bashir Abd Al Kreem	SS8233	00	stdnt hrly Orientation Leader	Hire Temp Appointment	4152.00	12-JAN-17
Bashir Abd Al Kreem	SW9617	00	WS Orientation Leader	Hire Temp Appointment	4152.00	01-FEB-17
Sidrat Abdullah	AS9185	00	student hrly Lab Assistant	Hire Temp Appointment	4320.00	21-DEC-16
Karly Ackermann	SG9869	00	GTA	Hire Temp Appointment	15951.00	22-DEC-16
Philip Adalikwu	SG7735	01	Grad Teach Assist-Instructor	Hire Temp Appointment	2108.70	06-JAN-17
Zachary Adam	AS9147	00	student hrly Lab Tech	Hire Temp Appointment	5280.00	22-OCT-16
Rakesh Roshan Ade	SS7685	00	student hrly Remodeling Assist	Hire Temp Appointment	4800.00	22-DEC-16
Rakesh Roshan Ade	SS8147	00	student hrly Grading Assist	Hire Temp Appointment	7200.00	30-JAN-17
Abisade Adedipe	SS7691	00	student hrly Custodial	Hire Temp Appointment	4800.00	27-JAN-17
Sefa Adekpui	SG7922	03	Grad Teach Assist-Instructor	Hire Temp Appointment	4263.82	22-JAN-17
Olawale Adewale	SS7691	00	student hrly Cleaning Assist	Hire Temp Appointment	4800.00	22-DEC-16
Anjana Adhikari	AS9204	01	student hrly Lab Assistant	Hire Temp Appointment	7200.00	22-DEC-16
Patience Afedi	SG7799	01	Grad Teach Assist-Instr-9 mth	Hire Temp Appointment	15772.00	22-DEC-16
Abimbola Agbaje	SS7691	00	student hrly Cleaning Assist	Hire Temp Appointment	5040.00	22-DEC-16
David Ahrens	AS9154	00	student hrly lab technician	Hire Temp Appointment	4800.00	22-OCT-16

David Ahrens	AS9154 01	student hrly Lab Tech	Hire Temp Appointment	4800.00	22-DEC-16
Kristen Akers	SS9793 01	student hrly PhoneJack	Hire Temp Appointment	4440.00	09-JAN-17
Mustafa Al Sowij	AS9168 02	student hrly Lab Assistant	Hire Temp Appointment	7200.00	01-DEC-16
Nicole Albert	SE6793 01	Temporary Clinical Assistant	Hire Temp Appointment	5340.00	06-JAN-17
Phillip Alberti	AG7003 01	Graduate Research Assistant	Hire Temp Appointment	16904.00	22-NOV-16
Phillip Alberti	AG7003 02	Graduate Research Assistant	Supplemental Appointment	150.00	22-NOV-16
Brennen Albrecht	AW9747 00	WS Farm Crew	Hire Temp Appointment	4848.00	02-DEC-16
Brennen Albrecht	AW9747 01	WS Farm Crew Holiday	Hire Temp Appointment	5328.00	02-DEC-16
Taylin Albrecht	SS7912 01	Student Assoc Exec Board	Hire Temp Appointment	375.00	22-NOV-16
Savanah Allard	AG8009 00	Graduate Research Assistant	Hire Temp Appointment	16604.00	22-DEC-16
Noelle Allerdings	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Ryan Alley	AS9151 00	student hrly Lab Assistant	Hire Temp Appointment	4800.00	15-NOV-16
Ryan Alley	AS9151 01	student hrly Lab Assist	Hire Temp Appointment	4800.00	22-DEC-16
Anil Aluru	SS7696 00	student hrly Mailroom	Hire Temp Appointment	5040.00	22-DEC-16
Jenessa Amdahl	SS9793 01	student hrly Phonejack	Hire Temp Appointment	4368.00	09-JAN-17
Archibald Amoako	SG7783 00	Graduate Research Assistant	Hire Temp Appointment	15102.00	22-DEC-16
Jonah Amponsah	SG7909 01	Grad Teach Assist-Instructor	Hire Temp Appointment	11056.00	22-DEC-16
Ethan Andersen	SG7742 02	Grad Teach Assist-Instructor	Hire Temp Appointment	15951.00	22-DEC-16
Julia Andersen	SS7703 00	student hrly Gameday Parking	Hire Temp Appointment	4104.00	03-DEC-16
Hannah Anderson	SS8861 00	Student Hourly-Tech Fellow	Hire Temp Appointment	7272.00	22-DEC-16
Keely Anderson	SS7845 00	student hrly IM Official	Hire Temp Appointment	4152.00	12-JAN-17
Taylor Anderson	SS8696 00	student hrly CA Break Coverage	Hire Temp Appointment	4800.00	22-NOV-16
Tyler Anderson	SS7751 00	student hrly SI Leader	Hire Temp Appointment	4152.00	09-JAN-17
Nicholas Arens	SS7712 00	student hrly Research Asst	Hire Temp Appointment	4800.00	22-OCT-16
Lacey Argo	SE6797 00	NFE Temp Professional Exempt	Hire Temp Appointment	2434.00	22-JAN-17
Sampson Asare	SG7799 00	Grad Teach Assist-Instr-9 mth	Hire Temp Appointment	15772.00	22-DEC-16
Brianna Ashauer	SS7878 00	stdnt hrly Facility Attendant	Hire Temp Appointment	4152.00	22-JAN-17
Madelaine Ausdemore	SG7759 00	Graduate Research Assistant	Hire Temp Appointment	22400.00	22-DEC-16
Matthew Avenson	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Matthew Avenson	SS8749 00	student hrly PAC	Hire Temp Appointment	4200.00	01-NOV-16
Matthew Avenson	SS8749 01	student hrly PAC	Hire Temp Appointment	4200.00	22-DEC-16
Naresh Avula	SS7691 00	student hrly Cleaning Assist	Hire Temp Appointment	4800.00	22-DEC-16
Ayodeji Awoyemi	SS7691 00	student hrly Cleaning Assist	Hire Temp Appointment	5040.00	22-DEC-16
Christoffer Axelsson	SG7829 00	Graduate Research Assistant	Hire Temp Appointment	31000.00	22-JAN-17
Nujhat Azad	SS7886 00	student Telehealth Video	Hire Temp Appointment	250.00	22-JAN-17
Mohammad Badawi	SS7676 00	student hrly Office Assistant	Hire Temp Appointment	5760.00	19-DEC-16
Mohammad Badawi	SS7767 00	student hrly EE224 Assist	Hire Temp Appointment	4800.00	12-JAN-17
Landon Badger	SS7703 00	student hrly Gameday Usher	Hire Temp Appointment	4104.00	03-DEC-16
Elizabeth Bailey	SG7798 04	Graduate Research Assistant	Hire Temp Appointment	15772.00	22-DEC-16
Ahnilasha Bajracharya	AS9191 00	student hrly Lab Assistant	Hire Temp Appointment	4320.00	03-JAN-17
Cole Baloun	AS9177 00	student hrly Field & Lab Asst	Hire Temp Appointment	4152.00	17-JAN-17
Alex Barthel	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Jordan Bartholf	SS7878 00	stdnt hrly Facility Attendant	Hire Temp Appointment	4104.00	12-DEC-16
Jordan Bartholf	SS7879 03	student hrly Group Fitness NC	Hire Temp Appointment	4152.00	15-NOV-16
Sara Bartlett	SE6708 07	Temporary Clinical Assistant	Hire Temp Appointment	2434.00	22-OCT-16
Aaron Bartz	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Sydney Bassing	SS8089 01	Senior Community Assist	Hire Temp Appointment	90.00	22-DEC-16
Peter Bates	SS7917 00	student hrly Learning Assist	Hire Temp Appointment	4800.00	22-JAN-17
Thomas Bates	SS8093 01	student hrly BluePrint Design	Hire Temp Appointment	4296.00	05-JAN-17
Jessica Bauers	SE6708 02	Temporary Clinical Assistant	Hire Temp Appointment	4000.00	22-JAN-17
Joseph Baustian	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Damon Bayer	SG9871 00	Graduate Research Assistant	Hire Temp Appointment	22400.00	22-DEC-16
Andrea Beck	AS9210 00	student hrly Brake Assist	Hire Temp Appointment	4800.00	22-OCT-16
Deryn Beck	SG8597 02	Graduate Research Assistant	Hire Temp Appointment	15102.00	22-DEC-16
Katlyn Beebout	AS9147 00	student hrly Lab Tech	Hire Temp Appointment	5280.00	22-OCT-16
Katlyn Beebout	AS9147 01	student hrly Lab Tech	Hire Temp Appointment	5280.00	22-DEC-16
Katlyn Beebout	SS7878 00	student hrly Lifeguard	Hire Temp Appointment	4320.00	10-JAN-17
Katlyn Beebout	SS7878 01	student hrly Water Safety	Hire Temp Appointment	4320.00	10-JAN-17
Cody Bekkering	SE6335 00	Temporary Research Asst	Hire Temp Appointment	37439.28	25-JAN-17
Austin Beninga	SW9502 00	WS Draftsmen	Hire Temp Appointment	4800.00	26-JAN-17
Fernando Bereta Dos Reis	SG9015 00	Graduate Research Assistant	Hire Temp Appointment	19681.00	09-JAN-17
Julie Bergstrom	SE6708 01	Temporary Clinical Assistant	Hire Temp Appointment	4000.00	22-JAN-17
Courtney Bernsten	SS8375 09	student hrly Member Serv Attd	Hire Temp Appointment	4104.00	01-DEC-16
Natasha Bettin	SS7944 00	student hrly Office Assistant	Hire Temp Appointment	4152.00	06-JAN-17
Wyatt Beyer	SS9793 00	student hrly Phonejack	Hire Temp Appointment	4320.00	07-NOV-16
Wyatt Beyer	SS9793 01	student hrly Phonejack	Hire Temp Appointment	4320.00	09-JAN-17
Subrata Bhadra	SG7797 00	Graduate Research Assistant	Hire Temp Appointment	21029.00	22-JAN-17
Somshuvra Bhattacharya	SG9849 05	Grad Teach Assist-Instructor	Supplemental Appointment	500.00	22-JAN-17

Basanta Bhusal	SS7917 03	student hrly Learning Assist	Hire Temp Appointment	4800.00	22-JAN-17
Basanta Bhusal	SS7917 04	student hrly Kharel Rsrch	Hire Temp Appointment	4800.00	22-JAN-17
Courtney Birkholtz	SS7725 00	stdnt hrly Assist Rodeo Coach	Hire Temp Appointment	4800.00	22-OCT-16
Courtney Birkholtz	SS7948 01	student hrly McCrory Gardens	Hire Temp Appointment	5040.00	22-OCT-16
Joshua Blase	SS7777 01	student hrly Plant Worker	Hire Temp Appointment	4344.00	09-JAN-17
Kelly Boese	SE6708 05	Temporary Clinical Assistant	Hire Temp Appointment	2700.00	22-JAN-17
Marissa Boesel	SS7701 00	student hrly Comm Studies	Hire Temp Appointment	4104.00	22-NOV-16
Alex Boger	AG9757 02	Graduate Research Assistant	Supplemental Appointment	200.00	22-OCT-16
Jasmine Bonnema	SS7904 00	student hrly CA Break coverage	Hire Temp Appointment	4800.00	22-NOV-16
Matthew Borah	AS9217 02	student hrly Biological Aid	Hire Temp Appointment	4824.00	22-JAN-17
Kaya Borg	SS9793 00	student hrly Phonejack	Hire Temp Appointment	4320.00	30-JAN-17
Gavin Borstad	SS8724 00	student hrly Transportation	Hire Temp Appointment	4440.00	27-JAN-17
Austin Bower	AS9505 03	student hrly AES Farm Dept	Hire Temp Appointment	5280.00	22-NOV-16
Aaron Bramstedt	AW9735 00	WS Research Assistant	Hire Temp Appointment	4320.00	13-DEC-16
Jacob Brandt	SS7704 00	stdnt hrly Off site Swine Farm	Hire Temp Appointment	4320.00	22-NOV-16
Naomi Brandt	SS7917 00	student hrly Learning Assist	Hire Temp Appointment	4800.00	22-JAN-17
Grant Brass	SS7788 01	Student hrly Animal Science	Hire Temp Appointment	4152.00	22-DEC-16
Alan Breck	SS8765 00	student hrly Student Driver	Hire Temp Appointment	4152.00	24-JAN-17
Emily Bremmon	SS8143 01	Student Univ Program Council	Hire Temp Appointment	250.00	22-NOV-16
Jenna Bresee	SE6761 00	Temporary Clinical Assistant	Hire Temp Appointment	2660.00	22-NOV-16
Anna Bridge	SS7720 00	student hrly Event Parking	Hire Temp Appointment	125.00	22-OCT-16
Curtis Brodd	SS8765 00	student hrly Student Driver	Hire Temp Appointment	4152.00	31-JAN-17
Mikayla Brown	SS7684 00	student hrly Project Assistant	Hire Temp Appointment	5280.00	22-DEC-16
Collins Bugingo	AG9685 00	Graduate Research Assistant	Hire Temp Appointment	16904.00	22-JAN-17
Merritt Burch	AG9745 02	Graduate Research Assistant	Hire Temp Appointment	16543.00	22-DEC-16
Sasha Burdeal	SW9572 00	WS Office Assistant	Hire Temp Appointment	4152.00	22-NOV-16
Megan Burgard	SE6793 00	Temporary Clinical Assistant	Hire Temp Appointment	3253.32	22-JAN-17
Shannon Burnette-Meek	SS7911 00	student hrly-AdmAsst-WR Grad O	Hire Temp Appointment	4320.00	22-OCT-16
Shanya Burt	SS8749 00	student hrly PAC	Hire Temp Appointment	4320.00	31-OCT-16
Shayla Burton	SS8765 00	student hrly Student Driver	Hire Temp Appointment	4152.00	17-JAN-17
Brady Bury	SS7777 00	student hrly Plant Worker	Hire Temp Appointment	4152.00	22-JAN-17
Landon Bushong	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Analisa Buyse	SS9793 00	student hrly Phonejack	Hire Temp Appointment	4320.00	30-JAN-17
Jack Buyse	SS8548 00	student hrly Union Set-up Crew	Hire Temp Appointment	4152.00	05-JAN-17
William Cahyadi	SG7915 00	Grad Teach Assist-Instructor	Hire Temp Appointment	3814.00	06-JAN-17
Allison Calmus	SE6708 02	Temporary Clinical Assistant	Hire Temp Appointment	2660.00	22-DEC-16
Rebecca Cantwell	AS9194 00	student hrly Lab Assistant	Hire Temp Appointment	4800.00	09-JAN-17
Kaitlyn Carda	SE6796 00	Temporary Clinical Assistant	Hire Temp Appointment	2660.00	22-DEC-16
Kathleen Cardwell	SS7937 00	student hrly Office Assistant	Hire Temp Appointment	4104.00	31-OCT-16
Braxton Carlson	AS9505 02	student hrly AES Farm Dept	Hire Temp Appointment	5280.00	22-NOV-16
Nicholas Carr	SS7815 01	student hrly Research Assist	Hire Temp Appointment	5760.00	23-JAN-17
Danielle Carroll	SG7750 00	Grad Teach Assist-Instructor	Hire Temp Appointment	4912.00	22-JAN-17
Spencer Carstens	AS9151 00	stdnt hrly Bighorn Sheep Rsrch	Hire Temp Appointment	4800.00	22-OCT-16
Alejandro Casella	AG9816 02	Graduate Research Assistant	Supplemental Appointment	720.00	22-JAN-17
Marissa Caskey	SS7671 00	student hrly FRN Support	Hire Temp Appointment	4320.00	12-JAN-17
April Cass	SE6793 01	Temporary Clinical Assistant	Hire Temp Appointment	4000.00	06-JAN-17
Holly Cech	SE6761 03	Temporary Clinical Assistant	Hire Temp Appointment	2660.00	22-OCT-16
Abigail Ceremuga	SW9547 00	WS Office Assistant	Hire Temp Appointment	4152.00	09-JAN-17
Anirban Chakraborty	SG9877 00	Graduate Research Assistant	Hire Temp Appointment	15102.00	09-JAN-17
Jamie Chalcraft	AS9159 00	student hrly Research Assist	Hire Temp Appointment	6240.00	26-JAN-17
Ghana Shyam Challa	AS9143 00	student hrly PISciM5651900	Hire Temp Appointment	4320.00	15-NOV-16
Ghana Shyam Challa	AS9143 01	student hrly PISciM5651900	Hire Temp Appointment	4320.00	15-DEC-16
Ghana Shyam Challa	SG7743 00	Grad Teach Assist-Instructor	Hire Temp Appointment	15951.00	22-DEC-16
Jennifer Chandler	SE6708 02	Temporary Clinical Assistant	Hire Temp Appointment	2660.00	22-JAN-17
Tracy Chapman	SE6344 00	Mental Health Counselor	Hire Temp Appointment	48708.00	13-DEC-16
Chhavi Chaudhary	SG7745 01	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-DEC-16
Pratibha Chaudhary	AG9741 00	Graduate Research Assistant	Hire Temp Appointment	16350.00	03-JAN-17
Pratibha Chaudhary	SG7625 00	Grad Teach Assist-Instructor	Hire Temp Appointment	2001.24	22-JAN-17
Appala Chekuri	SG7585 00	Graduate Research Assistant	Hire Temp Appointment	3852.00	22-JAN-17
Appala Chekuri	SS7871 01	student hrly Custodial staff	Hire Temp Appointment	4104.00	28-NOV-16
Yu Chen	SG7814 02	Grad Teach Assist-Instructor	Hire Temp Appointment	16133.00	22-DEC-16
Shouyun Cheng	AS9168 00	stdnt hrly lab & research asst	Hire Temp Appointment	12000.00	22-DEC-16
Anna Chicoine	SS8143 00	Student Grand Pooba	Hire Temp Appointment	250.00	22-JAN-17
Anna Chicoine	SS9793 02	student hrly Admin Support	Hire Temp Appointment	4680.00	01-JAN-17
Corey Chicoine	SS7751 00	student hrly Tutor	Hire Temp Appointment	4152.00	09-JAN-17
Jennifer Chikelu	SG7915 00	Grad Teach Assist-Instructor	Hire Temp Appointment	3814.00	06-JAN-17
Lauren Chirnside	SS7761 00	student hrly Vet & biomed	Hire Temp Appointment	4152.00	09-JAN-17
Sunghyeok Choi	SS8037 00	student hrly Facility Worker	Hire Temp Appointment	4152.00	07-FEB-17

Wai Chow Lin	SS7984 00	student hrly CA Break coverage	Hire Temp Appointment	4800.00	21-NOV-16
Taylor Christensen	SS7879 00	student hrly Group Fitness NC	Hire Temp Appointment	4152.00	30-NOV-16
Valerie Christians	SE6797 00	NFE Temp Professional Exempt	Hire Temp Appointment	8660.00	22-JAN-17
Jenna Christianson	SS7865 00	student hrly Travel Assist	Hire Temp Appointment	4800.00	23-JAN-17
Kaitlyn Cihoski	AS9195 00	student hrly PISciX72491000	Hire Temp Appointment	4800.00	22-OCT-16
Kaitlyn Cihoski	AS9195 01	student hrly Lab Assistant	Hire Temp Appointment	4800.00	22-DEC-16
Ulas Cinar	SS7861 02	stdnt hrly Orientation Driver	Hire Temp Appointment	4800.00	09-DEC-16
Nathanael Clapp	SS7810 01	student hrly OIT Tech	Hire Temp Appointment	4560.00	19-DEC-16
Crystal Clark	SS7911 00	student hrly Admin Assist	Hire Temp Appointment	4320.00	09-FEB-17
Karlie Clemens	SS7830 00	student hrly Equestrian Barn	Hire Temp Appointment	4152.00	16-JAN-17
Hannah Colgrove	SS7934 02	student hrly Nursing 333910	Hire Temp Appointment	5520.00	22-JAN-17
Hannah Colgrove	SS7934 03	student hrly Nursing 3MB918	Hire Temp Appointment	5520.00	22-JAN-17
Hannah Colgrove	SS7934 04	student hrly Nursing 3M6919	Hire Temp Appointment	5520.00	22-JAN-17
Hannah Colgrove	SS7934 05	student hrly Nursing 3F6721	Hire Temp Appointment	5520.00	22-JAN-17
Nathaniel Condelli	SS8548 06	student hrly State Tech Coord	Hire Temp Appointment	4440.00	03-JAN-17
Helen Conzemius	SS8143 02	Student Univ Program Council	Hire Temp Appointment	250.00	22-NOV-16
Alyssa Cook	SS7834 00	student hrly Safe Ride Monitor	Hire Temp Appointment	4800.00	22-DEC-16
Leslie Cope	SS8636 01	student hrly Museum Aide	Hire Temp Appointment	4320.00	22-DEC-16
Chloe Cornemann	SS7879 03	student hrly Personal Trainer	Hire Temp Appointment	4320.00	01-DEC-16
Chloe Cornemann	SS7879 04	student hrly Fitness attendant	Hire Temp Appointment	4152.00	01-DEC-16
Zoe Cosato	SW9900 00	WS Museum Aid	Hire Temp Appointment	4320.00	06-DEC-16
Caroline Covert	SW9503 00	WS Museum Aide	Hire Temp Appointment	4320.00	22-JAN-17
Nicholas Covington	SS7917 02	student hrly Learning Assist	Hire Temp Appointment	4800.00	22-JAN-17
Sydney Cowan	SS7845 01	student hrly IM Official	Hire Temp Appointment	4152.00	01-FEB-17
Thomas Cox	SS7795 04	Graduate Research Assistant	Hire Temp Appointment	23384.00	22-DEC-16
Devin Cressey	SS8090 00	Community Assist	Hire Temp Appointment	8.00	22-DEC-16
Lyndsey Crist	SS7703 00	student hrly Gameday Parking	Hire Temp Appointment	4104.00	03-DEC-16
Ethan Crouch	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Christian Custer	SS7968 00	Student Award	Hire Temp Appointment	1000.00	22-DEC-16
Aaron Cuthrell	SS8023 01	student hrly Facility Worker	Hire Temp Appointment	4800.00	14-FEB-17
Israel Cyabukombe	SS7984 00	student hrly CA Break coverage	Hire Temp Appointment	4800.00	21-NOV-16
Puskar Dahal	SG8008 00	Graduate Research Assistant	Hire Temp Appointment	7705.00	06-JAN-17
Subha Dahal	AG9788 03	Graduate Research Assistant	Hire Temp Appointment	16543.00	25-OCT-16
Ellen Dahl	SS7879 00	student hrly Group Fitness NC	Hire Temp Appointment	4152.00	10-FEB-17
Mark Daigle	SS7776 00	student hrly Patrol Officer	Hire Temp Appointment	4440.00	09-DEC-16
Darcy Dalton	SS8765 00	student hrly Student Driver	Hire Temp Appointment	4152.00	11-JAN-17
Suresh Damodaran	AG9889 03	Graduate Research Assistant	Hire Temp Appointment	23384.00	22-DEC-16
Suresh Daravath	SG9868 00	Graduate Research Assistant	Hire Temp Appointment	3467.00	06-JAN-17
Suresh Daravath	SS8147 03	student hrly lab assistant	Hire Temp Appointment	7200.00	01-NOV-16
Avijit Das	SG7912 03	Grad Teach Assist-Instructor	Hire Temp Appointment	3120.00	06-JAN-17
Jordan Davelaar	SW9530 00	WS Tutor	Hire Temp Appointment	4104.00	04-NOV-16
Grace Davidson	SS7702 00	student hrly Comm Studies	Hire Temp Appointment	4104.00	22-NOV-16
Justin Davis	SS7966 00	student hrly Architecture Asst	Hire Temp Appointment	4800.00	22-DEC-16
Gabriel De Souza	SS7984 00	student hrly CA Break coverage	Hire Temp Appointment	4800.00	21-NOV-16
Haley DeJong	SW9540 00	WS Admin Support	Hire Temp Appointment	4320.00	10-JAN-17
Madison DeJong	SS8143 01	Student Univ Program Council	Hire Temp Appointment	250.00	22-NOV-16
Abigail Deane	SS7703 00	student hrly Gameday Parking	Hire Temp Appointment	4104.00	03-DEC-16
Meg Dearduff	ES9802 00	student hrly Office Assistant	Hire Temp Appointment	4320.00	10-JAN-17
Tate Dejong	SW9534 00	WS Ambassador	Hire Temp Appointment	4440.00	25-OCT-16
Crystal Demuth	AS9210 00	student hrly Lab Tech	Hire Temp Appointment	4800.00	22-NOV-16
Claire Derdall	SE4983 00	Temp Ticket Taker	Hire Temp Appointment	80.00	22-OCT-16
Claire Derdall	SE4983 00	Temp Ticket Taker	Hire Temp Appointment	40.00	22-JAN-17
Joel Derickson	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Tanvee Deshpande	AG9794 00	Graduate Research Assistant	Hire Temp Appointment	20461.00	09-JAN-17
Jonah Devries	SS7771 00	student hrly Tutor	Hire Temp Appointment	4800.00	09-JAN-17
Sonjoy Dey	SS7810 00	student hrly OIT Tech	Hire Temp Appointment	4320.00	06-DEC-16
Chinonso Diejomaoh	SS8090 00	New Community Assist	Hire Temp Appointment	8.00	22-DEC-16
Sabrina Dietz	SS7706 00	student hrly Geospatial Tech	Hire Temp Appointment	5760.00	12-DEC-16
De'Lorian Diggs	SS7886 00	student Telehealth Video	Hire Temp Appointment	250.00	22-JAN-17
Jon Dilworth	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Darrian Dimmel	SW9547 00	WS Cashier	Hire Temp Appointment	4800.00	08-NOV-16
Thomas Docken	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Karli Dockendorf	SS8765 00	student hrly Student Driver	Hire Temp Appointment	4152.00	26-JAN-17
Charliass Dols	SW9553 00	WS Office Assistant	Hire Temp Appointment	4152.00	09-JAN-17
Daniel Domenichini	SS7777 00	student hrly Plant Worker	Hire Temp Appointment	4152.00	01-JAN-17
Joseph Donahoe	SG7922 02	Grad Teach Assist-Instructor	Hire Temp Appointment	4263.82	22-JAN-17
Brianna Doran	SS7720 00	student hrly Event Parking	Hire Temp Appointment	255.00	22-OCT-16
Brianna Doran	SS7720 00	student hrly Event Parking	Hire Temp Appointment	70.00	22-NOV-16



Brianna Doran	SS8143	01	Student Univ Program Council	Hire	Temp	Appointment	250.00	22-NOV-16
Christine Douglas	SS8548	00	student hrly Union set-up crew	Hire	Temp	Appointment	4104.00	01-NOV-16
Christine Douglas	SS8548	01	student hrly Union Set-up Crew	Hire	Temp	Appointment	4176.00	05-JAN-17
Bradley Drake	SS7845	00	student hrly IM official	Hire	Temp	Appointment	4104.00	24-OCT-16
Kailie Drescher	SS7707	00	student Pep Band	Hire	Temp	Appointment	4104.00	22-OCT-16
Ryan Driscoll	AS9154	00	student hrly Field Resrch Asst	Hire	Temp	Appointment	4800.00	22-OCT-16
Harsh Dubey	SS7687	00	student hrly Grounds Crew	Hire	Temp	Appointment	4800.00	22-DEC-16
Abby Dufloth	SS7836	00	student hrly Library Assist	Hire	Temp	Appointment	4152.00	06-JAN-17
Nicholas Dumke	AS9156	00	student hrly Research Assist	Hire	Temp	Appointment	4800.00	22-JAN-17
Ana Dunlavey	SS7878	00	student hrly Lifeguard	Hire	Temp	Appointment	4320.00	02-NOV-16
Ana Dunlavey	SS7878	01	student hrly Water Safety	Hire	Temp	Appointment	4320.00	02-NOV-16
Peter Dvoracek	AS9145	00	student hrly Research Assist	Hire	Temp	Appointment	4800.00	22-OCT-16
Danielle Dvorak	SW9547	00	WS Financial Aid Assistant	Hire	Temp	Appointment	4104.00	14-NOV-16
James Dykes	SS8548	01	student hrly Event Manager	Hire	Temp	Appointment	4680.00	03-JAN-17
Carter Dykstra	SS8861	00	student hrly Tech Fellow	Hire	Temp	Appointment	7272.00	30-JAN-17
Joseph Dzisam	SG7797	01	Graduate Research Assistant	Hire	Temp	Appointment	21029.00	22-JAN-17
Joseph Dzisam	SG7797	02	Graduate Research Assistant	Hire	Temp	Appointment	21029.00	22-DEC-16
Iman Ebadi Paskiabi	SS7966	00	student hrly Architecture Asst	Hire	Temp	Appointment	5760.00	22-DEC-16
Joyce Eduful	SG7998	00	Graduate Research Assistant	Hire	Temp	Appointment	33106.00	22-JAN-17
Mona El-Gayar	SS7771	00	student hrly Tutor	Hire	Temp	Appointment	4800.00	09-JAN-17
Mirna Elbedawey	SS8548	00	student hrly Union set-up crew	Hire	Temp	Appointment	4104.00	01-NOV-16
Mirna Elbedawey	SS8548	01	student hrly Union Set-up Crew	Hire	Temp	Appointment	4176.00	05-JAN-17
Cooper Eliason	SS7787	00	student hrly Farm Crew	Hire	Temp	Appointment	4152.00	20-JAN-17
Cooper Eliason	SS7787	01	student hrly Farm Crew Holiday	Hire	Temp	Appointment	4632.00	20-JAN-17
Tanner Ellefson	SW9575	00	WS Museum Aid	Hire	Temp	Appointment	4320.00	01-FEB-17
Logan Ellingson	SS7788	00	student hrly Cow Calf Unit	Hire	Temp	Appointment	4152.00	22-JAN-17
Stuart Elliot	SS8044	00	student hrly Conference Assist	Hire	Temp	Appointment	4800.00	08-FEB-17
Dean Ellis	SE6507	00	Assistant Coach-M&W Golf	Hire	Temp	Appointment	38000.00	10-FEB-17
Kate Ellis	SS7707	00	student hrly Pep Band	Hire	Temp	Appointment	4104.00	22-OCT-16
Sarah Ellis	SS7863	00	student hrly Marketing Assist	Hire	Temp	Appointment	8452.80	22-DEC-16
Andrew Engelmann	SW9547	00	WS FA Office Assistant	Hire	Temp	Appointment	4800.00	30-JAN-17
Emily Ensrud	SS7703	00	student hrly Gameday Parking	Hire	Temp	Appointment	4104.00	03-DEC-16
Morgan Erickson	SG7750	01	Grad Teach Assist-Instructor	Hire	Temp	Appointment	4912.00	22-JAN-17
Debra Erk	SE6793	03	Temporary Clinical Assistant	Hire	Temp	Appointment	2000.00	06-JAN-17
Melissa Esser	SE6708	10	Temporary Clinical Assistant	Hire	Temp	Appointment	3000.00	22-DEC-16
Ryan Etherington	SS7845	01	student hrly IM Supervisor	Hire	Temp	Appointment	4200.00	20-FEB-17
Trey Etrheim	SS8007	05	stdnt hrly Info Exchange Mngr	Hire	Temp	Appointment	4680.00	03-JAN-17
Kallie Evans	SS8765	00	student hrly Driver	Hire	Temp	Appointment	4152.00	23-JAN-17
Hunter Even	SS7703	00	student hrly Gameday Usher	Hire	Temp	Appointment	4104.00	03-DEC-16
Vilisa Even	SE6708	04	Temporary Clinical Assistant	Hire	Temp	Appointment	4869.00	22-OCT-16
Vilisa Even	SE6708	05	Temporary Clinical Assistant	Hire	Temp	Appointment	4869.00	22-JAN-17
Danielle Evers	SS7743	00	stdnt hrly Wool judging coach	Hire	Temp	Appointment	5760.00	22-OCT-16
Macee Fanning	SS7878	00	stdnt hrly Facility Attendant	Hire	Temp	Appointment	4152.00	22-DEC-16
Paul Fanta	SS8085	00	New Community Assist	Hire	Temp	Appointment	8.00	22-DEC-16
Alexandra Farber	SS8861	01	Student Hourly-Tech Fellow	Hire	Temp	Appointment	8001.60	22-DEC-16
Clay Farland	SS7845	00	student hrly IM Official	Hire	Temp	Appointment	4152.00	11-JAN-17
Jacqueline Farniok	SS7830	00	student hrly Equestrian Barn	Hire	Temp	Appointment	4152.00	16-JAN-17
Annaliese Favorite	SS7816	01	student hrly Animal Science	Hire	Temp	Appointment	4152.00	22-DEC-16
Traci Fejfar	SE6761	00	Temporary Clinical Assistant	Hire	Temp	Appointment	2660.00	22-OCT-16
Jhett Finkbeiner	SS7845	01	student hrly IM Supervisor	Hire	Temp	Appointment	4200.00	20-FEB-17
Caitlyn Fluke	SS7677	00	student hrly Driver	Hire	Temp	Appointment	4152.00	08-JAN-17
Andrew Foley	SS7771	00	student hrly Tutor	Hire	Temp	Appointment	4800.00	09-JAN-17
Alex Fonder	SW9530	00	WS SI Leader	Hire	Temp	Appointment	4152.00	04-JAN-17
Caitlin Fornia	SS7732	00	student hrly Library Assist	Hire	Temp	Appointment	4152.00	22-JAN-17
Josie Fortuna	SS7911	00	student hrly Tutor	Hire	Temp	Appointment	4200.00	09-JAN-17
Erin Foth	SS8007	00	stdnt hrly Info Exchange Asst	Hire	Temp	Appointment	4104.00	24-OCT-16
Erin Foth	SS8007	01	student hrly Info Exchange	Hire	Temp	Appointment	4176.00	07-JAN-17
Kyle Franta	SS7855	01	student hrly Classroom Assist	Hire	Temp	Appointment	4800.00	22-JAN-17
Zachary Freeman	SS7878	00	stdnt hrly Facility Attendant	Hire	Temp	Appointment	4152.00	13-DEC-16
Jamison French	SS7982	00	student hrly CA Break coverage	Hire	Temp	Appointment	4800.00	22-NOV-16
Jamison French	SW9617	01	WS Orientation Leader	Hire	Temp	Appointment	4200.00	22-JAN-17
Ryan Froom	SS7703	00	student hrlyl Gameday Usher	Hire	Temp	Appointment	4104.00	03-DEC-16
Rachel Funk	SW9552	00	WS Figure Drawing Model	Hire	Temp	Appointment	7200.00	22-OCT-16
Elizabeth Gadberry	SG6031	00	Graduate Admin Assistant	Hire	Temp	Appointment	15600.00	09-JAN-17
Varun Kumar Gadipudi	SG7915	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	3814.00	06-JAN-17
Harshita Gahlot	SS7922	00	student hrly Wastewater Plant	Hire	Temp	Appointment	5520.00	22-DEC-16
Austin Galinat	AS9221	00	student hrly Survey Assist	Hire	Temp	Appointment	5760.00	22-JAN-17
Joseph Galvin	SG7916	01	Grad Teach Assist-Instructor	Hire	Temp	Appointment	2889.00	22-JAN-17

Rongyuan Gao	SG7728 01	Grad Teach Assist-Instructor	Hire Temp Appointment	15951.00	22-DEC-16
Kelsey Garber	SS7816 00	student hrly Horse Unit worker	Hire Temp Appointment	4104.00	09-NOV-16
Megan Garms	SS7666 00	student hrly Center Scholar	Hire Temp Appointment	6720.00	23-JAN-17
Taylor Geerdes	SS7776 00	student hrly Patrol Officer	Hire Temp Appointment	4440.00	28-NOV-16
Megan Gengler	SS8765 00	student hrly Student Driver	Hire Temp Appointment	4152.00	01-FEB-17
Paige Gerdes	SS7703 00	student hrly Gameday Parking	Hire Temp Appointment	4104.00	03-DEC-16
Logan Gesinger	SS8328 02	student hrly Research Asst	Hire Temp Appointment	5040.00	22-DEC-16
Krishna Ghimire	AG7013 00	Graduate Research Assistant	Hire Temp Appointment	23384.00	09-JAN-17
Jaimie Gibbons	AG9762 03	Graduate Research Assistant	Hire Temp Appointment	21268.00	22-DEC-16
Dennis Gibson	SG7799 02	Grad Teach Assist-Instr-9 mth	Hire Temp Appointment	15772.00	22-DEC-16
Carter Gilk	SS7707 00	Student Hrly-Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Coleton Ginger	NS9457 00	NSU Theater	Hire Temp Appointment	100.00	22-JAN-17
Quinten Glass	AS9195 00	student hrly PISciX72491000	Hire Temp Appointment	4800.00	22-OCT-16
Timothy Gleason	SS8548 01	student hrly Union Manager	Hire Temp Appointment	4296.00	05-JAN-17
Christopher Glodt	SS8548 01	student hrly Union Manager	Hire Temp Appointment	4224.00	22-OCT-16
Christopher Glodt	SS8548 02	student hrly Union Manager	Hire Temp Appointment	4296.00	05-JAN-17
Seth Golden	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Tanner Goodall	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Chloe Goodhope	SS7805 00	student hrly Lab Assist	Hire Temp Appointment	4800.00	17-JAN-17
Olivia Grave	AS9144 00	student hrly Swine Unit	Hire Temp Appointment	4152.00	26-JAN-17
Baylee Groos	SS7897 00	student hrly Bookstore	Hire Temp Appointment	4320.00	29-DEC-16
Paige Guge	SS7934 00	student hrly Nursing 333910	Hire Temp Appointment	5520.00	22-JAN-17
Paige Guge	SS7934 01	student hrly Nursing 3MB918	Hire Temp Appointment	5520.00	22-JAN-17
Paige Guge	SS7934 02	student hrly Nursing 3M6919	Hire Temp Appointment	5520.00	22-JAN-17
Bailey Gullikson	AG8016 02	Graduate Research Assistant	Hire Temp Appointment	18805.00	31-DEC-16
Caleb Gunn	SS7845 01	student hrly IM Supervisor	Hire Temp Appointment	4200.00	20-FEB-17
Ailin Guo	SG9849 00	Grad Teach Assist-Instructor	Hire Temp Appointment	17532.00	05-JAN-17
Obed Gyamfi	SG7797 00	Graduate Research Assistant	Hire Temp Appointment	21029.00	22-JAN-17
Jenna Haag	AW9733 00	WS Lab Tech	Hire Temp Appointment	4800.00	22-OCT-16
Ashtyn Haak	SS8765 00	student hrly Student Driver	Hire Temp Appointment	4152.00	17-FEB-17
Connor Haaland	SW9504 00	WS Modern Language Assist	Hire Temp Appointment	4152.00	17-JAN-17
Brittany Haberman	SS7677 00	student hrly Driver	Hire Temp Appointment	4152.00	08-JAN-17
Hayley Haertel	SS7799 00	student hrly Climbing Wall	Hire Temp Appointment	4152.00	01-DEC-16
Hayley Haertel	SS7799 01	student hrly Outdoor Rentals	Hire Temp Appointment	4152.00	01-DEC-16
Jamela Hafner	SS7911 02	student hrly Tutor	Hire Temp Appointment	4200.00	19-JAN-17
Samantha Hagedorn	SW9645 00	WS Student Assistant	Hire Temp Appointment	4152.00	30-JAN-17
Benjamin Halbkat	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Rachel Halbur	SS8007 03	student hrly Info Exchange	Hire Temp Appointment	4200.00	07-JAN-17
Charles Halfmann	SG7727 02	Grad Teach Assist-Instructor	Hire Temp Appointment	15951.00	22-DEC-16
Connor Hall	SS7937 00	student hrly CA Break coverage	Hire Temp Appointment	4800.00	22-NOV-16
Billie Halsey	SW9572 00	WS Office Assistant	Hire Temp Appointment	4152.00	09-JAN-17
Cole Halvorson	SS7914 00	student hrly-Plant Worker	Hire Temp Appointment	4104.00	22-OCT-16
Miran Hama Salh	AG9844 04	Graduate Research Assistant	Hire Temp Appointment	10664.00	06-JAN-17
Miran Hama Salh	SG9863 01	Grad Teach Assist-Instructor	Hire Temp Appointment	4000.00	06-JAN-17
Ahmed Hammam	AG9820 00	Graduate Research Assistant	Hire Temp Appointment	16350.00	09-JAN-17
Richard Hannasch	SS7878 00	stdnt hrly Facility Attendant	Hire Temp Appointment	4152.00	13-DEC-16
Lacey Hansen	SS8548 01	student hrly Union Manager	Hire Temp Appointment	4296.00	05-JAN-17
Hailey Hanson	SS7810 01	student hrly OIT Tech	Hire Temp Appointment	4320.00	08-DEC-16
Hailey Hanson	SS8861 00	Student Hourly-Tech Fellow	Hire Temp Appointment	7272.00	22-DEC-16
Md Ehsanul Haque	AG9889 02	Graduate Research Assistant	Hire Temp Appointment	21268.00	22-DEC-16
Aaron Hargens	SS7706 00	student hrly Center Scholar	Hire Temp Appointment	6720.00	23-JAN-17
Alexander Harms	SS8548 07	student hrly State Tech Mngr	Hire Temp Appointment	4920.00	03-JAN-17
Nicholas Harrington	AS9147 00	student hrly Groundskeeper	Hire Temp Appointment	5280.00	22-OCT-16
Sprih Harsh	AG8004 02	Graduate Research Assistant	Hire Temp Appointment	10664.00	06-JAN-17
Sprih Harsh	SG7989 01	Grad Teach Assist-Instructor	Hire Temp Appointment	4889.00	06-JAN-17
Derek Hartl	SS8548 05	student hrly State Tech Coord	Hire Temp Appointment	4440.00	03-JAN-17
Seth Hartman	SS8093 03	student hrly Blueprint Design	Hire Temp Appointment	4272.00	05-JAN-17
Mika Hasanen	SG7922 03	Grad Teach Assist-Instructor	Hire Temp Appointment	3837.34	22-JAN-17
Abdullah Al Hashib	SG8008 03	Graduate Research Assistant	Hire Temp Appointment	7705.00	06-JAN-17
Laura Hauser	SS8375 00	student hrly Member Serv Attd	Hire Temp Appointment	4104.00	01-DEC-16
Jenna Hayungs	AS9158 01	student hrly Technician	Hire Temp Appointment	4800.00	22-OCT-16
Jenna Hayungs	AS9158 02	student hrly Research assist	Hire Temp Appointment	5040.00	22-OCT-16
Jenna Hayungs	SS8688 01	student hrly Union Set-up Crew	Hire Temp Appointment	4200.00	23-JAN-17
Cody Hazelett	SS8548 00	student hrly Union Set-up Crew	Hire Temp Appointment	4152.00	08-JAN-17
Wyatt Heezen	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Shannon Hegland	SS7706 00	student hrly Center Scholar	Hire Temp Appointment	6720.00	23-JAN-17
Jacob Heidenreich	SS7878 01	Student Hrly-Operations Mgr	Hire Temp Appointment	4800.00	22-OCT-16
Dominic Heidt	SS8093 03	student hrly Blueprint Manager	Hire Temp Appointment	4800.00	22-DEC-16

Vitoria Heier	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Jordan Helmin	SS7878 00	stdnt hrly Facility Attendant	Hire Temp Appointment	4104.00	07-NOV-16
Allyson Helms	SS7912 02	Student Assoc Exec Board	Hire Temp Appointment	562.50	22-NOV-16
Anna Hemenway	AS9194 00	student hrly Lab Assistant	Hire Temp Appointment	4800.00	09-JAN-17
Brandon Hemstad	SS8088 00	New Community Assist	Hire Temp Appointment	8.00	22-DEC-16
Jessie Hendricks	SG7759 00	Graduate Research Assistant	Hire Temp Appointment	22400.00	22-DEC-16
Katie Hendrickson	SS7787 00	student hrly Farm Crew	Hire Temp Appointment	4152.00	22-JAN-17
Katie Hendrickson	SS7787 01	student hrly Farm Crew Holiday	Hire Temp Appointment	4632.00	22-JAN-17
Bret Henning	SS7740 01	student hrly CEE 432 Assist	Hire Temp Appointment	5760.00	09-JAN-17
Allison Herdliska	SS7703 00	student hrly Gameday Parking	Hire Temp Appointment	4104.00	03-DEC-16
D'Shaun Herman	SS8143 01	Student Univ Program Council	Hire Temp Appointment	250.00	22-NOV-16
Isaac Hernandez Garcia	SW9572 00	WS Office Assistant	Hire Temp Appointment	4152.00	22-NOV-16
Alex Herold	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Mikayla Herrick	SE6793 02	Temporary Clinical Assistant	Hire Temp Appointment	4000.00	06-JAN-17
Bailee Hetland	SS8765 00	student hrly Student Driver	Hire Temp Appointment	4152.00	23-JAN-17
Mitchel Heumiller	SS7845 00	student hrly IM Official	Hire Temp Appointment	4104.00	31-OCT-16
Ciara High	SS7878 00	stdnt hrly Facility Attendant	Hire Temp Appointment	4152.00	17-JAN-17
Jenna Hildahl	SS8636 00	NHD Logo Award	Hire Temp Appointment	500.00	22-DEC-16
Misty Hildenbrand	SG8997 00	Graduate Research Assistant	Hire Temp Appointment	8410.00	22-DEC-16
Katelyn Hillerud	SS8233 00	student hrly Orientation	Hire Temp Appointment	4152.00	12-JAN-17
Yazen Hindieh	SG7735 00	Grad Teach Assist-Instructor	Hire Temp Appointment	2889.00	06-JAN-17
Cole Hinz	SS8143 02	Student Univ Program Council	Hire Temp Appointment	250.00	22-NOV-16
Ryan Hoag	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Deanne Hoekstra	SE6761 01	Temporary Clinical Assistant	Hire Temp Appointment	6000.00	22-JAN-17
Brooke Hoffman	SS8375 01	student hrly Member Serv attd	Hire Temp Appointment	4104.00	01-DEC-16
Hiedi Hofstiezer	SS8089 00	New Community Assist	Hire Temp Appointment	8.00	22-DEC-16
Bret Holt	SS7966 01	student hrly Architecture Asst	Hire Temp Appointment	4800.00	22-DEC-16
Logan Holtz	SS7845 00	student hrly IM Official	Hire Temp Appointment	4152.00	12-JAN-17
Elizabeth Honner	SG9870 00	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-DEC-16
Samantha Hoppe	SW9534 00	WS Ambassador	Hire Temp Appointment	4104.00	25-OCT-16
Natalie Howard	SS8474 00	student hrly Equestrian Barn	Hire Temp Appointment	4152.00	06-DEC-16
Jordanne Howe	AS9159 00	student hrly Teaching Assist	Hire Temp Appointment	4200.00	22-JAN-17
Jordanne Howe	AS9205 00	student hrly PISciX7258850	Hire Temp Appointment	4152.00	02-JAN-17
Sammantha Hoyles	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Sammantha Hoyles	SS7730 00	student hrly Assistant Teacher	Hire Temp Appointment	4104.00	07-DEC-16
Teri Hubbard	SE6708 00	Temporary Clinical Assistant	Hire Temp Appointment	3000.00	22-DEC-16
Jennifer Huber	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Elise Hughes Berheim	AG8016 03	Graduate Research Assistant	Hire Temp Appointment	16604.00	31-DEC-16
Elizabeth Hult	SS8007 02	student hrly Info Exchange	Hire Temp Appointment	4200.00	07-JAN-17
Ryan Hurt	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Ryan Hurt	SS8548 02	student hrly State Tech	Hire Temp Appointment	4200.00	05-JAN-17
Anna Husman	SE6708 08	Temporary Clinical Assistant	Hire Temp Appointment	4000.00	22-OCT-16
Monaya Hustoft	SS8093 02	student hrly BluePrint Assist	Hire Temp Appointment	4200.00	05-JAN-17
Adesola Ibitoye	SS7700 00	student hrly Housing	Hire Temp Appointment	4800.00	14-DEC-16
Ali Adel Ali Ali Ibrahim	SS7665 00	student hrly Center Scholar	Hire Temp Appointment	6720.00	23-JAN-17
Shelly Iburg	SS7922 00	student hrly Wastewater Plant	Hire Temp Appointment	5520.00	13-JAN-17
Joshua Irvin	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Tessa Ivers	SS8765 00	student hrly Student Driver	Hire Temp Appointment	4152.00	18-JAN-17
Anna Iverson	SS8765 00	student hrly Student Driver	Hire Temp Appointment	4152.00	12-JAN-17
Martin Jackson-Ratliff	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Devin Jacobs	AS9155 00	student hrly TA for Dr. Gonda	Hire Temp Appointment	4200.00	22-DEC-16
Brook Jacobsma	SS7673 00	student hrly Mastellar Assist	Hire Temp Appointment	4200.00	10-JAN-17
Prajakta Jadhav	SG9882 00	Grad Assist - Research	Hire Temp Appointment	21268.00	09-JAN-17
Nusrat Jahan	SG7814 00	Grad Teach Assist-Instructor	Hire Temp Appointment	15531.00	22-DEC-16
Amanda Jamison	SS7966 03	student hrly Architecture Asst	Hire Temp Appointment	4800.00	22-DEC-16
Kyle Jamison	SS7669 00	student hrly Admin Assistant	Hire Temp Appointment	4800.00	22-DEC-16
Fatima Javid	SS8233 00	stdnt hrly Orientation Leader	Hire Temp Appointment	4152.00	12-JAN-17
Fatima Javid	SW9511 00	WS Wagner Cafe Assist	Hire Temp Appointment	4320.00	24-OCT-16
Kaveen Jayamanna	SS7871 02	student hrly Custodial Staff	Hire Temp Appointment	4104.00	09-DEC-16
Reid Jensen	SS7799 00	student hrly Climbing Wall	Hire Temp Appointment	4152.00	01-DEC-16
Reid Jensen	SS7799 01	student hrly Outdoor Rentals	Hire Temp Appointment	4152.00	01-DEC-16
Tyler Jensen	SW9547 00	WS 4-H Office Assistant	Hire Temp Appointment	5404.80	06-DEC-16
Jacey Jessop	SS9793 00	student hrly Admin Support	Hire Temp Appointment	4320.00	21-DEC-16
Jacey Jessop	SS9793 01	student hrly Annual Programs	Hire Temp Appointment	4320.00	01-JAN-17
Ji Eun Jhang	SG6832 01	Grad Teach Assist-Instructor	Hire Temp Appointment	3852.00	22-JAN-17
Amanda John	SS8089 00	New Community Assist	Hire Temp Appointment	8.00	22-DEC-16
Alexandria Johns	SS8375 00	student hrly Member Services	Hire Temp Appointment	4152.00	23-JAN-17
Mikaila Johns	SS7944 00	student hrly Office Assistant	Hire Temp Appointment	4152.00	06-JAN-17

Brita Johnson	AS9147 00	student hrly Lab Technician	Hire Temp Appointment	5280.00	22-OCT-16
Brita Johnson	AW9732 00	WS Research Technician	Hire Temp Appointment	5280.00	22-OCT-16
Courtney Johnson	SS7888 00	student hrly Social Media Asst	Hire Temp Appointment	4800.00	06-JAN-17
Daniel Johnson	SS7782 00	student hrly EE 102 Assist	Hire Temp Appointment	5760.00	22-DEC-16
E Johnson	SE6559 05	Temporary Faculty Mentor	Hire Temp Appointment	22529.87	22-JAN-17
Emma Johnson	SS7937 00	student hrly CA break coverage	Hire Temp Appointment	4800.00	16-DEC-16
Erin Johnson	SS7887 00	student hrly Note Taker	Hire Temp Appointment	4800.00	12-JAN-17
Kelsey Johnson	AS9165 01	student hrly Voices for Food	Hire Temp Appointment	4800.00	22-DEC-16
Kelsey Johnson	SS7751 00	student hrly SI Leader	Hire Temp Appointment	4440.00	09-JAN-17
Krista Johnson	SE6708 06	Temporary Clinical Assistant	Hire Temp Appointment	6000.00	22-JAN-17
Logan Johnson	SS8143 01	Student Univ Program Council	Hire Temp Appointment	250.00	22-NOV-16
Randy Johnson	SG8027 00	Grad Teach Assist-Instructor	Hire Temp Appointment	1536.00	06-JAN-17
Ryan Johnson	SS8548 01	student hrly Union Manager	Hire Temp Appointment	4320.00	05-JAN-17
Dannijo Johnston	SS7966 00	student hrly Night Office Asst	Hire Temp Appointment	4800.00	22-JAN-17
Luke Johnston	SS7845 00	student hrly IM Official	Hire Temp Appointment	4152.00	19-JAN-17
Maitlyn Jordan	SS7854 00	student hrly CA Break coverage	Hire Temp Appointment	4800.00	22-NOV-16
Kelley Jorgensen	SS7842 00	student hrly office assistant	Hire Temp Appointment	4800.00	09-JAN-17
Kelley Jorgensen	SS7928 00	student hrly CA Break coverage	Hire Temp Appointment	4800.00	22-NOV-16
Pranij Joshi	SS8037 00	student hrly Facility Worker	Hire Temp Appointment	4152.00	13-JAN-17
Ellyn Julius	SS7751 00	student hrly Tutor	Hire Temp Appointment	4152.00	22-JAN-17
Conner Jurrens	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Pratiksha K C	AG9889 00	Graduate Research Assistant	Hire Temp Appointment	16543.00	09-JAN-17
Milkah Kahiu	SG7828 00	Graduate Research Assistant	Hire Temp Appointment	36000.00	22-JAN-17
Sahil Kalia	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Joshua Kamami	SS7776 01	student hrly Dispatcher	Hire Temp Appointment	4920.00	22-NOV-16
Jaiprakash Kanagaraj	SG7915 00	Grad Teach Assist-Instructor	Hire Temp Appointment	3814.00	06-JAN-17
Praveena Kanchupati	SG7725 02	Grad Teach Assist-Instructor	Hire Temp Appointment	15951.00	22-DEC-16
Aaron Karl	SS7680 00	student hrly GIS Assist	Hire Temp Appointment	5280.00	22-DEC-16
David Karst	SS9793 00	student hrly Phonejack	Hire Temp Appointment	4320.00	09-JAN-17
Kyle Kaskie	SG7828 00	Graduate Research Assistant	Hire Temp Appointment	16604.00	03-JAN-17
Kyle Kaskie	SS7706 00	student hrly Research Tech	Hire Temp Appointment	5280.00	22-OCT-16
Angelica Kasper	SS8233 00	stdnt hrly Orientation Leader	Hire Temp Appointment	4152.00	12-JAN-17
Nicholas Kaup	AS9505 02	student hrly AES Farm dept	Hire Temp Appointment	5280.00	22-NOV-16
Garrett Keegan	SS8375 06	student hrly Member Serv Attd	Hire Temp Appointment	4104.00	01-DEC-16
Ellen Keena	SS8093 01	student hrly BluePrint Assist	Hire Temp Appointment	4176.00	05-JAN-17
Sherese Kelliher	SE6708 07	Temporary Clinical Assistant	Hire Temp Appointment	4869.00	22-JAN-17
Zachary Kelly	SS7845 00	student hrly IM Official	Hire Temp Appointment	4152.00	12-JAN-17
Cooper Kemnitz	SS8134 00	Student Labor OT Elg-FTE Count	Hire Temp Appointment	4152.00	09-JAN-17
Alexander Kena	SG7723 00	Grad Teach Assist-Instructor	Hire Temp Appointment	15951.00	09-JAN-17
Leandre Kennedy	SS7922 03	student hrly Lab Assist	Hire Temp Appointment	5640.00	09-JAN-17
Leandre Kennedy	SW9557 02	WS Lab Assistant	Hire Temp Appointment	5640.00	09-JAN-17
MaryEllen Kennedy	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Caleb Kervin	SS8688 00	student hrly Union Set-up Crew	Hire Temp Appointment	4176.00	24-JAN-17
Sameer Keshavan	SS7815 00	student hrly Research Assist	Hire Temp Appointment	4800.00	23-JAN-17
Sameer Keshavan	SS7936 00	student hrly CA Break coverage	Hire Temp Appointment	4800.00	09-DEC-16
Laura Kessler	SE6708 02	Temporary Clinical Assistant	Hire Temp Appointment	4000.00	22-OCT-16
Bikash Khanal	SG7573 00	Grad Teach Assist-Instructor	Hire Temp Appointment	2889.00	06-JAN-17
Pratiksha Khanal	SG9856 01	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-DEC-16
Mohammad Khazaie	SG7588 00	Graduate Research Assistant	Hire Temp Appointment	19681.00	09-JAN-17
Dongyoun Kim	SG6832 00	Grad Teach Assist-Instructor	Hire Temp Appointment	3852.00	22-JAN-17
HeeWon Kim	SS7699 00	student hrly Office Assistant	Hire Temp Appointment	5040.00	12-DEC-16
Sunghwan Kim	SG7763 00	Graduate Research Assistant	Hire Temp Appointment	11200.00	22-JAN-17
McCamey Kimbler	SS7799 00	student hrly Climbing Wall	Hire Temp Appointment	4152.00	01-DEC-16
McCamey Kimbler	SS7799 01	student hrly Outdoor Rentals	Hire Temp Appointment	4152.00	01-DEC-16
Alexa Kindt	SS7755 00	student hrly Accounting Assist	Hire Temp Appointment	4800.00	20-DEC-16
Mark Kirschenman	AS9180 01	student hrly Lab Assistant	Hire Temp Appointment	4800.00	22-DEC-16
Anthony Kjolsing	SS7703 00	student hrly Gameday Usher	Hire Temp Appointment	4104.00	03-DEC-16
Nickolas Klabunde	AS9216 00	student hrly Feedlot Worker	Hire Temp Appointment	4152.00	22-JAN-17
Dustin Kleba	SS7675 00	Cavorts Award	Hire Temp Appointment	700.00	22-NOV-16
Jeanette Klein	SS7775 00	student hrly Honors Assist	Hire Temp Appointment	4152.00	12-JAN-17
Anita Kline	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Haley Klinkel	SE6708 00	Temporary Clinical Assistant	Hire Temp Appointment	5580.00	22-DEC-16
Hannah Klinkhammer	SS7810 00	student hrly OIT Tech	Hire Temp Appointment	4440.00	05-DEC-16
Anneliese Klinzmann	SS7787 00	student hrly Farm Crew	Hire Temp Appointment	4152.00	02-JAN-17
Anneliese Klinzmann	SS7787 01	student hrly Farm Crew holiday	Hire Temp Appointment	4632.00	02-JAN-17
Nicholas Kludt	AG9105 02	Graduate Research Assistant	Hire Temp Appointment	24085.00	22-DEC-16
Matthew Knecht	SS7810 00	student hrly OIT Tech	Hire Temp Appointment	4320.00	14-NOV-16
Krynne Knopik	SS7966 00	student hrly Shop Worker	Hire Temp Appointment	4320.00	22-JAN-17

Jaclynn Knutson	AS9205 00	student hrly PISciX7258850	Hire Temp Appointment	4152.00	22-JAN-17
Brian Kobylkevich	AG9711 00	Graduate Research Assistant	Hire Temp Appointment	16543.00	09-JAN-17
Kyle Koch	SW9572 00	WS Office Assistant	Hire Temp Appointment	4152.00	22-NOV-16
Katelyn Koenig	SS8375 00	student hrly Member Services	Hire Temp Appointment	4152.00	23-JAN-17
Nathan Koens	SS8328 02	student hrly Research Assist	Hire Temp Appointment	5280.00	22-DEC-16
Eric Koerner	SS7871 00	student hrly Maintenance Staff	Hire Temp Appointment	4800.00	04-NOV-16
Amrit Koirala	SG7723 01	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-DEC-16
Rebecca Kolstrom	AE9065 00	Temp Research Asst	Hire Temp Appointment	12994.29	22-NOV-16
Rebecca Kolstrom	AG8004 00	Graduate Research Assistant	Hire Temp Appointment	19369.00	22-DEC-16
Vanessa Konyonenbelt	SS7917 00	student hrly Learning Assist	Hire Temp Appointment	4800.00	22-JAN-17
Troy Kopp	AS9184 00	student hrly Vet & Biomed	Hire Temp Appointment	4896.00	22-NOV-16
Tessa Kopren	SS8143 01	Student Univ Program Council	Hire Temp Appointment	250.00	22-NOV-16
Mammen Korah	SS8548 01	student hrly State Tech	Hire Temp Appointment	4176.00	05-JAN-17
Abdoul Aziz Kouanda	SG7824 01	Graduate Research Assistant	Hire Temp Appointment	15102.00	22-DEC-16
Jordan Kpai	SS7747 00	student hrly athletics assist	Hire Temp Appointment	4104.00	08-NOV-16
Caleb Kragenbring	SS7750 00	student hrly Peer Mentor	Hire Temp Appointment	4152.00	09-JAN-17
Lauren Kremer	SS8233 00	stdnt hrly Orientation Leader	Hire Temp Appointment	4152.00	12-JAN-17
Jacob Krier	SS8861 00	Student Hourly-Tech Fellow	Hire Temp Appointment	7272.00	22-DEC-16
Kirby Krogstad	SS7787 00	student hrly Farm Crew	Hire Temp Appointment	4152.00	22-JAN-17
Kirby Krogstad	SS7787 01	student hrly Farm Crew Holiday	Hire Temp Appointment	4632.00	22-JAN-17
Kirby Krogstad	SS7912 01	Student Assoc Exec Board	Hire Temp Appointment	375.00	22-NOV-16
Cody Kronaizl	SS8861 00	student hrly Tech Fellow	Hire Temp Appointment	7272.00	30-JAN-17
Holly Krueger	SS7816 01	student hrly Horse Unit-313203	Hire Temp Appointment	4200.00	22-NOV-16
Brittany Kruger	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Erica Krump	SS9793 00	student hrly Phonejack	Hire Temp Appointment	4320.00	12-JAN-17
Sarah Krush	SE6708 00	Temporary Clinical Assistant	Hire Temp Appointment	2660.00	22-OCT-16
Jordan Kuhle	SS8375 01	student hrly Member Serv Attd	Hire Temp Appointment	4104.00	01-DEC-16
Victoria Kuhlmann	SS8765 00	student hrly Student Driver	Hire Temp Appointment	4152.00	12-JAN-17
Pavan Kulkarni	SG7715 02	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-DEC-16
Kamryn Kullot	SW9530 00	WS Tutor	Hire Temp Appointment	4152.00	22-JAN-17
Dana Kurtz	SS8548 00	student hrly Operations Mngr	Hire Temp Appointment	4776.00	03-JAN-17
Kayla Kutzke	SS8233 00	stdnt hrly Orientation Leader	Hire Temp Appointment	4152.00	12-JAN-17
Mary Lack	SS8474 00	student hrly Equestrian Barn	Hire Temp Appointment	4104.00	19-NOV-16
Amanda Lage	SS7779 01	student hrly Lab asst 3AH519	Hire Temp Appointment	4104.00	22-OCT-16
McKinley Lain	SS7750 00	student hrly Peer Mentor	Hire Temp Appointment	4152.00	09-JAN-17
Julia Lam	SS8765 00	student hrly Student Driver	Hire Temp Appointment	4152.00	23-JAN-17
Rajitha Lamahewa	SS8037 00	student hrly Facility Worker	Hire Temp Appointment	4152.00	13-JAN-17
Rachel Landmark	SS9793 09	stdnt hrly Annual Program Mngr	Hire Temp Appointment	5400.00	09-JAN-17
Caleb Langner	SS7730 00	student hrly Assistant Teacher	Hire Temp Appointment	4152.00	09-JAN-17
Morgan Lanier	SS8044 00	student hrly Conference Driver	Hire Temp Appointment	4800.00	08-FEB-17
Megan Larsen	AS9783 00	student hrly Lab Assistant	Hire Temp Appointment	4440.00	09-JAN-17
Lindsee Larson	SS7878 02	Student Hrly-Operations Mgr	Hire Temp Appointment	4800.00	22-OCT-16
Martee Larson	AS9196 00	student hrly Lab Assist	Hire Temp Appointment	4320.00	30-JAN-17
Sylvia Larson	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Sylvia Larson	SS8044 00	student hrly Conference Assist	Hire Temp Appointment	4800.00	08-FEB-17
Elizabeth Lasley	SS8543 00	student hrly Bookstore	Hire Temp Appointment	4800.00	15-NOV-16
Morgan Laub	SS8765 00	student hrly Student Driver	Hire Temp Appointment	4152.00	12-JAN-17
Rhea Lawrence	AG8010 03	Graduate Research Assistant	Supplemental Appointment	1100.00	22-DEC-16
Iris Le	SS7855 00	student hrly Figure Drawing	Hire Temp Appointment	9600.00	22-JAN-17
Evan LeMire	SS8548 00	student hrly Union Manager	Hire Temp Appointment	4320.00	05-JAN-17
Nicolette Lecy	SS8084 00	New Community Assist	Hire Temp Appointment	8.00	22-DEC-16
Rebecca Leddy	SS7664 00	student hrly Fink Assist	Hire Temp Appointment	4800.00	24-JAN-17
Ji Young Lee	SG6039 01	Grad Teach Assist-Instructor	Hire Temp Appointment	3467.00	22-JAN-17
Allison Leedom	SE6708 02	Temporary Clinical Assistant	Hire Temp Appointment	4000.00	22-DEC-16
Caitlin Leimbach	SE6761 02	Temporary Clinical Assistant	Hire Temp Appointment	1100.00	22-OCT-16
Cheyenne Leonhardt	AS9155 00	student hrly Gonda TA	Hire Temp Appointment	4200.00	12-JAN-17
Steven Like	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Mamta Limbu	SS8037 00	student hrly Facility worker	Hire Temp Appointment	4104.00	24-OCT-16
Brianna Lind	SG7828 00	Graduate Research Assistant	Hire Temp Appointment	31000.00	22-JAN-17
Tyler Lindgren	SS8548 03	student hrly State Tech	Hire Temp Appointment	4200.00	05-JAN-17
Lauren Lindsey	AS9167 00	student hrly Lab Assistant	Hire Temp Appointment	4800.00	23-JAN-17
Shelby Lingscheit	SS9793 02	student hrly Annual Programs	Hire Temp Appointment	4680.00	09-JAN-17
Jordan Little	SS7751 00	student hrly Tutor & SI Leader	Hire Temp Appointment	4200.00	09-JAN-17
Runxia Liu	AG9748 05	Graduate Research Assistant	Hire Temp Appointment	21268.00	22-DEC-16
Hilary Loehrer	SW9547 00	WS 4-H Office Assist	Hire Temp Appointment	5712.00	07-NOV-16
Melissa Loesch	AS9185 00	student hrly lab assistant	Hire Temp Appointment	5040.00	13-JAN-17
Darwin Longeliere	SE6420 06	Temporary Internal Auditor	Hire Temp Appointment	18198.60	22-JAN-17
Nicholas Lorang	SS7912 01	Student Assoc Exec Board	Hire Temp Appointment	375.00	22-NOV-16

Brigit Lozinski	SS7704 00	student hrly Swine Worker	Hire Temp Appointment	4320.00	14-FEB-17
Nathan Luitjens	SS7751 01	student hrly SI Leader	Hire Temp Appointment	4440.00	09-JAN-17
Jenna Lund	SS9793 00	student hrly Phonejack	Hire Temp Appointment	4320.00	30-JAN-17
Mateya Lunstra	SS7730 00	student hrly Assistant Teacher	Hire Temp Appointment	4104.00	07-DEC-16
Courtney Lusk	SS8007 01	jackrabbit ch Info Exch Attd	Hire Temp Appointment	4176.00	07-JAN-17
Anjun Ma	SG7716 01	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-DEC-16
Mariangel Machado Gimenez	SS7659 00	student hrly Spanish Assist	Hire Temp Appointment	4320.00	09-JAN-17
Miranda Mack	SS8044 00	student hrly Conference Assist	Hire Temp Appointment	4800.00	08-FEB-17
Monique Mack	SW9547 00	WS Brookings Area Habitat	Hire Temp Appointment	4104.00	08-NOV-16
Alysha Madsen	SS7777 00	student hrly Plant Worker	Hire Temp Appointment	4152.00	09-JAN-17
Manisha Maharjan	SG8012 01	Grad Teach Assist-Instructor	Hire Temp Appointment	4815.00	22-DEC-16
Anna Maher	SS7750 00	student hrly Peer Mentor	Hire Temp Appointment	4152.00	09-JAN-17
Courtney Maks	SS7911 02	student hrly Tutor	Hire Temp Appointment	4200.00	19-JAN-17
Melissa Malakowsky	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Mallory Malecek	AS9146 00	stdnt hrly Xu Lan NRM 311 Asst	Hire Temp Appointment	4800.00	22-OCT-16
Lilianna Mallak	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Lilianna Mallak	SW9527 00	WS Office Assistant	Hire Temp Appointment	4320.00	22-NOV-16
Toby Mallmann	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
MD Ataul Mamun	SG7797 00	Graduate Research Assistant	Hire Temp Appointment	16304.00	22-JAN-17
MD Ataul Mamun	SG8012 01	Grad Teach Assist-Instructor	Hire Temp Appointment	482.00	22-JAN-17
Erica Manandhar	SG7797 06	Graduate Research Assistant	Hire Temp Appointment	21029.00	22-JAN-17
Dustin Manzey	SS7854 00	student hrly CA break coverage	Hire Temp Appointment	4800.00	16-DEC-16
Nina Manzey	AS9155 00	student hrly Gonda Assist	Hire Temp Appointment	4200.00	10-JAN-17
Mollie Maresh	SS8548 00	student hrly Union Manager	Hire Temp Appointment	4296.00	05-JAN-17
Cesar Marin Rodriguez	SS7966 01	student hrly Architecture Asst	Hire Temp Appointment	4800.00	22-DEC-16
Shadai Martin	SG7729 00	Grad Teach Assist-Instructor	Hire Temp Appointment	7214.00	22-DEC-16
Chidi Martins	SS7723 00	student hrly CA Break coverage	Hire Temp Appointment	4800.00	22-NOV-16
Neal Martorelli	SG9883 00	Graduate Teaching Assistant	Hire Temp Appointment	2372.00	22-JAN-17
Ann Matheny	SE6708 06	Temporary Clinical Assistant	Hire Temp Appointment	7340.00	22-DEC-16
Georgie Mathew	SS8548 02	student hrly State Tech	Hire Temp Appointment	4200.00	05-JAN-17
Mackenzie Mattern	AS9217 00	student hrly Biological Aide	Hire Temp Appointment	5760.00	22-DEC-16
Mackenzie Mattern	AS9217 01	student hrly Biological Aide	Hire Temp Appointment	5760.00	22-DEC-16
Broc Mauch	SS7670 00	student hrly Teaching Assist	Hire Temp Appointment	4200.00	03-FEB-17
Mikayla Mayer	SS8548 01	student hrly Union Manager	Hire Temp Appointment	4320.00	05-JAN-17
Gokul Mayuram	AS9188 00	student hrly Lab assist	Hire Temp Appointment	4800.00	02-JAN-17
Arman Mazumdar	SS7709 00	student hrly Aircraft Assist	Hire Temp Appointment	4104.00	01-NOV-16
Meldy Mbuyi	SS7691 00	student hrly Cleaning Assist	Hire Temp Appointment	4800.00	06-JAN-17
Meldy Mbuyi	SS7755 00	student hrly Facilities	Hire Temp Appointment	4800.00	25-OCT-16
Shaun McClelland	SS7988 01	student hrly CA Break coverage	Hire Temp Appointment	4800.00	22-NOV-16
Brittney McClendon	SS8143 02	Student Univ Program Council	Hire Temp Appointment	250.00	22-NOV-16
Adam McDermaid	SG7909 03	Grad Teach Assist-Instructor	Hire Temp Appointment	9950.00	06-JAN-17
Adam McDermaid	SG8002 01	Graduate Research Assistant	Hire Temp Appointment	9950.00	06-JAN-17
Emma McInerney	SS7810 00	student hrly OIT Tech	Hire Temp Appointment	4440.00	17-NOV-16
Samantha McInerney	SS7810 01	student hrly OIT Tech	Hire Temp Appointment	4320.00	09-DEC-16
Samantha McInerney	SS8861 00	Student Hourly-Tech Fellow	Hire Temp Appointment	7272.00	22-DEC-16
Matthew McKillop	SG7727 00	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	09-JAN-17
Miranda McMullen	SS8007 04	student hrly Info Exchange	Hire Temp Appointment	4200.00	07-JAN-17
Teagan McNary	SS8154 01	Student Federation Exec Board	Hire Temp Appointment	500.00	22-NOV-16
Justine Meendering	SS8765 00	student hrly Student Driver	Hire Temp Appointment	4152.00	23-JAN-17
Paige Meester	SS7730 00	student hrly Teacher Assist	Hire Temp Appointment	4152.00	09-JAN-17
Jason Mehlhaf	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Jason Mehlhaf	SS7904 00	student hrly CA break coverage	Hire Temp Appointment	4800.00	15-DEC-16
Zachary Meier	SS7982 01	student hrly CA break coverage	Hire Temp Appointment	4800.00	15-DEC-16
Lindsey Meiers	AS9147 00	student hrly Lab Technician	Hire Temp Appointment	5280.00	22-OCT-16
Lindsey Meiers	AS9147 01	student hrly Lab Tech	Hire Temp Appointment	5280.00	22-DEC-16
Charmil Meishery	SS7904 00	student hrly CA Break coverage	Hire Temp Appointment	4800.00	22-NOV-16
Charmil Meishery	SS8548 01	student hrly Union Set-up Crew	Hire Temp Appointment	4176.00	05-JAN-17
Devon Melillo	SS8044 00	student hrly Conference Assist	Hire Temp Appointment	4800.00	08-FEB-17
Paul Melino	SS7733 00	student hrly Lab assistant	Hire Temp Appointment	6720.00	22-DEC-16
Hector Menendez	AG9834 02	Graduate Research Assistant	Supplemental Appointment	200.00	22-OCT-16
Hector Menendez	SG9883 00	Graduate Teaching Assistant	Hire Temp Appointment	2617.00	22-JAN-17
Ellie Merkle	SS8765 00	student hrly Nursing Driver	Hire Temp Appointment	4152.00	23-JAN-17
Lance Merrick	AG7014 00	Graduate Research Assistant	Hire Temp Appointment	16904.00	09-JAN-17
Paul Mesner	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Gloria Meyer	SE6761 03	Temporary Clinical Assistant	Hire Temp Appointment	3652.00	22-JAN-17
Ashley Mielke	SS7854 00	student hrly CA Break coverage	Hire Temp Appointment	4800.00	22-NOV-16
Faith Mildenberger	SS8548 01	student hrly Union Manager	Hire Temp Appointment	4296.00	05-JAN-17
Ethan Millar	SS7966 02	student hrly Architecture Asst	Hire Temp Appointment	4800.00	22-DEC-16

Drue Miller	SS7748 00	student hrly Honors TA	Hire Temp Appointment	4152.00	09-JAN-17
Gunnar Miller	SS7705 00	student hrly Comm Studies	Hire Temp Appointment	4104.00	15-NOV-16
Gunnar Miller	SW9509 00	WS Shop Assistant	Hire Temp Appointment	4104.00	15-NOV-16
Madeline Miller	SE6761 01	Temporary Clinical Assistant	Hire Temp Appointment	2000.00	22-JAN-17
Dorinda Mills	SE6793 02	Temporary Clinical Assistant	Hire Temp Appointment	4000.00	06-JAN-17
Thumbiko Mkandawire	AS9198 00	student hrly PISciA65491150	Hire Temp Appointment	5520.00	25-OCT-16
Seyedeh Zahra Moazzami	SS7786 00	student hrly UG lab assist	Hire Temp Appointment	4800.00	31-OCT-16
Pauline Mochama	SG9859 01	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-DEC-16
Pratik Modani	AS9173 00	student hrly Farm Crew	Hire Temp Appointment	4152.00	14-DEC-16
Pratik Modani	AS9173 01	student hrly Farm Crew holiday	Hire Temp Appointment	4632.00	14-DEC-16
Kassandra Moe	SS8543 00	student hrly Bookstore	Hire Temp Appointment	5040.00	30-JAN-17
Michael Moges	AS9174 00	student hrly Research Assist	Hire Temp Appointment	6480.00	22-JAN-17
Alicia Mogler	AS9144 00	student hrly Swine Unit	Hire Temp Appointment	4152.00	12-JAN-17
Muhammad Naquiuddin Mohamad Fua	SS7830 00	student hrly Equestrian Barn	Hire Temp Appointment	4152.00	27-DEC-16
Muhammad Naquiuddin Mohamad Fua	SS8474 00	student hrly Equestrian	Hire Temp Appointment	4152.00	01-FEB-17
Muhammad Naquiuddin Mohamad Fua	SS8486 02	student hrly Grounds Crew	Hire Temp Appointment	4104.00	01-NOV-16
Muhammad Naquiuddin Mohamad Fua	SS8486 03	student hrly events workers	Hire Temp Appointment	4104.00	01-NOV-16
Mohamed Rishard Mohamed Rameez	SS7944 01	student hrly CA break coverage	Hire Temp Appointment	4800.00	16-DEC-16
Hossam Mohammed	AG7035 00	Graduate Research Assistant	Hire Temp Appointment	21268.00	22-DEC-16
Abdelrahman Mohsen	SS7676 00	student hrly Lab Assistant	Hire Temp Appointment	5760.00	07-FEB-17
Louise Monga	SG7744 01	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-DEC-16
Brandon Monier	AG9749 03	Graduate Research Assistant	Hire Temp Appointment	21268.00	22-DEC-16
Allyson Monson	SS8233 00	stdnt hrly Orientation Leader	Hire Temp Appointment	4152.00	12-JAN-17
Michael Montoya	SW9541 00	WS Peer Mentor	Hire Temp Appointment	4152.00	09-JAN-17
Debra Moore	SE6708 00	Temporary Clinical Assistant	Hire Temp Appointment	4000.00	22-DEC-16
Jodilyn Moore	SE6334 00	Temporary Grant Coordinator	Hire Temp Appointment	10506.00	07-FEB-17
Jodilyn Moore	SE7763 00	Instructor	Hire Temp Appointment	15006.00	22-JAN-17
Freddy Moran	SG7766 01	Graduate Research Assistant	Hire Temp Appointment	18805.00	22-DEC-16
Mitchell Morem	SS7712 00	student hrly Research Assist	Hire Temp Appointment	5760.00	22-OCT-16
Seth Moret	AS9160 00	student hrly Feed Mill	Hire Temp Appointment	4152.00	09-JAN-17
Brenna Morgan	SS8375 00	student hrly Member Services	Hire Temp Appointment	4152.00	23-JAN-17
Christine Morgan	SS8233 00	stdnt hrly Orientation Leader	Hire Temp Appointment	4152.00	12-JAN-17
George Morgan	SS8093 05	student hrly Blueprint Design	Hire Temp Appointment	4320.00	05-JAN-17
Andrew Moritko	SS7750 00	student hrly Peer Mentor	Hire Temp Appointment	4152.00	09-JAN-17
Andrew Moritko	SS7934 00	student hrly Nursing-333910	Hire Temp Appointment	5280.00	01-FEB-17
Andrew Moritko	SS7934 01	student hrly Nursing-3MB918	Hire Temp Appointment	5280.00	01-FEB-17
Andrew Moritko	SS7934 02	student hrly Nursing-3M6919	Hire Temp Appointment	5280.00	01-FEB-17
Brittney Morse	SS7703 00	student hrly Gameday Usher	Hire Temp Appointment	4104.00	03-DEC-16
Anzar Mudassir	SS8037 00	student hrly Facility Worker	Hire Temp Appointment	4152.00	08-FEB-17
Kirsten Muhmel	SS8093 01	student hrly Blueprint Design	Hire Temp Appointment	4296.00	22-DEC-16
Christine Muilenburg	SS8147 01	student hrly Ambassador	Hire Temp Appointment	5760.00	19-JAN-17
Richard Mulder	SS7711 00	stdnt hrly Instructional Asst	Hire Temp Appointment	5760.00	22-OCT-16
Erin Mullen	SS7703 00	student hrly Gameday Parking	Hire Temp Appointment	4104.00	03-DEC-16
Amanda Muller	SS7782 00	student hrly Teaching Assist	Hire Temp Appointment	5760.00	22-JAN-17
Kaylee Muller	SS8765 00	student hrly Student Driver	Hire Temp Appointment	4152.00	23-JAN-17
Tony Munsterteiger	SS7670 00	student hrly Arena Worker	Hire Temp Appointment	4440.00	13-JAN-17
Jeffrey Murray	SS7798 00	student hrly NURT 141 Assist	Hire Temp Appointment	4320.00	09-JAN-17
Justin Murray	SS7704 00	stdnt hrly Swine Unit Off-site	Hire Temp Appointment	4320.00	22-NOV-16
Emily Murren	SE6708 04	Temporary Clinical Assistant	Hire Temp Appointment	4000.00	22-DEC-16
Sydney Myears	SW9527 00	WS Office Assistant	Hire Temp Appointment	4320.00	30-JAN-17
Eric Nagel	SG7799 01	Grad Teach Assist-Instr-9 mth	Hire Temp Appointment	15772.00	22-DEC-16
Gitanjali Nanda Kafle	AG8105 04	Graduate Research Assistant	Hire Temp Appointment	21268.00	22-DEC-16
Hunter Nedland	SG7728 02	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-DEC-16
Rhiannon Nedland	SS7672 00	student hrly Admin Assistant	Hire Temp Appointment	7200.00	09-JAN-17
Zachary Needham	SS7917 01	student hrly Learning Assist	Hire Temp Appointment	4800.00	22-JAN-17
Logan Negus	SS8548 05	student hrly State Tech Coord	Hire Temp Appointment	4440.00	03-JAN-17
Derek Nehring	SG7663 00	student hrly Center Scholar	Hire Temp Appointment	6720.00	23-JAN-17
Vishnuvardhan Nellore	SG7916 03	Grad Teach Assist-Instructor	Hire Temp Appointment	4045.00	06-JAN-17
Alicia Nelson	SS8861 00	Student Hourly-Tech Fellow	Hire Temp Appointment	7272.00	22-DEC-16
Gage Nelson	SS9793 00	student hrly Phonejack	Hire Temp Appointment	4320.00	31-OCT-16
Sheila Ness	SE6708 09	Temporary Clinical Assistant	Hire Temp Appointment	1340.00	22-DEC-16
Jonathan Neswick	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Surendra Neupane	SG7742 01	Grad Teach Assist-Instructor	Hire Temp Appointment	15951.00	22-DEC-16
Ryan Neville	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Ryan Neville	SS7928 00	student hrly CA Break coverage	Hire Temp Appointment	4800.00	22-NOV-16
Jin Hang Ng	SS7859 00	student hrly College of ENGG	Hire Temp Appointment	4800.00	14-DEC-16
Morea Nichols	SS8044 00	student hrly Conference Assist	Hire Temp Appointment	4800.00	08-FEB-17
Morea Nichols	SW9527 00	WS Office Assistant	Hire Temp Appointment	4320.00	22-JAN-17

Victory Nlemadim	SS8749 00	student hrly PAC Assist	Hire Temp Appointment	4320.00	10-JAN-17
Kate Nugteren	SS7671 00	student hrly FRN Support	Hire Temp Appointment	4320.00	01-FEB-17
Taylor Nunn	SW9506 00	WS Fitness Attendant	Hire Temp Appointment	4152.00	09-JAN-17
Jared Nurnberger	SS7966 01	student hrly Architecture Asst	Hire Temp Appointment	4800.00	22-DEC-16
Christopher Nwokoagbara	SS7797 00	student hrly research assist	Hire Temp Appointment	4560.00	22-OCT-16
Karli O'Connor	SS7845 00	student hrly IM Official	Hire Temp Appointment	4152.00	20-JAN-17
Corissa O'Gara	SS7749 00	student hrly Tutor	Hire Temp Appointment	5040.00	11-JAN-17
Logan O'Hara	SS7810 00	student hrly OIT Tech	Hire Temp Appointment	4440.00	22-NOV-16
Candice O'Neal	SE6761 00	Temporary Clinical Assistant	Hire Temp Appointment	3660.00	22-JAN-17
Fredrick Ochieng	SG7797 03	Graduate Research Assistant	Hire Temp Appointment	21029.00	22-JAN-17
Temitope Odeleye	SS7861 02	stdnt hrly Orientation Driver	Hire Temp Appointment	4800.00	09-DEC-16
Temitope Odeleye	SS8548 01	student hrly Union Manager	Hire Temp Appointment	4296.00	22-DEC-16
Britney Ohrlund	SE6761 00	Temporary Clinical Assistant	Hire Temp Appointment	2660.00	22-OCT-16
Sandeep Ojha	SS8037 00	student hrly Facility Worker	Hire Temp Appointment	4152.00	23-JAN-17
Julia Okerman	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Jaden Oliver	SS8861 00	Student Hourly-Tech Fellow	Hire Temp Appointment	7272.00	09-JAN-17
Laramie Olivier	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Tyler Olmstead	SS7703 00	student hrly Gameday Usher	Hire Temp Appointment	4104.00	03-DEC-16
Brooke Olson	SS7879 00	student hrly Group Fitness NC	Hire Temp Appointment	4152.00	25-JAN-17
Hunter Olson	SS8233 00	stdnt hrly Orientation Leader	Hire Temp Appointment	4152.00	12-JAN-17
Kathleen Olson	SS7668 00	student hrly Lab Assist	Hire Temp Appointment	4800.00	16-JAN-17
Kristin Olson	SS7865 01	student hrly iCook Reviewer	Hire Temp Appointment	7200.00	25-JAN-17
Olivia Olson	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Sandra Olson	SE6665 04	Temp Pharm Skills Lab Coord	Hire Temp Appointment	14559.30	09-JAN-17
Zackery Olson	SS8548 01	student hrly Union Manager	Hire Temp Appointment	4296.00	05-JAN-17
George Opoku-Kusi	SG7798 02	Graduate Research Assistant	Hire Temp Appointment	15772.00	22-DEC-16
Trevor Ostlund	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Leanna Owen	SS8082 00	New Community Assist	Hire Temp Appointment	8.00	22-DEC-16
Brett Owens	AG7023 04	Graduate Research Assistant	Hire Temp Appointment	18805.00	22-DEC-16
Brett Owens	SG7005 01	Grad Teach Assist-Instructor	Hire Temp Appointment	2686.00	22-JAN-17
Christopher Owusu	AS9202 01	student hrly Lab Assistant	Hire Temp Appointment	5760.00	22-DEC-16
Madilyn Oye	SS7878 00	stdnt hrly Facility attendant	Hire Temp Appointment	4104.00	22-OCT-16
Tolulope Oyeniyi	AS9196 00	student hrly PISciP7329900	Hire Temp Appointment	4320.00	14-NOV-16
Christopher Paczkowski	SS8088 00	New Community Assist	Hire Temp Appointment	8.00	22-DEC-16
Alex Pagel	SG9873 00	Grad Teach Assist-Instructor	Hire Temp Appointment	2889.00	06-JAN-17
Prachi Pahariya	AG9725 01	Graduate Research Assistant	Hire Temp Appointment	15541.00	22-DEC-16
Sri Spandana Paleru	SG7665 00	student hrly Geospatial Assist	Hire Temp Appointment	4800.00	26-JAN-17
Sri Spandana Paleru	SS8037 01	student hrly Facility worker	Hire Temp Appointment	4152.00	22-DEC-16
Ravi Kumar Datt Panchagnula	SS7944 00	student hrly CA Break Coverage	Hire Temp Appointment	4800.00	22-NOV-16
Sung Wook Park	AS9177 00	student hrly PISciXA244850	Hire Temp Appointment	4104.00	22-OCT-16
Yu Seong Park	SG6832 00	Grad Teach Assist-Instructor	Hire Temp Appointment	3852.00	22-JAN-17
Franklin Parker	SW9597 00	WS Office Assistant	Hire Temp Appointment	4800.00	22-DEC-16
Makaley Parsons	SE6793 02	Temporary Clinical Assistant	Hire Temp Appointment	4000.00	06-JAN-17
Makaley Parsons	SE6793 03	Temporary Clinical Assistant	Supplemental Appointment	115.38	22-JAN-17
Meet Patel	SW9539 00	WS Office Assist	Hire Temp Appointment	4152.00	23-JAN-17
Adam Pay	SG7797 02	Graduate Research Assistant	Hire Temp Appointment	21029.00	22-JAN-17
Kendra Peck	SS8765 00	student hrly Student Driver	Hire Temp Appointment	4152.00	17-JAN-17
Candace Pedersen	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Connor Pedersen	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Mariah Pederson	SS7750 00	student hrly Peer Mentor	Hire Temp Appointment	4152.00	09-JAN-17
Mariah Pederson	SS7968 00	Student Award	Hire Temp Appointment	200.00	22-DEC-16
Mariah Pederson	SW9541 00	WS Peer Mentor	Hire Temp Appointment	4152.00	09-JAN-17
Katrina Perry	SS8233 00	stdnt hrly Orientation Leader	Hire Temp Appointment	4152.00	12-JAN-17
Hannah Peters	SS7837 00	student hrly Library Assist	Hire Temp Appointment	4800.00	09-FEB-17
Cozette Petersen	SE6793 00	Temporary Clinical Assistant	Hire Temp Appointment	2660.00	06-JAN-17
Joseph Petersen	SG7783 02	Graduate Research Assistant	Hire Temp Appointment	15102.00	22-DEC-16
Carley Peterson	SS7897 00	student hrly Bookstore	Hire Temp Appointment	4320.00	10-JAN-17
Katelyn Peterson	SS8765 02	student hrly Student Driver	Hire Temp Appointment	4152.00	30-JAN-17
Nolan Peterson	SS7878 00	stdnt hrly Facility Attendant	Hire Temp Appointment	4152.00	10-FEB-17
Sophie Pettinger	SS8090 00	New Community Assist	Hire Temp Appointment	8.00	22-DEC-16
Levi Pfeil	SS7966 00	student hrly Architecture Asst	Hire Temp Appointment	4800.00	22-DEC-16
Latoya Phillipe	SE6793 01	Temporary Clinical Assistant	Hire Temp Appointment	4000.00	06-JAN-17
Samantha Pietrzak	SS8233 00	stdnt hrly Orientation Leader	Hire Temp Appointment	4152.00	12-JAN-17
Whitney Pittmann	SE6708 00	Temporary Clinical Assistant	Hire Temp Appointment	2660.00	22-OCT-16
Kyle Plumbtree	SW9508 00	WS Newspaper Delivery	Hire Temp Appointment	4800.00	16-NOV-16
Jaden Poeckes	AS9144 00	student hrly Swine Unit worker	Hire Temp Appointment	4104.00	22-OCT-16
Jharna Pokhrel	SG7573 00	Grad Teach Assist-Instructor	Hire Temp Appointment	2889.00	06-JAN-17
Jeanette Ponce	SS7703 00	student hrly Gameday Parking	Hire Temp Appointment	4104.00	03-DEC-16



Isaiah Porteous	AS9221 01	student hrly Lab Assist	Hire Temp Appointment	4800.00	02-DEC-16
Cassie Pospishil	SS7966 01	student hrly Architecture Asst	Hire Temp Appointment	4320.00	22-DEC-16
Cassie Pospishil	SW9597 02	WS Design Assistant	Hire Temp Appointment	4320.00	09-JAN-17
Justin Price	SS7811 00	student hrly Trading Lab Asst	Hire Temp Appointment	6480.00	22-JAN-17
Joshua Prohaska	AS9147 00	student hrly Technician	Hire Temp Appointment	5280.00	22-OCT-16
Danielle Prudich	SE6793 01	Temporary Clinical Assistant	Hire Temp Appointment	4000.00	06-JAN-17
Charles Pugsley	SE6796 00	Temporary Clinical Assistant	Hire Temp Appointment	308.00	22-DEC-16
Travis Pundsack	SS7689 00	student hrly Building Assist	Hire Temp Appointment	4800.00	22-DEC-16
Masen Quist	SW9552 00	WS Graphic Designer	Hire Temp Appointment	4800.00	12-DEC-16
Nowshad Qurashi Prantho	SS7984 00	student hrly Office Assistant	Hire Temp Appointment	4152.00	05-JAN-17
Mohamed Radoui	SS7676 00	student hrly Office Assistant	Hire Temp Appointment	5760.00	19-DEC-16
Alanna Ragle	SS9793 00	student hrly PhoneJack	Hire Temp Appointment	4320.00	07-NOV-16
Shahariar Rahman	SS8696 00	student hrly CA Break coverage	Hire Temp Appointment	4800.00	09-DEC-16
Tajbir Raihan	SG7716 01	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-DEC-16
Gopirajah Rajamanickam	AE9073 00	Temporary Research Scholar	Hire Temp Appointment	33279.36	22-OCT-16
Buddhika Rajapaksha Mudalige	DSE4498 00	Temp Event Parking	Hire Temp Appointment	315.00	22-DEC-16
Buddhika Rajapaksha Mudalige	DSG9875 00	Graduate Research Assistant	Hire Temp Appointment	15102.00	09-JAN-17
Buddhika Rajapaksha Mudalige	DSS7720 00	Student Labor OT Exp-FTE Count	Hire Temp Appointment	780.00	22-OCT-16
Buddhika Rajapaksha Mudalige	DSS7720 00	Student Labor OT Exp-FTE Count	Hire Temp Appointment	460.00	22-NOV-16
Buddhika Rajapaksha Mudalige	DSS8548 00	student hrly Union Set-up Crew	Hire Temp Appointment	4104.00	01-NOV-16
Coty Rajek	SS7879 03	student hrly Group Fitness NC	Hire Temp Appointment	4152.00	04-NOV-16
Kavya Ramineni	SG6832 01	Grad Teach Assist-Instructor	Hire Temp Appointment	3852.00	22-JAN-17
Kavya Ramineni	SS8037 04	student hrly Facility Worker	Hire Temp Appointment	4152.00	22-DEC-16
Sarah Raml	SE6708 08	Temporary Clinical Assistant	Hire Temp Appointment	3652.00	22-DEC-16
Sydney Randall	SS7675 00	Cavorts Award	Hire Temp Appointment	100.00	22-NOV-16
Sydney Randall	SW9534 00	WS Ambassador	Hire Temp Appointment	4200.00	25-OCT-16
Jaclyn Rauen	SE6708 06	Temporary Clinical Assistant	Hire Temp Appointment	4000.00	22-DEC-16
Jaclyn Rauen	SE6708 07	Temporary Clinical Assistant	Hire Temp Appointment	153.84	22-DEC-16
Alexandra Rausch	SS7948 01	student hrly McCrory Gardens	Hire Temp Appointment	5040.00	22-OCT-16
Sarah Rausch	SS8861 00	Student Hourly-Tech Fellow	Hire Temp Appointment	7272.00	22-DEC-16
Pradeep Raut	SS7878 00	stdnt hrly Facility Attendant	Hire Temp Appointment	4152.00	13-DEC-16
Jackie Rauwald	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Alexis Ray	SS7703 00	student hrly Gameday Parking	Hire Temp Appointment	4104.00	03-DEC-16
Mohammed Real	SS7936 00	student hrly Office Assistant	Hire Temp Appointment	4152.00	09-JAN-17
Shashikanth Reddy	SS7687 00	student hrly Grounds Crew	Hire Temp Appointment	4800.00	22-DEC-16
Shelby Reed	AS9179 01	student hrly Lab Assistant	Hire Temp Appointment	5880.00	22-DEC-16
McKenzie Reiersen	SW9617 00	WS Orientation Leader	Hire Temp Appointment	4248.00	22-JAN-17
Robert Reifenrath	AS9159 00	student hrly Teaching Assist	Hire Temp Appointment	4200.00	07-FEB-17
Ashley Reiner	SS7788 01	student hrly Cow Calf-3ADU65	Hire Temp Appointment	4272.00	22-JAN-17
Craig Reiter	SS7944 00	student hrly CA break coverage	Hire Temp Appointment	4800.00	16-DEC-16
Quinn Remmers	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Cody Renken	SS7799 00	student hrly Climbing Wall	Hire Temp Appointment	4152.00	13-DEC-16
Cody Renken	SS7799 01	student hrly Outdoor Rentals	Hire Temp Appointment	4152.00	13-DEC-16
Molly Renken	AS9181 01	student hrly Swine Unit	Hire Temp Appointment	4104.00	22-NOV-16
Molly Renken	SS8474 00	student hrly Equestrian Barn	Hire Temp Appointment	4152.00	13-JAN-17
Calvin Rezac	AW9737 00	WS Lab Technician	Hire Temp Appointment	5400.00	22-OCT-16
Jessica Richert	AG9716 00	Graduate Research Assistant	Hire Temp Appointment	17500.00	09-JAN-17
Andrew Richter	SG7909 01	Grad Teach Assist-Instructor	Hire Temp Appointment	8400.00	06-JAN-17
Thomas Ricks	SS7679 00	student hrly Facilities Assist	Hire Temp Appointment	5040.00	22-DEC-16
Dylan Riedl	SS7674 00	student hrly Custodian	Hire Temp Appointment	4800.00	07-FEB-17
Sandip Rimal	SG7916 00	Grad Teach Assist-Instructor	Hire Temp Appointment	2889.00	22-JAN-17
Connor Ringling	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4152.00	22-DEC-16
Carter Roberts	SS7855 01	student hrly Classroom Assist	Hire Temp Appointment	4800.00	22-JAN-17
Benjamin Roe	SG7814 00	Grad Teach Assist-Instructor	Hire Temp Appointment	6471.25	22-JAN-17
Blake Roetman	AS9147 00	student hrly Lab Technician	Hire Temp Appointment	5280.00	22-OCT-16
Jacy Rook	SS7701 00	student hrly Comm Studies	Hire Temp Appointment	4104.00	01-NOV-16
Jacy Rook	SW9545 01	WS-Shop Assistant	Hire Temp Appointment	4104.00	22-OCT-16
Bailey Roshau	SG9872 00	Graduate Admin Assistant	Hire Temp Appointment	10701.18	09-JAN-17
Nicholas Ross	SS7703 00	student hrly Gameday Usher	Hire Temp Appointment	4104.00	03-DEC-16
Jacob Rost	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Lura Roti	SG7860 00	Grad Teach Assist-Instructor	Hire Temp Appointment	3234.00	22-JAN-17
Kayla Rounds	SS7886 00	student hrly Office Assistant	Hire Temp Appointment	4320.00	13-JAN-17
Tamal Roy	SS7691 00	student hrly Cleaning Assist	Hire Temp Appointment	4800.00	22-DEC-16
Kelsey Rozell	SG9876 00	Graduate Admin Assistant	Hire Temp Appointment	16133.30	22-DEC-16
George Ruiz	SE6364 00	temporary tutor	Hire Temp Appointment	6311.76	22-DEC-16
Tristen Rush	SS7878 04	stdnt hrly Facility Attendant	Hire Temp Appointment	4152.00	18-JAN-17
Sierra Russ	SW9534 00	WS Ambassador	Hire Temp Appointment	4200.00	31-OCT-16
Mikaela Rustand	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16

Cody Ryckman	SW9572 00	WS Office Assistant	Hire Temp Appointment	4152.00	22-DEC-16
Heather Rydell	SE6761 00	Temporary Clinical Assistant	Hire Temp Appointment	2660.00	22-OCT-16
Michelle Rystrom	SE6797 00	NFE Temp Professional Exempt	Hire Temp Appointment	1340.00	22-DEC-16
Sepideh Sadeghi	SG7577 01	Grad Teach Assist-Instructor	Hire Temp Appointment	1958.00	06-JAN-17
Sepideh Sadeghi	SG7824 01	Graduate Research Assistant	Hire Temp Appointment	14460.00	22-DEC-16
Mahmoud Sadek	SS7814 00	student hrly Print Lab Assist	Hire Temp Appointment	4152.00	13-FEB-17
Avery Sage	SS7810 00	student hrly OIT Tech	Hire Temp Appointment	4440.00	28-NOV-16
Jason Salzman	SS7897 00	student hrly Bookstore	Hire Temp Appointment	5760.00	16-NOV-16
Kaboro Samasse	SG7829 00	Graduate Research Assistant	Hire Temp Appointment	27500.00	22-JAN-17
Miranda Sampson	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Viraj Samson	AS9194 00	student hrly lab assistant	Hire Temp Appointment	5040.00	22-NOV-16
Sharon Sanchez Ordonez	SS7659 00	student hrly Spanish Assist	Hire Temp Appointment	4320.00	09-JAN-17
Amanda Sandager	SE6708 01	Temporary Clinical Assistant	Hire Temp Appointment	4000.00	22-DEC-16
Noah Sandman	AS9177 00	student hrly PISciXA244900	Hire Temp Appointment	4104.00	28-OCT-16
Anyesha Sarkar	SG7745 02	Grad Teach Assist-Instructor	Hire Temp Appointment	15951.00	22-DEC-16
Miles Savedra	SS7886 00	student Telehealth Video	Hire Temp Appointment	250.00	22-JAN-17
Beau Schacherer	SS7788 01	student hrly Horse Unit	Hire Temp Appointment	4104.00	22-NOV-16
Payton Schafers	SS8375 03	student hrly Member Services	Hire Temp Appointment	4152.00	23-JAN-17
William Schaffer	SG8568 01	Graduate Research Assistant	Hire Temp Appointment	7705.00	06-JAN-17
Abigail Schauer	AS9146 00	student hrly Research Assist	Hire Temp Appointment	4320.00	31-OCT-16
Nicole Schimek	SS8233 00	stdnt hrly Orientation Leader	Hire Temp Appointment	4152.00	12-JAN-17
Kathryn Schlafke	AG8002 02	Graduate Research Assistant	Hire Temp Appointment	19369.00	22-DEC-16
Austin Schlagel	SS8861 00	Student Hourly-Tech Fellow	Hire Temp Appointment	7272.00	17-JAN-17
Katie Schlenker	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Connor Schlotfeldt	SS7878 01	Student Hrly-Operations Mgr	Hire Temp Appointment	4800.00	22-OCT-16
Dakota Schlough	SS7922 01	Student Hrly-Wstwttr Plant	Hire Temp Appointment	6600.00	22-OCT-16
Daniel Schmidt	SG9880 00	Grad Teach Assist-Instructor	Hire Temp Appointment	6339.00	22-JAN-17
Kathleen Schmidt	SS9793 00	student hrly Phonejack	Hire Temp Appointment	4320.00	09-JAN-17
Lexi Schmidt	SS7812 00	student hrly Meat Lab	Hire Temp Appointment	4152.00	26-JAN-17
Brittney Schmiedt	SS7834 00	student hrly Safe Ride Monitor	Hire Temp Appointment	4800.00	18-NOV-16
Carolyn Schmieg	SW9521 00	WS Tutor	Hire Temp Appointment	4152.00	22-JAN-17
Laura Schmit	SS7912 01	Student Assoc Exec Board	Hire Temp Appointment	375.00	22-NOV-16
Michelle Schneider	SE6708 03	Temporary Clinical Assistant	Hire Temp Appointment	5000.00	22-DEC-16
Kara Schoenfeld	SE6708 03	Temporary Clinical Assistant	Hire Temp Appointment	5660.00	22-DEC-16
Sara Schoening	SS7667 00	student hrly Research Assist	Hire Temp Appointment	5760.00	23-JAN-17
Bradley Schroeder	SS7690 00	student hrly Facilities Assist	Hire Temp Appointment	4800.00	22-DEC-16
Scott Schroeder	SS7704 00	stdnt hrly Swine unit off-site	Hire Temp Appointment	4320.00	22-NOV-16
Scott Schroeder	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
John Schuh	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Charles Schuknecht	SW9547 00	WS Support Staff	Hire Temp Appointment	4560.00	09-JAN-17
Madalyne Schuldt	SS8375 00	student hrly Member Serv Attd	Hire Temp Appointment	4104.00	01-DEC-16
Madalyne Schuldt	SS8861 00	Student Hourly-Tech Fellow	Hire Temp Appointment	7272.00	09-JAN-17
David Schumann	AG8002 03	Graduate Research Assistant	Hire Temp Appointment	24085.00	31-DEC-16
Duncan Schwartz	SS7855 00	student hrly Figure Drawing	Hire Temp Appointment	9600.00	22-JAN-17
Paul Schwasinger	SS8861 00	Student Hourly-Tech Fellow	Hire Temp Appointment	7272.00	22-DEC-16
Autumn Sees	AS9142 00	student hrly St-Pierre lab	Hire Temp Appointment	4800.00	22-NOV-16
Autumn Sees	SS7845 00	student hrly IM Official	Hire Temp Appointment	4152.00	11-JAN-17
Hassan Shata	SS7966 00	student hrly Architecture Asst	Hire Temp Appointment	4320.00	22-DEC-16
Samantha Shaw	SG7743 01	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-DEC-16
Timothy Shepherd	SG7824 03	Graduate Research Assistant	Hire Temp Appointment	15102.00	22-DEC-16
Haley Sherwood	AS9144 00	student hrly Swine unit worker	Hire Temp Appointment	4104.00	03-NOV-16
Maggie Shilvock	SS7944 00	student hrly CA Break coverage	Hire Temp Appointment	4800.00	22-NOV-16
Aawesh Shrestha	SG6832 00	Grad Teach Assist-Instructor	Hire Temp Appointment	3852.00	22-JAN-17
Sunayana Shyam Jandhyala	SG9854 01	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-DEC-16
Maaz Siddiqui	SS8023 00	student hrly housing	Hire Temp Appointment	4104.00	24-OCT-16
Jagdeep Singh Sidhu	AG7015 02	Graduate Research Assistant	Supplemental Appointment	100.00	22-JAN-17
Aliza Sigdel	AG9728 00	Graduate Research Assistant	Hire Temp Appointment	16350.00	09-JAN-17
Alex Sindelar	AS9158 00	student hrly Technician assist	Hire Temp Appointment	5040.00	22-OCT-16
Devansh Singh	SG7912 03	Grad Teach Assist-Instructor	Hire Temp Appointment	3120.00	06-JAN-17
Jasdeep Singh	AG9782 00	Graduate Research Assistant	Hire Temp Appointment	16904.00	09-JAN-17
Navdeep Singh	AG9782 00	Graduate Research Assistant	Hire Temp Appointment	21629.00	22-DEC-16
Shikha Singh	AG9782 01	Graduate Research Assistant	Supplemental Appointment	100.00	22-OCT-16
Poonam Singha	AS9141 00	student hrly Research Assist	Hire Temp Appointment	8160.00	30-JAN-17
Poonam Singha	AS9189 00	student hrly Research Assist	Hire Temp Appointment	12000.00	23-JAN-17
Bobbi Singleton	SS7703 00	student hrly Gameday Parking	Hire Temp Appointment	4104.00	03-DEC-16
Austin Sitter	SW9530 00	WS Tutor	Hire Temp Appointment	4152.00	04-JAN-17
Jay Skaar	SS8548 01	jackrabbitt ch Union Manager	Hire Temp Appointment	4296.00	05-JAN-17
Callie Sleep	SS7731 00	student hrly Research Assist	Hire Temp Appointment	6000.00	23-JAN-17

Sydney Sleep	SS7888	01	student hrly Ag & Bio	Hire Temp Appointment	5280.00	01-DEC-16
Cassidy Sloat	SS7751	00	student hrly SI Leader	Hire Temp Appointment	4440.00	09-JAN-17
Aimee Smahel	SS9793	00	student hrly PhoneJack	Hire Temp Appointment	4320.00	07-NOV-16
Dathan Smerchek	AS9208	00	student hrly Sheep Unit	Hire Temp Appointment	4152.00	22-JAN-17
Marie Smidt	SE6761	00	Temporary Clinical Assistant	Hire Temp Appointment	3000.00	22-JAN-17
Cameron Smith	SS7944	00	student hrly Office Assistant	Hire Temp Appointment	4152.00	06-JAN-17
Faith Smith	SS8724	00	student hrly Motor Pool Assist	Hire Temp Appointment	4440.00	30-JAN-17
Kristin Smith	SS7988	00	student hrly CA Break coverage	Hire Temp Appointment	4800.00	22-NOV-16
Lisa Smith	SS7751	00	student hrly Tutor	Hire Temp Appointment	4152.00	09-JAN-17
Wyatt Smith	SS7743	00	student hrly Judging team	Hire Temp Appointment	4800.00	22-NOV-16
Isaac Smithee	SS7707	00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Sidney Snyder	SS8233	00	stdnt hrly Orientation Leader	Hire Temp Appointment	4152.00	12-JAN-17
Jacob Sobraske	SG7747	02	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-DEC-16
Heather Solon	SE6793	02	Temporary Clinical Assistant	Hire Temp Appointment	4800.00	06-JAN-17
Spencer Sommers	SG6039	02	Grad Teach Assist-Instructor	Hire Temp Appointment	2776.00	22-JAN-17
Eun Woo Son	SG7763	05	Graduate Research Assistant	Hire Temp Appointment	16800.00	22-JAN-17
Alex Soupir	AG9749	00	Graduate Research Assistant	Hire Temp Appointment	21268.00	09-JAN-17
Mikayla Sousa	SS7816	01	student hrly Horse Unit	Hire Temp Appointment	4104.00	22-NOV-16
Zachary Sousa	SS7914	00	student hrly-Plant Worker	Hire Temp Appointment	4104.00	22-OCT-16
Audrey Souza	ES9801	01	Student Hrly-Public Hlth Asst	Hire Temp Appointment	4104.00	22-OCT-16
Penny Speich	SS8548	01	student hrly Union Set-up Crew	Hire Temp Appointment	4200.00	05-JAN-17
Robert Speirs	SS7912	01	Student Assoc Exec Board	Hire Temp Appointment	562.50	22-NOV-16
Kinard Sproles	SS8548	00	student hrly State Tech	Hire Temp Appointment	4152.00	09-JAN-17
Chithra Greenivasan	AG9748	02	Graduate Research Assistant	Hire Temp Appointment	21268.00	22-OCT-16
Chithra Greenivasan	AG9748	03	Graduate Research Assistant	Hire Temp Appointment	21268.00	22-DEC-16
Miss Natcha Srimaneerungroj	SS8474	00	Student Hourly-Equestrian	Hire Temp Appointment	4152.00	22-DEC-16
Sudheer Sripathi	SS8037	00	student hrly facility worker	Hire Temp Appointment	4152.00	09-JAN-17
Denver Stage	AS9206	00	student hrly Plant worker	Hire Temp Appointment	4104.00	22-OCT-16
Sean Stainbrook	SS7707	00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Danielle Stane	SS8133	00	student hrly Event Supervisor	Hire Temp Appointment	4104.00	03-NOV-16
Andie Star	SS7707	00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Tarra Stecher	SE6793	02	Temporary Clinical Assistant	Hire Temp Appointment	4000.00	06-JAN-17
Megan Steffen	AS9165	01	stdnt hrly Voice of Food Rsrch	Hire Temp Appointment	4800.00	22-DEC-16
Nicholas Stegmeier	SS7731	00	student hrly Research Assist	Hire Temp Appointment	4800.00	23-JAN-17
Rebecca Steiner	SS7708	00	stdnt hrly Counsel & Human Dev	Hire Temp Appointment	5760.00	31-OCT-16
Ming-Yu Stephens	AS9221	00	student hrly Rang205 Assist	Hire Temp Appointment	5760.00	09-JAN-17
Tori Stepp	SS9793	00	student hrly Phonejack	Hire Temp Appointment	4320.00	10-JAN-17
Kalina Sternhagen	SE6708	04	Temporary Clinical Assistant	Hire Temp Appointment	2000.00	22-DEC-16
Bridget Stewart	AS9179	00	student hrly PLSciA63251250	Hire Temp Appointment	6000.00	19-DEC-16
Jaylynn Stocklin	SS7937	00	student hrly Mailroom Assist	Hire Temp Appointment	4104.00	31-OCT-16
Julie Stout	SE6797	00	NFE Temp Professional Exempt	Hire Temp Appointment	153.84	22-OCT-16
Julie Stout	SE6797	01	NFE Temp Professional Exempt	Hire Temp Appointment	7000.00	22-DEC-16
Brady Stover	SS7703	00	student hrly Gameday Usher	Hire Temp Appointment	4104.00	03-DEC-16
Joslyn Strating	SE6708	11	Temporary Clinical Assistant	Hire Temp Appointment	9738.00	22-DEC-16
Eric Stratman	SS7731	00	student hrly Data Analyst	Hire Temp Appointment	5760.00	22-JAN-17
Clare Stuewe	SS7845	00	student hrly IM Official	Hire Temp Appointment	4152.00	11-JAN-17
Abbilene Sudtelgte	SG7713	01	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-DEC-16
Kaitlin Sulentic	SS8765	00	student hrly Student Driver	Hire Temp Appointment	4152.00	23-JAN-17
Mason Sundvold	SS8548	01	student hrly State Tech	Hire Temp Appointment	4176.00	05-JAN-17
Yeshwanth Suryadevara	SS9793	00	student hrly Phonejack	Hire Temp Appointment	4320.00	21-NOV-16
Kasara Sutton	SE6797	00	Temporary Clinical Assistant I	Hire Temp Appointment	2660.00	22-DEC-16
Kelsey Swainston	AS9155	00	student hrly Gonda TA	Hire Temp Appointment	4200.00	13-JAN-17
Ashley Swanson	SS7766	01	student hrly Lab Tech	Hire Temp Appointment	4224.00	22-JAN-17
Alyssa Swearingen	SS7845	01	student hrly IM Supervisor	Hire Temp Appointment	4200.00	20-FEB-17
Alyssa Swearingen	SS8375	00	student hrly Member Services	Hire Temp Appointment	4152.00	23-JAN-17
Gabrielle Swenson	SS9793	00	student hrly Phonejack	Hire Temp Appointment	4320.00	10-JAN-17
Gabrielle Swenson	SW9900	00	WS Museum Aid	Hire Temp Appointment	4320.00	22-NOV-16
Boaz Swift	SS8085	01	Senior Community Assist	Hire Temp Appointment	90.00	22-DEC-16
Madisen Swift	AS9150	00	student hrly lab & field asst	Hire Temp Appointment	5040.00	22-OCT-16
Madisen Swift	SS7810	01	student hrly OIT Tech	Hire Temp Appointment	4320.00	17-NOV-16
Madisen Swift	SS8861	00	Student Hourly-Tech Fellow	Hire Temp Appointment	7272.00	22-DEC-16
Sydney Swindler	SS8861	00	Student Hourly-Tech Fellow	Hire Temp Appointment	7272.00	23-JAN-17
Shawna Tagler	SE6793	03	Temporary Clinical Assistant	Hire Temp Appointment	8000.00	06-JAN-17
Mohammad Taheri	SG7778	01	Graduate Research Assistant	Hire Temp Appointment	2774.00	25-JAN-17
Mohammad Taheri	SG7792	05	Graduate Research Assistant	Supplemental Appointment	250.00	22-JAN-17
Wisdom Takumah	SG7814	00	Grad Teach Assist-Instructor	Hire Temp Appointment	15531.00	22-DEC-16
Trevor Tande	AE4523	00	Temp Computer Support	Hire Temp Appointment	31199.40	22-DEC-16
Trevor Tande	AS9213	00	student hrly Computer Support	Hire Temp Appointment	7200.00	22-DEC-16

Prajina Tandukar	SG7801 03	Graduate Research Assistant	Hire Temp Appointment	1204.00	22-DEC-16
Prajina Tandukar	SG8012 01	Grad Teach Assist-Instructor	Hire Temp Appointment	3611.00	22-DEC-16
Anna Tellekson	SE6708 05	Temporary Clinical Assistant	Hire Temp Appointment	2000.00	22-DEC-16
Marisa Tenbrink	SE6364 01	temporary tutor	Hire Temp Appointment	9467.64	22-DEC-16
Ashlynnne Terkildsen	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Samundra Thapa	SS7867 00	student hrly Custodial Worker	Hire Temp Appointment	4152.00	09-JAN-17
Utsav Thapa	AG9757 02	Graduate Research Assistant	Supplemental Appointment	100.00	22-OCT-16
Rebecca Thiel	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Nathan Thomas	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Amber Thompson	SE6796 00	Temporary Clinical Assistant	Hire Temp Appointment	3000.00	22-DEC-16
Mitchell Thompson	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Suresh Thota	SS8037 00	student hrly Facility Worker	Hire Temp Appointment	4152.00	03-FEB-17
Kathleen Threadgold	SE6708 08	Temporary Clinical Assistant	Hire Temp Appointment	3652.00	22-DEC-16
Jesse Thuringer	SS7887 00	student hrly Note Taker	Hire Temp Appointment	4800.00	11-JAN-17
Brock Tillma	AS9174 00	student hrly Research Asst	Hire Temp Appointment	5280.00	22-JAN-17
Daniel Timm	SS7720 00	student Event Parking	Hire Temp Appointment	225.00	22-JAN-17
Douglas Timm	SE6332 00	NFE Temp Professional Exempt	Hire Temp Appointment	8667.73	24-JAN-17
Jessica Tomac	SE6793 04	Temporary Clinical Assistant	Hire Temp Appointment	5260.00	06-JAN-17
Kaitlin Torgerson	SS7795 01	student hrly Yoon Assist	Hire Temp Appointment	4800.00	22-JAN-17
Tony Tran	SS8233 00	stdnt hrly Orientation Leader	Hire Temp Appointment	4152.00	12-JAN-17
Reed Trenhaile	SS8007 01	student hrly Info Exchange	Hire Temp Appointment	4176.00	07-JAN-17
Fernanda Trindade Da Rosa	SG9855 00	Graduate Research Assistant	Hire Temp Appointment	20461.00	01-FEB-17
Thad Tschetter	SS8548 03	student hrly State Tech	Hire Temp Appointment	4200.00	05-JAN-17
Sheldon Tulio	SS7937 00	student hrly CA Break coverage	Hire Temp Appointment	4800.00	22-NOV-16
Brian Turner	SS7928 00	student hrly CA Break coverage	Hire Temp Appointment	4800.00	22-NOV-16
Siri Tvedt	AS9221 00	student hrly Lab Assistant	Hire Temp Appointment	4800.00	27-DEC-16
Jensen Twite	SS8543 00	student hrly Jack & Charlies	Hire Temp Appointment	4800.00	25-NOV-16
Vishal Tyagi	AS9188 00	student hrly lab assistant	Hire Temp Appointment	4800.00	22-OCT-16
Nezam Uddin	SG7801 03	Graduate Research Assistant	Hire Temp Appointment	385.00	22-DEC-16
Nezam Uddin	SG8012 00	Grad Teach Assist-Instructor	Hire Temp Appointment	3465.00	22-DEC-16
Adron Ung	SS8082 00	New Community Assist	Hire Temp Appointment	8.00	22-DEC-16
Tirth Uprety	SG7718 01	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-DEC-16
Rebecca Urban	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Emily Utech	SS7878 04	stdnt hrly Facility Attendant	Hire Temp Appointment	4104.00	22-NOV-16
Joshua Utterback	SW9510 00	WS History Assist	Hire Temp Appointment	4104.00	27-OCT-16
Alyssa Vachino	AS9217 00	student hrly PISciACC041005	Hire Temp Appointment	4824.00	09-NOV-16
Chaitanya Valiveti	SG7112 00	Graduate Research Assistant	Hire Temp Appointment	17532.00	09-DEC-16
Pedro Valle De Carvalho E Oliv	SG9844 00	Graduate Research Assistant	Hire Temp Appointment	31000.00	09-JAN-17
Janet Van De Stroet	SS7751 00	student hrly SI Leader	Hire Temp Appointment	4440.00	09-JAN-17
Kelsey Van Loh	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Alexandria Van Noort	SG7748 02	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-DEC-16
Jaedon Van Roekel	SS7879 00	student hrly Fitness Attendant	Hire Temp Appointment	4152.00	01-DEC-16
Daisy VanGenderen	SS8861 00	Student Hourly-Tech Fellow	Hire Temp Appointment	7272.00	22-DEC-16
Shelby VanOverschelde	SE6793 01	Temporary Clinical Assistant	Hire Temp Appointment	6660.00	06-JAN-17
Mara Vandeberg	SS7810 01	student hrly OIT Tech	Hire Temp Appointment	4320.00	17-NOV-16
Mara Vandeberg	SS8861 00	Student Hourly-Tech Fellow	Hire Temp Appointment	7272.00	22-DEC-16
Brandon Vanderbush	AE4528 00	Temp Seasonal Lab Aide	Hire Temp Appointment	22879.56	22-OCT-16
Brandon Vanderbush	AG9834 00	Graduate Research Assistant	Hire Temp Appointment	19369.00	22-DEC-16
Carson Vanduch	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Veda Varnekar	SG7912 01	Grad Teach Assist-Instructor	Hire Temp Appointment	3120.00	06-JAN-17
Abigail Vaz	SW9575 00	WS Museum Aid	Hire Temp Appointment	4320.00	01-FEB-17
Emily Veldman	SS8640 01	student hrly VB Assist	Hire Temp Appointment	4800.00	22-OCT-16
Alannah Vellacott	SS7723 00	student hrly CA Break coverage	Hire Temp Appointment	4800.00	22-NOV-16
Develyn Vetos	SS7771 00	student hrly Tutor	Hire Temp Appointment	4800.00	09-JAN-17
Develyn Vetos	SS7771 00	student hrly Tutor	Hire Temp Appointment	4800.00	22-JAN-17
Jadyn Vetos	SS7845 01	student hrly IM Supervisor	Hire Temp Appointment	4200.00	20-FEB-17
Roberto Villegas-Diaz	SG6832 00	Grad Teach Assist-Instructor	Hire Temp Appointment	3852.00	22-JAN-17
Luis Vindel Vargas	SS8548 00	student hrly Union Set-up Crew	Hire Temp Appointment	4104.00	01-NOV-16
Luis Vindel Vargas	SS8548 01	student hrly Union Set-up Crew	Hire Temp Appointment	4176.00	05-JAN-17
Renae Vinzant	SS7699 00	student hrly Office Assistant	Hire Temp Appointment	4800.00	09-JAN-17
Jennifer Vipond	SS8765 00	student hrly Nursing Driver	Hire Temp Appointment	4104.00	03-NOV-16
Katelyn Vizecky	AS9144 00	student hrly Swine unit worker	Hire Temp Appointment	4104.00	03-NOV-16
Lisa Vizecky	SS7929 00	New Community Assist	Hire Temp Appointment	8.00	22-DEC-16
Josephine Voegelé	SW9539 00	WS Office Assist	Hire Temp Appointment	4152.00	24-JAN-17
Breanna Vogel	SS8233 00	stdnt hrly Orientation Leader	Hire Temp Appointment	4152.00	12-JAN-17
Garrett Wagner	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Sierra Wagner	SS7810 00	student hrly OIT Tech	Hire Temp Appointment	4320.00	22-NOV-16
Sierra Wagner	SS8085 00	New Community Assist	Hire Temp Appointment	8.00	22-DEC-16

Soren Wahlstrom	SS8375 09	student hrly Member Serv Attd	Hire Temp Appointment	4104.00	01-DEC-16
Taylor Wait	SG7778 00	Graduate Research Assistant	Hire Temp Appointment	15102.00	06-JAN-17
Melissa Waldner	SE6797 04	NFE Temp Professional Exempt	Hire Temp Appointment	7000.00	22-DEC-16
Lucas Waletzko	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Adam Walter	SS7968 00	Student Award	Hire Temp Appointment	5500.00	22-DEC-16
Tanna Waltman	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
John Waltz	SS8548 08	stdnt hrly State Tech Eq Mngr	Hire Temp Appointment	4920.00	03-JAN-17
Abigale Walz	SS7751 00	student hrly SI Leader	Hire Temp Appointment	4440.00	09-JAN-17
Calvin Wampol	SG7735 00	Grad Teach Assist-Instructor	Hire Temp Appointment	2889.00	06-JAN-17
Meng Wang	SG7790 00	Graduate Research Assistant	Hire Temp Appointment	15101.00	06-JAN-17
Zhao Wang	SG7728 02	Grad Teach Assist-Instructor	Hire Temp Appointment	15951.00	22-DEC-16
Ziyi Wang	AG9787 00	Graduate Research Assistant	Hire Temp Appointment	16543.00	09-JAN-17
Cody Ward	SS7664 00	student hrly Fink Assist	Hire Temp Appointment	4800.00	24-JAN-17
Kalie Ward	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Daniel Warnke	SE6793 01	Temporary Clinical Assistant	Hire Temp Appointment	4000.00	06-JAN-17
Khia Warzecha	SS9793 00	student hrly Phonejack	Hire Temp Appointment	4320.00	30-JAN-17
Megan Watson	SE6793 00	Temporary Clinical Assistant	Hire Temp Appointment	2968.88	22-JAN-17
Jace Waybright	SS7917 02	student hrly Learning Assist	Hire Temp Appointment	4800.00	22-JAN-17
Jace Waybright	SS7917 03	student hrly Research Asst	Hire Temp Appointment	4800.00	22-JAN-17
Megan Webb	AG9416 02	Graduate Research Assistant	Supplemental Appointment	500.00	22-JAN-17
Brenda Weber	SS8548 00	student hrly Union Set-up Crew	Hire Temp Appointment	4152.00	05-JAN-17
Brianna Weber	SS8093 01	student hrly Blueprint Design	Hire Temp Appointment	4296.00	05-JAN-17
Dominick Weber	SS7944 00	student hrly Office Assistant	Hire Temp Appointment	4152.00	06-JAN-17
Jason Weber	SG9874 00	Grad Teach Assist-Instructor	Hire Temp Appointment	5661.00	06-JAN-17
Samuel Weber	SS7776 00	student hrly Patrol Officer	Hire Temp Appointment	4440.00	28-NOV-16
Kayla Weede	SS7865 01	student hrly Activities Assist	Hire Temp Appointment	4800.00	26-JAN-17
Jarah Weeks	SS8765 00	student hrly Student Driver	Hire Temp Appointment	4152.00	12-JAN-17
Adrian Weerakkody	SS7937 00	student hrly CA break coverage	Hire Temp Appointment	4800.00	16-DEC-16
Jacob Weg	AS9166 00	student hrly Lab Assistant	Hire Temp Appointment	4320.00	09-JAN-17
Michael Weible	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Joshua Weinheimer	SS8861 00	Student Hourly-Tech Fellow	Hire Temp Appointment	7272.00	22-DEC-16
Ty Werdel	AG8016 02	Graduate Research Assistant	Hire Temp Appointment	16604.00	22-DEC-16
Laura White	AG9889 02	Graduate Research Assistant	Hire Temp Appointment	21268.00	22-DEC-16
Karee Wicks	SW9617 00	WS Orientation Leader	Hire Temp Appointment	4200.00	01-FEB-17
Barbara Wielenga	SG9858 01	Grad Teach Assist-Instructor	Hire Temp Appointment	15951.00	22-DEC-16
Alexander Wiemann	SS8548 08	student hrly State Tech Coord	Hire Temp Appointment	4440.00	03-JAN-17
Tessa Wiens	SS7982 00	student hrly CA Break coverage	Hire Temp Appointment	4800.00	22-NOV-16
Natasha Wiest	SS7816 00	student hrly Horse Unit	Hire Temp Appointment	4152.00	12-JAN-17
Navode Wijekoon Herath Mudiyan	SS7823 01	student hrly Museum Aide	Hire Temp Appointment	4104.00	01-DEC-16
Taylor Wilhite	SS7674 00	student hrly Union Custodian	Hire Temp Appointment	4800.00	09-JAN-17
Byron Will-Noel	SG7922 03	Grad Teach Assist-Instructor	Hire Temp Appointment	11513.00	22-JAN-17
Byron Will-Noel	SG9879 00	Graduate Research Assistant	Hire Temp Appointment	15670.00	09-JAN-17
Taylor Willhite	SS9793 00	student hrly Phonejack	Hire Temp Appointment	4320.00	21-NOV-16
Emma Williams	SS8044 00	student hrly String Project	Hire Temp Appointment	4800.00	22-DEC-16
Emma Williams	SS8044 01	stdnt hrly String Project Asst	Hire Temp Appointment	7680.00	22-NOV-16
Raymond Williams	SS9793 00	student hrly Phonejack	Hire Temp Appointment	4320.00	09-JAN-17
Aden Wilner Homard	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Joshua Wilson	SS8233 00	stdnt hrly Orientation Leader	Hire Temp Appointment	4152.00	12-JAN-17
Jennifer Wingate	SG9847 00	Grad Teach Assist-Instructor	Hire Temp Appointment	12678.00	09-JAN-17
Joseph Wingert	SS7804 00	student hrly Lab Assistant	Hire Temp Appointment	5040.00	27-OCT-16
Rachel Wintle	SS7751 00	student hrly Tutor	Hire Temp Appointment	4200.00	09-JAN-17
Lindsay Wipf	SS8088 01	Returning Community Assist	Hire Temp Appointment	30.00	22-DEC-16
Kami Woltdt	SE6761 00	Temporary Clinical Assistant	Hire Temp Appointment	2660.00	22-OCT-16
Brandilyn Wolles	SS8765 00	student hrly Student Driver	Hire Temp Appointment	4152.00	17-JAN-17
Christine Woolley	SS7816 00	student hrly Horse unit	Hire Temp Appointment	4320.00	22-NOV-16
Stephanie Wootton	AG9767 00	Graduate Research Assistant	Hire Temp Appointment	16543.00	09-JAN-17
Rebecca Woytassek	SS8007 00	stdnt hrly Info Exchange Asst	Hire Temp Appointment	4104.00	24-OCT-16
Rebecca Woytassek	SS8007 01	student hrly Info Exchange	Hire Temp Appointment	4176.00	07-JAN-17
Mariah Wright	SS8474 00	student hrly Equestrian Barn	Hire Temp Appointment	4152.00	14-JAN-17
Nicole Wyffels	SS8143 01	Student Univ Program Council	Hire Temp Appointment	250.00	22-NOV-16
Juan Xie	SG8002 00	Graduate Research Assistant	Hire Temp Appointment	8400.00	06-JAN-17
Jinyu Yang	SG8002 03	Graduate Research Assistant	Hire Temp Appointment	8400.00	06-JAN-17
Mackenzie Yordy	SS8093 00	student hrly Blue Print Assist	Hire Temp Appointment	4152.00	06-FEB-17
Dakota York	SG7723 03	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-DEC-16
Tyler Youngquist	SS7707 00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Jieshi Yu	SG9878 00	Graduate Research Assistant	Hire Temp Appointment	21268.00	22-DEC-16
Quadri Yusuff	SS7809 00	student hrly Computer lab asst	Hire Temp Appointment	5280.00	19-DEC-16
Jacob Zahler	SG7701 01	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-DEC-16

Marie Zander	AS9172	00	student hrly Lab Assistant	Hire Temp Appointment	4800.00	13-JAN-17
Logan Zeisler	SS7944	00	student hrly Office Assistant	Hire Temp Appointment	4152.00	06-JAN-17
Gregory Zens	SS7966	00	student hrly Office Assistant	Hire Temp Appointment	4320.00	11-JAN-17
Shaohu Zhang	SG9881	00	Graduate Research Assistant	Hire Temp Appointment	15102.00	17-JAN-17
Wenfeng Zhang	SE6631	00	Temp Lab Research Asst	Hire Temp Appointment	6369.57	22-DEC-16
Yiran Zhang	AS9197	01	student hrly Research Assist	Hire Temp Appointment	4800.00	22-DEC-16
Kendra Zirpel	SS7707	00	student hrly Pep Band	Hire Temp Appointment	4104.00	22-OCT-16
Lisa Zweifel	SE6761	00	Temporary Clinical Assistant	Hire Temp Appointment	2660.00	22-OCT-16
Sofiya Zybaylova	SS9793	03	student hrly Phonejack	Hire Temp Appointment	4646.40	09-JAN-17
Agatha Ampaire	AE9118	00	Post Doc Research Associate	Hire Temp Appointment	31517.00	06-FEB-17
Robert Arnheim	SE7565	01	Assistant Coach-Football	Supplemental Appointment	8870.00	22-NOV-16
Robert Arnheim	SE7565	02	Assistant Coach-Football	Supplemental Appointment	2000.00	22-NOV-16
Nesta Bortey-Sam	SE6339	00	Post-Doc	Hire Temp Appointment	43000.00	29-NOV-16
Carrie Brown	SE6544	00	Temporary Clinical Assistant	Hire Temp Appointment	4000.00	06-JAN-17
Brandon Broyhill	SE8116	00	Aviation Trainer	Hire Temp Appointment	18252.00	22-DEC-16
Jacob Dickert	SE9795	01	Assistant Coach-Football	Supplemental Appointment	5370.00	22-NOV-16
Jacob Dickert	SE9795	02	Assistant Coach-Football	Supplemental Appointment	2000.00	22-NOV-16
Robin Dutenhoeffer	SE6609	00	Clinical Assistant	Hire Temp Appointment	11340.00	22-DEC-16
Jason Eck	SE9807	01	Assistant Coach-Football	Supplemental Appointment	5370.00	22-NOV-16
Jason Eck	SE9807	02	Assistant Coach-Football	Supplemental Appointment	2000.00	22-NOV-16
Ahmad Ghadban	SE6343	00	Post-Doc	Hire Temp Appointment	47467.00	15-DEC-16
Cynthia Hartway	SE6395	00	Research Associate I	Hire Temp Appointment	26554.32	08-FEB-17
Lei Hua	SE6094	00	Research Assistant	Hire Temp Appointment	25728.77	22-JAN-17
Kristen Hybertson	SE6544	00	Temporary Clinical Assistant	Hire Temp Appointment	4000.00	06-JAN-17
Xin Jing	SE6338	00	Post Doc Research Associate	Hire Temp Appointment	47476.00	22-DEC-16
Xin Jing	SG8960	00	Graduate Research Assistant	Hire Temp Appointment	19681.00	22-NOV-16
John Johnson	SE6854	01	Assistant Coach-Football	Supplemental Appointment	5370.00	22-NOV-16
John Johnson	SE6854	02	Assistant Coach-Football	Supplemental Appointment	2000.00	22-NOV-16
Deepak Joshi	AE9075	00	Research Associate I	Hire Temp Appointment	36482.50	22-JAN-17
Tamara Keefner	SE6544	00	Temporary Clinical Assistant	Hire Temp Appointment	6660.00	06-JAN-17
Tanya Kokesh	SE6544	00	Temporary Clinical Assistant	Hire Temp Appointment	11685.00	06-JAN-17
Lori Korzeniewski	SE6544	00	Temporary Clinical Assistant	Hire Temp Appointment	9738.00	06-JAN-17
John Maursetter	AE9072	00	Research Assistant	Hire Temp Appointment	36399.30	28-NOV-16
Deborah McCuin	SE6342	00	Coordinator-Veterans Affairs	Hire Temp Appointment	47500.00	24-OCT-16
Amanda Mehlhaff	SE6544	00	Temporary Clinical Assistant	Hire Temp Appointment	15000.00	06-JAN-17
Eric Michel	AE9123	00	Post Doc Research Associate	Hire Temp Appointment	42023.00	22-NOV-16
Henning Nottebrock	SE6074	00	Post Doc Research Associate	Hire Temp Appointment	47476.00	22-JAN-17
Crystal Olson	EE8990	00	Temp Extension 4H Advisor	Hire Temp Appointment	17157.00	22-JAN-17
William Radigan	AE9069	00	Temporary Research Assistant	Hire Temp Appointment	27315.60	22-NOV-16
Sanath Sathyachandran	SE6812	00	Post Doc Research Associate	Hire Temp Appointment	52000.00	22-DEC-16
Emily Secrest	AE9088	00	Research Assistant	Appointment	32967.37	22-JAN-17
Tanesha Walker	SE6363	01	Dissertation Fellowship	Supplemental Appointment	100.00	22-NOV-16

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

Name Adj.	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New
Megan Aadland	SS7723	00	student hrly office assistant	Minimum Wage Increase	4104.00	4104.00	0.00	
Megan Aadland	SW9518	00	WS Office assistant	Minimum Wage Increase	4104.00	4104.00	0.00	
Karim Abdelazim Soliman	SS7836	00	student hrly Briggs library	Sal Adj-Unusual Circumstance	4200.00	4272.00	72.00	
Rajan Acharya	SS7871	00	student hrly custodial staff	Minimum Wage Increase	4104.00	4104.00	0.00	
Madison Agey	SS7845	01	student hrly IM official	Minimum Wage Increase	4128.00	4128.00	0.00	
Rezvi Ahmed	SS7845	00	student hrly IM official	Minimum Wage Increase	4104.00	4104.00	0.00	
Brennen Albrecht	SS7787	00	student hrly farm crew	Sal Adj-Unusual Circumstance	4800.00	4848.00	48.00	
Brennen Albrecht	SS7787	01	student hrly farm crew holiday	Sal Adj-Unusual Circumstance	5280.00	5328.00	48.00	
Samuel Alfred	SS7751	00	student hrly Tutor	Sal Adj-Unusual Circumstance	4104.00	4200.00	96.00	
Kate Allen	SS8606	00	student hrly Briggs Library	Sal Adj-Unusual Circumstance	4104.00	4176.00	72.00	
Noelle Allerding	SS7707	00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00	
Jenessa Amdahl	SW9612	01	WS office assistant	Minimum Wage Increase	4104.00	4104.00	0.00	
Bright Amuzu	SS7982	00	student hrly office assistant	Minimum Wage Increase	4104.00	4104.00	0.00	
Austin Anderson	SS7844	01	student hrly aviation trainer	Sal Adj-Unusual Circumstance	10080.00	8280.00	-1800.00	
Haley Anderson	AS9160	00	student hrly feed mill	Minimum Wage Increase	4104.00	4104.00	0.00	
Samantha Anderson	SS8474	01	student hrly equestrian barn	Minimum Wage Increase	4104.00	4104.00	0.00	
Samantha Anderson	SS8765	00	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00	
Jessica Andronowitz	SS8474	01	student hrly equestrian barn	Minimum Wage Increase	4104.00	4104.00	0.00	
Elliane Antrim	SS7836	00	student hrly Briggs Library	Sal Adj-Unusual Circumstance	4104.00	4176.00	72.00	

Israel Appel	SS8765	00	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Emma Arends	SS8748	03	student hrly comm studies	Minimum Wage Increase	4104.00	4104.00	0.00
Tessa Armstrong	SS7750	00	student hrly Peer mentor	Minimum Wage Increase	4104.00	4104.00	0.00
Brianna Ashauer	SS7879	01	student hrly Fitness Attendant	Minimum Wage Increase	4104.00	4104.00	0.00
Maria Aune	SS8474	01	student hrly equestrian barn	Minimum Wage Increase	4104.00	4104.00	0.00
Maria Aune	SS8765	01	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Josephine Ausdemore	SS7729	00	student hrly Peer mentor	Sal Adj-Unusual Circumstance	4200.00	4320.00	120.00
Josephine Ausdemore	SS7751	00	student hrly SI leader	Sal Adj-Unusual Circumstance	4320.00	4440.00	120.00
Matthew Avenson	SS7707	00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Nujhat Azad	SS7944	00	student hrly office assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Mohammad Badawi	SS9793	01	student hrly Fundraiser Suprv	Sal Adj-Unusual Circumstance	4680.00	4800.00	120.00
Kristie Bade	SS8765	01	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Bennet Baker	AS9206	00	student hrly plant worker	Sal Adj-Unusual Circumstance	4344.00	4392.00	48.00
Naif Bardan	SS7836	00	student hrly Briggs Library	Sal Adj-Unusual Circumstance	4104.00	4224.00	120.00
Isaiah Barlow	SW9513	00	WS Night laundry	Minimum Wage Increase	4104.00	4104.00	0.00
Palak Barmaiya	SS7937	00	student hrly housing	Minimum Wage Increase	4104.00	4104.00	0.00
Palak Barmaiya	SS8233	01	stdnt hrly orientation leader	Minimum Wage Increase	4104.00	4104.00	0.00
Olivia Bartel	SS7787	00	student hrly farm crew	Sal Adj-Unusual Circumstance	4800.00	4848.00	48.00
Olivia Bartel	SS7787	01	student hrly farm crew holiday	Sal Adj-Unusual Circumstance	5280.00	5328.00	48.00
Alex Barthel	SS7707	00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Jordan Bartholf	SS7878	00	stdnt hrly Facility Attendant	Minimum Wage Increase	4104.00	4104.00	0.00
Jordan Bartholf	SS7879	01	student hrly PT	Minimum Wage Increase	4104.00	4104.00	0.00
Jessa Bartsch	SS7845	00	student hrly IM official	Minimum Wage Increase	4104.00	4104.00	0.00
Aaron Bartz	SS7707	00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Kyle Baubonis	SS7747	00	student hrly women BB assist	Minimum Wage Increase	4104.00	4104.00	0.00
Shelby Bauer	SS9802	01	student hrly Marketing & Comm	Minimum Wage Increase	4104.00	4104.00	0.00
Amanda Bauman	SS7756	00	stdnt hrly member service attd	Minimum Wage Increase	4104.00	4104.00	0.00
Amanda Bauman	SS7756	01	stdnt hrly Member Serv Suprvs	Sal Adj-Unusual Circumstance	4200.00	4248.00	48.00
Joseph Baustian	SS7707	00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Aaron Beaner	AS9173	00	student hrly Feeding crew	Sal Adj-Unusual Circumstance	5760.00	5808.00	48.00
Maggie Becher	AS9206	00	student hrly plant worker	Minimum Wage Increase	4104.00	4104.00	0.00
Andrea Beck	SS8474	02	student hrly equestrian barn	Sal Adj-Unusual Circumstance	4104.00	4560.00	456.00
Joshua Beck	SS8765	00	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Kristine Beck	SS7756	00	stdnt hrly member service attd	Minimum Wage Increase	4104.00	4104.00	0.00
Kristine Beck	SS7756	01	stdnt hrly Member Serv Superv	Sal Adj-Unusual Circumstance	4200.00	4248.00	48.00
Amy Beckstrand	SS7928	00	student hrly office assistant	Minimum Wage Increase	4104.00	4152.00	48.00
Amy Beckstrand	SW9897	00	WS Office Assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Brittney Bendinelli	SW9547	01	WS support staff	Sal Adj-Unusual Circumstance	4579.20	4958.40	379.20
Austin Benson	SS7751	00	student hrly Tutor	Sal Adj-Unusual Circumstance	4104.00	4200.00	96.00
Kelli Berger	AW9747	01	WS farm crew	Sal Adj-Unusual Circumstance	4344.00	4392.00	48.00
Kelli Berger	AW9747	02	WS farm crew holiday	Sal Adj-Unusual Circumstance	4824.00	4872.00	48.00
Alicia Bergren	SS7799	00	student hrly climbing wall	Minimum Wage Increase	4104.00	4104.00	0.00
Marissa Bergseng	AS9184	00	student hrly vet & biomed	Minimum Wage Increase	4104.00	4104.00	0.00
Courtney Berntsen	SS8375	09	student hrly Member Serv Attd	Minimum Wage Increase	4104.00	4104.00	0.00
Cade Berry	SS8765	00	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Konner Beste	SS7747	00	student hrly womens BB assist	Minimum Wage Increase	4104.00	4104.00	0.00
Sangay Bhutia	SS8023	01	student hrly summer build crew	Sal Adj-Unusual Circumstance	4104.00	4800.00	696.00
Sidney Bierman	AS9184	00	student hrly vet & biomed	Sal Adj-Unusual Circumstance	4224.00	4344.00	120.00
Ashley Bietz	SS8748	00	student hrly Comm studies	Minimum Wage Increase	4104.00	4104.00	0.00
Ashley Bietz	SW9592	00	WS shop assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Paige Binger	SS7812	00	student hrly horse unit	Minimum Wage Increase	4104.00	4104.00	0.00
Breanna Birgen	SW9831	01	WS Events worker	Minimum Wage Increase	4104.00	4104.00	0.00
Victoria Bishop	SS7751	00	student hrly Tutor	Sal Adj-Unusual Circumstance	4104.00	4200.00	96.00
Mary Bjorklund	SS7799	00	student hrly climbing wall	Minimum Wage Increase	4104.00	4104.00	0.00
Mary Bjorklund	SS7799	01	student hrly gear rentals	Minimum Wage Increase	4104.00	4104.00	0.00
Mary Bjorklund	SS8765	01	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Elizabeth Black	SS7988	00	jackrabbit ch mailroom OA	Minimum Wage Increase	4104.00	4104.00	0.00
Caleb Blaisdell	AS9173	02	student hrly Feeding crew	Sal Adj-Unusual Circumstance	5760.00	5808.00	48.00
Megan Blanchard	AS9184	00	student hrly vet & biomed	Sal Adj-Unusual Circumstance	4104.00	4224.00	120.00
Abigail Blanchette	SS7904	00	jackrabbit ch office assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Matthew Blaseg	SS7817	00	student hrly Ambassador	Minimum Wage Increase	4104.00	4104.00	0.00
Anna Blechinger	SS8474	01	student hrly equestrian barn	Minimum Wage Increase	4104.00	4104.00	0.00
Ashley Bloemendaal	SW9622	01	WS Assistant teacher	Minimum Wage Increase	4104.00	4104.00	0.00
Ernest Boateng	SW9598	00	WS Filmer	Minimum Wage Increase	4104.00	4104.00	0.00
Tayt Boeckholt	SW9521	00	WS Tutor	Minimum Wage Increase	4104.00	4104.00	0.00
Kayla Boer	SS7716	00	student hrly Photography Admin	Minimum Wage Increase	4104.00	4104.00	0.00
Payton Boerboom	SS7937	00	student hrly Housing	Minimum Wage Increase	4104.00	4104.00	0.00
Marissa Boesel	SS7701	00	student hrly Comm Studies	Minimum Wage Increase	4104.00	4104.00	0.00

Emily Bohle	SS7747 00	student hrly womens BB assist	Minimum Wage Increase	4104.00	4104.00	0.00
Emily Bohle	SS8765 01	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Priscilla Boland	SS7944 00	student hrly Sr. Office Assist	Sal Adj-Unusual Circumstance	4104.00	4320.00	216.00
Priscilla Boland	SW9797 00	WS office assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Priscilla Boland	SW9797 00	WS Senior Office Assistant	Sal Adj-Unusual Circumstance	4104.00	4320.00	216.00
Jared Bowers	AS9206 00	student hrly plant worker	Sal Adj-Unusual Circumstance	4344.00	4392.00	48.00
Haley Bramer	SS7936 00	student hrly RHPL host	Minimum Wage Increase	4104.00	4104.00	0.00
Grant Brass	SS7788 00	student hrly Cow calf farm	Minimum Wage Increase	4104.00	4104.00	0.00
Allison Braun	SS8486 00	student hrly event worker	Minimum Wage Increase	4104.00	4104.00	0.00
Allison Braun	SS8486 01	student hrly grounds worker	Minimum Wage Increase	4104.00	4104.00	0.00
Carla Bromenschenkel	AS9173 00	student hrly dairy plant work	Sal Adj-Unusual Circumstance	4224.00	4272.00	48.00
Carla Bromenschenkel	AS9173 01	stdnt hrly dairy plant holiday	Sal Adj-Unusual Circumstance	4704.00	4752.00	48.00
Carla Bromenschenkel	AS9206 00	student hrly dairy plant	Sal Adj-Unusual Circumstance	4224.00	4272.00	48.00
Nicole Brown	SS7845 00	student hrly IM official	Minimum Wage Increase	4104.00	4104.00	0.00
Collin Bruns	SS7759 00	student hrly vet & biomed	Minimum Wage Increase	4104.00	4104.00	0.00
Collin Bruns	SS7759 00	student hrly vet & biomed	Sal Adj-Unusual Circumstance	4104.00	4224.00	120.00
Samantha Brust	SS8765 00	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Holden Buchert	SS8548 00	jackrabbit ch State tech	Sal Adj-Unusual Circumstance	4104.00	4176.00	72.00
Bailey Buenger	SW9612 01	WS Tutor	Sal Adj-Unusual Circumstance	4320.00	4440.00	120.00
Cassandra Bunkers	SS8765 01	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Sasha Burdsal	SS7988 00	jackrabbit ch mailroom OA	Minimum Wage Increase	4104.00	4104.00	0.00
Landon Bushong	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Alaine Buysse	SS7759 00	student hrly vet & biomed	Sal Adj-Unusual Circumstance	4224.00	4344.00	120.00
Elizabeth Bye	SS7879 00	student hrly group fitness NC	Minimum Wage Increase	4104.00	4104.00	0.00
Elizabeth Bye	SS7879 02	student hrly fitness attendant	Minimum Wage Increase	4104.00	4104.00	0.00
Eli Campbell	SS8748 00	student hrly comm studies	Minimum Wage Increase	4104.00	4104.00	0.00
Eli Campbell	SW9545 01	WS shop assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Rebecca Cantwell	AS9206 00	student hrly plant worker	Sal Adj-Unusual Circumstance	4344.00	4392.00	48.00
Yuhe Cao	AG9691 02	Graduate Research Assistant	Change Salary Rate/Pay Grade	18805.00	17221.00	-1584.00
Danielle Capp	SW9612 00	WS office assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Kathleen Cardwell	SS7937 00	student hrly Office Assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Brady Carlberg	SW9530 00	WS Tutor	Sal Adj-Unusual Circumstance	4104.00	4200.00	96.00
Gustavo Carmona Gonzalez	SS7845 00	jackrabbit ch IM official	Minimum Wage Increase	4104.00	4104.00	0.00
Alana Caron	SS8696 00	student hrly office assist	Minimum Wage Increase	4104.00	4104.00	0.00
Alejandro Casella	AG9816 01	Graduate Research Assistant	Sal Adj-Unusual Circumstance	25750.00	26750.00	1000.00
Alejandro Casella	AG9816 01	Graduate Research Assistant	Sal Adj-Unusual Circumstance	26750.00	25750.00	-1000.00
Marissa Caskey	SS7750 00	student hrly Peer mentor	Minimum Wage Increase	4104.00	4104.00	0.00
Stefano Cezar Blatt	SS7836 00	student hrly Briggs Library	Sal Adj-Unusual Circumstance	4104.00	4176.00	72.00
Jerome Charles	SS7750 00	student hrly Peer mentor	Sal Adj-Unusual Circumstance	4224.00	4464.00	240.00
Yugeen Chaulagain	SS7749 00	student hrly Tutor	Sal Adj-Unusual Circumstance	4800.00	5040.00	240.00
Appala Chekuri	SS7871 01	student hrly Custodial staff	Minimum Wage Increase	4104.00	4104.00	0.00
Joshua Choudek	AS9173 00	student hrly farm crew	Sal Adj-Unusual Circumstance	4344.00	4392.00	48.00
Joshua Choudek	AS9173 01	student hrly farm crew holiday	Sal Adj-Unusual Circumstance	4824.00	4872.00	48.00
Stephanie Choudek	AS9173 00	student hrly farm crew	Sal Adj-Unusual Circumstance	4224.00	4272.00	48.00
Stephanie Choudek	AS9173 01	student hrly farm crew holiday	Sal Adj-Unusual Circumstance	4704.00	4752.00	48.00
Tyler Chramosta	SS7751 00	student hrly Tutor & SI Leader	Title Change	4440.00	4440.00	0.00
Amber Christian	SS8765 02	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Christopher Christians	SS7845 00	jackrabbit ch IM official	Minimum Wage Increase	4104.00	4104.00	0.00
Jasmine Cisneros	SS7747 00	student hrly Athletics assist	Minimum Wage Increase	4104.00	4104.00	0.00
Bevin Clapper	SS8765 02	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Derek Clausen	SS7902 00	student hrly housing manager	Minimum Wage Increase	4104.00	4104.00	0.00
Brianna Clemenson	SS7799 00	student hrly climbing wall	Minimum Wage Increase	4104.00	4104.00	0.00
Brianna Clemenson	SS7799 01	student hrly gear rentals	Minimum Wage Increase	4104.00	4104.00	0.00
Brianna Clemenson	SS7879 01	student hrly group fitness NC	Minimum Wage Increase	4128.00	4128.00	0.00
Brianna Clemenson	SS7879 03	stdnt hrly fitness attendant	Minimum Wage Increase	4104.00	4104.00	0.00
Kori Coldsmith	AS9173 00	student hrly farm crew	Sal Adj-Unusual Circumstance	4224.00	4272.00	48.00
Kori Coldsmith	AS9173 01	student hrly farm crew holiday	Sal Adj-Unusual Circumstance	4704.00	4752.00	48.00
Aaron Cooley	SS7823 00	student hrly museum aide	Minimum Wage Increase	4104.00	4104.00	0.00
Aaron Cooley	SW9531 00	WS Museum aide	Minimum Wage Increase	4104.00	4104.00	0.00
Kole Cooper	SS8765 01	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Chloe Cornemann	SS7879 02	student hrly group fitness NC	Minimum Wage Increase	4104.00	4104.00	0.00
Willow Cowherd	SS7705 00	student hrly Comm Studies	Minimum Wage Increase	4104.00	4104.00	0.00
Willow Cowherd	SW9509 00	WS Shop Assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Ethan Crouch	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Kaelyn Dammann	AS9206 00	student hrly plant worker	Sal Adj-Unusual Circumstance	4344.00	4392.00	48.00
Jordan Davelaar	SS7751 00	student hrly Tutor	Minimum Wage Increase	4104.00	4104.00	0.00
Jordan Davelaar	SW9530 00	WS Tutor	Sal Adj-Unusual Circumstance	4104.00	4200.00	96.00
Grace Davidson	SS7702 00	student hrly Comm Studies	Minimum Wage Increase	4104.00	4104.00	0.00



Grace Davidson	SW9592 00	WS Box office manager	Minimum Wage Increase	4104.00	4104.00	0.00
Avery Davis	SW9572 00	WS office assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Marcelo De Lima	AE9074 00	Temporary Post Doc Res Asst	Change in Overtime Eligibility	33191.83	33199.00	7.17
Dalton DeBoer	SS7799 00	student hrly climbing wall	Minimum Wage Increase	4104.00	4104.00	0.00
Dalton DeBoer	SS7799 01	student hrly gear rentals	Minimum Wage Increase	4104.00	4104.00	0.00
Jack DeMoss	SS7751 00	student hrly Tutor	Sal Adj-Unusual Circumstance	4104.00	4200.00	96.00
Kaitlyn Demarais	SS7715 00	student hrly Photography Admin	Minimum Wage Increase	4104.00	4104.00	0.00
McKenna Dennstedt	SS7750 00	student hrly Peer mentor	Minimum Wage Increase	4104.00	4104.00	0.00
Joel Derickson	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Jonah Devries	SS7751 00	student hrly SI leader	Sal Adj-Unusual Circumstance	4320.00	4440.00	120.00
Kyla Diaz	SS8486 00	student hrly grounds crew	Minimum Wage Increase	4104.00	4104.00	0.00
Kyla Diaz	SS8486 01	student hrly events worker	Minimum Wage Increase	4104.00	4104.00	0.00
Tanner Diemer	SS7751 00	student hrly Tutor	Sal Adj-Unusual Circumstance	4320.00	4440.00	120.00
De'Lorian Diggs	SS8748 00	student hrly comm studies	Minimum Wage Increase	4104.00	4104.00	0.00
De'Lorian Diggs	SW9545 01	WS shop assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Jon Dilworth	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Thomas Docken	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Abigail Dockter	SS8861 02	student hrly tech fellow	Sal Adj-Unusual Circumstance	8001.60	8726.40	724.80
Charliss Dols	SS7904 00	jackrabbit ch office assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Cole Donahue	SS7749 00	student hrly Tutor	Sal Adj-Unusual Circumstance	4800.00	5040.00	240.00
Eion Donelan	SS8233 01	stdnt hrly orientation leader	Minimum Wage Increase	4104.00	4104.00	0.00
Anthony Dorschner	SW9733 02	WS laundry/equipment assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Rosie Douglas	AS9209 00	student hrly Perry assist	Minimum Wage Increase	4104.00	4104.00	0.00
Nathan Downs	SS7730 00	student hrly assistant teacher	Minimum Wage Increase	4104.00	4104.00	0.00
Emma Drackley	SS7756 00	stdnt hrly member service attd	Minimum Wage Increase	4104.00	4104.00	0.00
Bradley Drake	SS7845 00	student hrly IM official	Minimum Wage Increase	4104.00	4104.00	0.00
Kailie Drescher	SS7707 00	student Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Kailie Drescher	SS8233 01	stdnt hrly orientation leader	Minimum Wage Increase	4104.00	4104.00	0.00
Scott Duban	AS9173 00	student hrly farm crew	Sal Adj-Unusual Circumstance	4224.00	4272.00	48.00
Scott Duban	AS9173 01	student hrly farm crew holiday	Sal Adj-Unusual Circumstance	4704.00	4752.00	48.00
Danielle Dvorak	SW9547 00	WS Financial Aid Assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Sara Eddie	SS7845 00	student hrly IM official	Minimum Wage Increase	4104.00	4104.00	0.00
Jacob Edleman	SS7812 00	student hrly meat lab worker	Minimum Wage Increase	4104.00	4104.00	0.00
Maggie Edleman	SS7904 00	jackrabbit ch office assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Courtney Eibs	AS9173 00	student hrly farm crew	Sal Adj-Unusual Circumstance	4224.00	4272.00	48.00
Courtney Eibs	AS9173 01	student hrly farm crew holiday	Sal Adj-Unusual Circumstance	4704.00	4752.00	48.00
Emily Elgersma	SS8765 01	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Garrett Ellis	SS8486 00	student hrly grounds crew	Minimum Wage Increase	4104.00	4104.00	0.00
Garrett Ellis	SS8486 01	student hrly event worker	Minimum Wage Increase	4104.00	4104.00	0.00
Garrett Ellis	SW9831 00	WS events worker	Minimum Wage Increase	4104.00	4104.00	0.00
Kate Ellis	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Elisabeth Else	SS9793 00	student hrly Phonejack	Sal Adj-Unusual Circumstance	4320.00	4411.20	91.20
Adam Eral	AS9216 00	student hrly feedlot farm work	Minimum Wage Increase	4104.00	4104.00	0.00
Kristin Erf	AS9206 00	student hrly plant worker	Sal Adj-Unusual Circumstance	4224.00	4272.00	48.00
Morgan Erickson	SS8474 00	student hrly equestrian	Minimum Wage Increase	4104.00	4104.00	0.00
Ryan Etherington	SS7845 00	student hrly IM official	Minimum Wage Increase	4104.00	4104.00	0.00
Danielle Evers	AS9208 00	student hrly sheep unit worker	Minimum Wage Increase	4104.00	4104.00	0.00
Alexandra Farber	SS8233 01	stdnt hrly orientation leader	Minimum Wage Increase	4104.00	4104.00	0.00
Nathan Farley	SS7799 00	student hrly climbing wall	Minimum Wage Increase	4104.00	4104.00	0.00
Annaliese Favorite	SS7816 00	student hrly summer horse unit	Sal Adj-Unusual Circumstance	4104.00	4320.00	216.00
Annaliese Favorite	SS7816 01	student hrly Animal Science	Sal Adj-Unusual Circumstance	4152.00	4320.00	168.00
Christina Fehrman	AG9811 00	Graduate Research Assistant	Sal Adj-Unusual Circumstance	23384.00	25000.00	1616.00
Kirstyn Fiala	SS8765 02	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Jhett Finkbeiner	SS7845 00	student hrly IM official	Minimum Wage Increase	4104.00	4104.00	0.00
Emma Finkenbinder	SS9793 00	student hrly Phonejack	Sal Adj-Unusual Circumstance	4320.00	4435.20	115.20
Brittany Fischer	SS7801 00	student hrly Briggs Library	Sal Adj-Unusual Circumstance	4248.00	4368.00	120.00
Andrew Foley	SS7751 00	student hrly SI leader	Sal Adj-Unusual Circumstance	4320.00	4440.00	120.00
Jill Folsland	AS9206 00	student hrly plant worker	Sal Adj-Unusual Circumstance	4224.00	4272.00	48.00
Jennifer Fossum	SW9547 00	WS Gallery Assist	Minimum Wage Increase	4104.00	4104.00	0.00
Jordan Fox	SS7745 00	student hrly Publishing assist	Minimum Wage Increase	4104.00	4104.00	0.00
Erika Franzen-Ackerman	AS9206 00	student hrly plant worker	Minimum Wage Increase	4104.00	4104.00	0.00
Jamison French	SS8233 01	stdnt hrly orientation leader	Sal Adj-Unusual Circumstance	4104.00	4200.00	96.00
Brandon Frick	SW9530 00	WS Tutor	Sal Adj-Unusual Circumstance	4320.00	4440.00	120.00
Benjamin Fromelt	SS7845 00	student hrly IM official	Minimum Wage Increase	4104.00	4104.00	0.00
Laura Frye	AS9206 00	student hrly dairy plant	Sal Adj-Unusual Circumstance	4224.00	4272.00	48.00
Rachel Funk	SW9552 00	WS Figure Drawing Model	Sal Adj-Unusual Circumstance	7200.00	9600.00	2400.00
Amy Gaetze	SS8765 01	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Rory Galada Brownell	SS8748 00	student hrly comm studies	Minimum Wage Increase	4104.00	4104.00	0.00

Rory Galada Brownell	SW9545 00	WS shop assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Naga Vara Prasad Ganti	SS8037 01	student hrly facility worker	Sal Adj-Unusual Circumstance	4104.00	4800.00	696.00
Kelsey Garber	SS7759 00	student hrly vet & biomed	Minimum Wage Increase	4104.00	4104.00	0.00
Kelsey Garber	SS7816 00	student hrly Horse Unit worker	Minimum Wage Increase	4104.00	4104.00	0.00
Alexander Garcia	SS8748 00	student hrly comm studies	Minimum Wage Increase	4104.00	4104.00	0.00
Alexander Garcia	SW9545 00	WS shop assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Emily Gaspar	SS9793 00	student hrly Admin Support	Sal Adj-Unusual Circumstance	4320.00	4440.00	120.00
Blaine Geppert	AS9216 00	student hrly feedlot worker	Minimum Wage Increase	4104.00	4104.00	0.00
Kylee Geppert	AW9743 00	WS sheep unit worker	Minimum Wage Increase	4104.00	4104.00	0.00
Gregory Gerardy	SS8486 00	student hrly grounds crew	Minimum Wage Increase	4104.00	4104.00	0.00
Gregory Gerardy	SS8486 01	student hrly events worker	Minimum Wage Increase	4104.00	4104.00	0.00
Samantha Gervais	SS7751 00	student hrly Tutor	Sal Adj-Unusual Circumstance	4104.00	4200.00	96.00
Carter Gilk	SS7707 00	Student Hrly-Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Benjamin Gillette	SS7729 00	student hrly Tutor	Sal Adj-Unusual Circumstance	4200.00	4320.00	120.00
Taylor Gilmore	AS9206 00	student hrly plant worker	Sal Adj-Unusual Circumstance	4224.00	4272.00	48.00
Morgan Givold	SS7750 00	student hrly Peer mentor	Minimum Wage Increase	4104.00	4104.00	0.00
Morgan Givold	SS7851 00	student hrly Dr Vollan assist	Minimum Wage Increase	4104.00	4104.00	0.00
Mallory Glisczinski	AS9173 00	student hrly farm crew	Sal Adj-Unusual Circumstance	4224.00	4272.00	48.00
Mallory Glisczinski	AS9173 01	student hrly farm crew holiday	Sal Adj-Unusual Circumstance	4704.00	4752.00	48.00
Morgan Goche	AS9206 00	student hrly plant worker	Sal Adj-Unusual Circumstance	4416.00	4464.00	48.00
Robert Goetz	AS9206 00	student hrly plant worker	Sal Adj-Unusual Circumstance	4344.00	4392.00	48.00
Robert Goetz	AS9216 00	student hrly feedlot worker	Minimum Wage Increase	4104.00	4104.00	0.00
Seth Golden	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Tanner Goodall	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Marcus Goodfellow	SS8765 00	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Natalee Graesser	SW9592 00	WS student labor	Minimum Wage Increase	4104.00	4104.00	0.00
Ian Grassel	AS9173 00	student hrly farm crew	Minimum Wage Increase	4104.00	4104.00	0.00
Austin Green	SS7799 00	student hrly climbing wall	Minimum Wage Increase	4104.00	4104.00	0.00
Austin Green	SS7799 01	student hrly gear rentals	Minimum Wage Increase	4104.00	4104.00	0.00
Austin Green	SS8765 00	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Parker Grieme	AS9206 00	student hrly plant worker	Minimum Wage Increase	4104.00	4104.00	0.00
Reid Grode	SS8486 00	student hrly grounds crew	Minimum Wage Increase	4104.00	4104.00	0.00
Anil Kumar Gundu	SS8023 00	student hrly building crew	Sal Adj-Unusual Circumstance	4104.00	4800.00	696.00
Caleb Gunn	SS7845 00	student hrly IM official	Minimum Wage Increase	4104.00	4104.00	0.00
Saumya Gupta	SS7867 00	student hrly custodial staff	Sal Adj-Unusual Circumstance	4104.00	4800.00	696.00
Madison Gyves	SS9793 00	student hrly Admin support	Sal Adj-Unusual Circumstance	4320.00	4320.00	0.00
Ashtyn Haak	SS7730 00	student hrly Assistant teacher	Minimum Wage Increase	4104.00	4104.00	0.00
Megan Haberling	SS9793 00	student hrly Phonejack	Sal Adj-Unusual Circumstance	4320.00	4425.60	105.60
Taylor Hackett	SS7834 01	student hrly safe ride attend	Minimum Wage Increase	4104.00	4104.00	0.00
Marissia Hagedorn	SS8765 00	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Breanna Hagen	SS7984 00	student hrly office assist	Minimum Wage Increase	4104.00	4104.00	0.00
Lindsey Hahler	SS8765 01	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Benjamin Halbkat	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Rachel Halbur	SS8765 01	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Billie Halsey	SS7988 01	Jackrabbit Ch Mail room asst	Minimum Wage Increase	4104.00	4104.00	0.00
Cole Halvorson	SS7914 00	student hrly-Plant Worker	Minimum Wage Increase	4104.00	4104.00	0.00
Brandon Hansen	SS7756 00	stdnt hrly member service attd	Minimum Wage Increase	4104.00	4104.00	0.00
Brandon Hansen	SS7878 00	stdnt hrly operations manager	Sal Adj-Unusual Circumstance	4800.00	4824.00	24.00
Connor Hansen	SS7984 00	student hrly office assist	Minimum Wage Increase	4104.00	4104.00	0.00
Alyssa Hanson	SS7730 00	student hrly Assistant teacher	Minimum Wage Increase	4104.00	4104.00	0.00
Brandon Hanson	SS7879 00	jackrabbit ch fitness attend	Minimum Wage Increase	4104.00	4104.00	0.00
Brittany Hanson	SS8765 00	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Alexis Hanson-Mcneil	SS7897 00	student hrly Bookstore	Sal Adj-Unusual Circumstance	4320.00	4680.00	360.00
Benjamin Hanzen	SS7817 00	student hrly Ambassador	Minimum Wage Increase	4104.00	4104.00	0.00
Brittany Harazin	SS7788 00	student hrly CCU farm worker	Minimum Wage Increase	4104.00	4104.00	0.00
Charles Harmon	SS8765 01	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
David Harris	SS8673 00	student hrly FB laundry assist	Minimum Wage Increase	4104.00	4104.00	0.00
Shaina Harris	SW9547 01	WS Gallery Assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Hanna Hartman	SS8233 01	stdnt hrly orientation leader	Minimum Wage Increase	4104.00	4152.00	48.00
Hanna Hartman	SS8233 01	stdnt hrly orientation leader	Sal Adj-Unusual Circumstance	4152.00	4200.00	48.00
Nicole Harvey	SS8474 01	student hrly equestrian barn	Minimum Wage Increase	4104.00	4104.00	0.00
Rylee Haugen	SS7730 00	student hrly Assistant teacher	Minimum Wage Increase	4104.00	4104.00	0.00
Laura Hauser	SS7878 00	student hrly wellness center	Minimum Wage Increase	4104.00	4104.00	0.00
Laura Hauser	SS7878 01	stdnt hrly facility attendant	Minimum Wage Increase	4104.00	4104.00	0.00
Laura Hauser	SS8375 00	student hrly Member Serv Attd	Minimum Wage Increase	4104.00	4104.00	0.00
Madison Heaton	SS7936 00	student hrly office assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Melanie Heeren	SS7751 00	student hrly tutor	Sal Adj-Unusual Circumstance	4104.00	4200.00	96.00
Samantha Heeren	SS7817 00	student hrly ambassador	Minimum Wage Increase	4104.00	4104.00	0.00

Samantha Heeren	SS8765 01	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Wyatt Heezen	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Emily Heiberger	SS7723 00	student hrly office assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Emily Heiberger	SW9518 00	WS Office assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Elizabeth Heidenreich	SS7878 00	student hrly Facility Attd	Minimum Wage Increase	4104.00	4104.00	0.00
Elizabeth Heidenreich	SS7879 00	student hrly group fitness NC	Minimum Wage Increase	4104.00	4104.00	0.00
Jacob Heidenreich	SS7756 00	stdnt hrly member service attd	Minimum Wage Increase	4104.00	4104.00	0.00
Jacob Heidenreich	SS7879 00	student hrly fitness attendant	Minimum Wage Increase	4104.00	4104.00	0.00
Kory Heier	SS7928 00	student hrly Office assistant	Minimum Wage Increase	4104.00	4152.00	48.00
Vitoria Heier	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Vanessa Heinrichs	SS7845 00	student hrly IM official	Minimum Wage Increase	4104.00	4104.00	0.00
Dalton Heintz	SS7747 00	student hrly womens BB assist	Minimum Wage Increase	4104.00	4104.00	0.00
Austin Heiser	SS7812 00	student hrly meat lab	Minimum Wage Increase	4104.00	4104.00	0.00
Kaitlin Heitmann	SS8765 01	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Jacob Helget	AS9177 00	student hrly PISciXA244850	Minimum Wage Increase	4104.00	4104.00	0.00
Dallas Hellmann	SW9697 00	WS College of EHS worker	Minimum Wage Increase	4104.00	4104.00	0.00
Jordan Helmin	SS7878 00	stdnt hrly Facility Attendant	Minimum Wage Increase	4104.00	4104.00	0.00
Anna Hemenway	AS9206 00	stdnt hrly dairy plant worker	Sal Adj-Unusual Circumstance	4344.00	4392.00	48.00
Kayla Hemmingson	SS7726 00	student hrly Briggs Library	Sal Adj-Unusual Circumstance	4104.00	4224.00	120.00
Susan Hennen	SW9521 00	WS tutor	Minimum Wage Increase	4104.00	4104.00	0.00
Rachel Henselin	SS8765 00	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Rachel Henselin	SS9793 00	student hrly Phonejack	Sal Adj-Unusual Circumstance	4320.00	4440.00	120.00
Jessica Henter	SS7751 00	student hrly SI leader	Sal Adj-Unusual Circumstance	4104.00	4200.00	96.00
Isaac Hernandez Garcia	SS7988 01	Jackrabbit Ch Mail Room Asst	Minimum Wage Increase	4104.00	4104.00	0.00
Alex Herold	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Bailee Hetland	SS7984 00	student hrly office assist	Minimum Wage Increase	4104.00	4104.00	0.00
Bailee Hetland	SS8233 01	stdnt hrly orientation leader	Minimum Wage Increase	4104.00	4104.00	0.00
Bailee Hetland	SW9895 00	WS Office Assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Mitchel Heumiller	SS7845 00	student hrly IM Official	Minimum Wage Increase	4104.00	4104.00	0.00
Alyssa Hewitt	SS7854 00	student hrly office assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Alyssa Hewitt	SS8233 01	stdnt hrly orientation leader	Minimum Wage Increase	4104.00	4152.00	48.00
Alyssa Hewitt	SS8233 01	stdnt hrly orientation leader	Sal Adj-Unusual Circumstance	4152.00	4200.00	48.00
Alyssa Hewitt	SW9514 00	WS Office Assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Jenna Hildahl	SS7836 00	student hrly Briggs library	Sal Adj-Unusual Circumstance	4224.00	4344.00	120.00
Sawyer Hill	SS8765 01	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Raela Hines	AS9184 00	student hrly vet & biomed	Sal Adj-Unusual Circumstance	4104.00	4224.00	120.00
Sydney Hirschhorn	SS7751 00	student hrly SI leader	Sal Adj-Unusual Circumstance	4104.00	4200.00	96.00
Ryan Hoag	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Katherine Hodge	AW9747 00	WS Farm Crew	Sal Adj-Unusual Circumstance	4224.00	4272.00	48.00
Katherine Hodge	AW9747 01	WS Farm crew holiday	Sal Adj-Unusual Circumstance	4704.00	4752.00	48.00
Mariah Hodne	SS7836 00	student hrly Briggs Library	Sal Adj-Unusual Circumstance	4104.00	4224.00	120.00
Corynn Hoff	SS8765 01	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Brooke Hoffman	SS7878 00	stdnt hrly facility attendant	Minimum Wage Increase	4104.00	4104.00	0.00
Brooke Hoffman	SS8375 01	student hrly Member Serv attd	Minimum Wage Increase	4104.00	4104.00	0.00
Lexie Hoffman	SS7751 00	student hrly Tutor	Sal Adj-Unusual Circumstance	4320.00	4440.00	120.00
Kayla Holtquist	SS8748 00	student hrly Comm studies	Minimum Wage Increase	4104.00	4104.00	0.00
Kayla Holtquist	SW9529 00	WS shop assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Cole Holzer	SS7751 00	student hrly Tutor	Sal Adj-Unusual Circumstance	4104.00	4200.00	96.00
Joshua Homann	SS7812 00	student hrly meat lab	Minimum Wage Increase	4104.00	4104.00	0.00
Kayla Hopfinger	SS7845 00	jackrabbit ch IM official	Minimum Wage Increase	4104.00	4104.00	0.00
Amber Hopkins	SS8486 00	student hrly grounds crew	Minimum Wage Increase	4104.00	4104.00	0.00
Amber Hopkins	SS8486 01	student hrly events worker	Minimum Wage Increase	4104.00	4104.00	0.00
Samantha Hoppe	SS7817 00	student hrly ambassador	Minimum Wage Increase	4104.00	4104.00	0.00
Samantha Hoppe	SW9534 00	WS Ambassador	Minimum Wage Increase	4104.00	4104.00	0.00
Shaiann Howell	SW9612 00	WS Office Assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Sammantha Hoyles	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Elizabeth Hubbard	SS7844 00	student hrly Aviation trainer	Sal Adj-Unusual Circumstance	10080.00	8280.00	-1800.00
Jennifer Huber	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Makenzie Huber	SS7775 00	stdnt hrly Honors College asst	Minimum Wage Increase	4104.00	4104.00	0.00
Austin Huefther	SS7799 00	student hrly climbing wall	Minimum Wage Increase	4104.00	4104.00	0.00
Haley Huls	SS8765 00	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Mohnish Hundekar	SS7944 01	student hrly office assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Carter Hunter	SS7845 00	student hrly IM official	Minimum Wage Increase	4104.00	4104.00	0.00
Logan Hunter	SS7936 01	student hrly CA break coverage	Minimum Wage Increase	4104.00	4104.00	0.00
Ryan Hurt	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Monaya Hustoft	SW9520 00	WS Blueprint office assistant	Sal Adj-Unusual Circumstance	4128.00	4200.00	72.00
Jamie Hyde	SS8665 00	student hrly Office Assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Shelly Iburg	SS7845 00	student hrly IM official	Minimum Wage Increase	4128.00	4128.00	0.00

Joshua Irvin	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Seina Ishikawa	SS7871 00	student hrly custodial staff	Minimum Wage Increase	4104.00	4104.00	0.00
MacLane Ivarsen	SS8486 00	student hrly ground worker	Minimum Wage Increase	4104.00	4104.00	0.00
MacLane Ivarsen	SS8486 01	student hrly events worker	Minimum Wage Increase	4104.00	4104.00	0.00
Anna Iverson	SS7817 00	student hrly Ambassador	Minimum Wage Increase	4104.00	4104.00	0.00
Martin Jackson-Ratliff	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
John Jacobson	SS7823 00	student hrly museum aide	Minimum Wage Increase	4104.00	4104.00	0.00
Paul Jacobson	SS8486 00	student hrly grounds crew	Minimum Wage Increase	4104.00	4104.00	0.00
Paul Jacobson	SS8486 01	student hrly events worker	Minimum Wage Increase	4104.00	4104.00	0.00
Rohit Jain	AS9188 00	student hrly lab assistant	Sal Adj-Unusual Circumstance	4800.00	5280.00	480.00
Fatima David	SS7944 01	student hrly office assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Kaveen Jayamanna	SS7928 00	student hrly office assistant	Minimum Wage Increase	4104.00	4152.00	48.00
Mitchell Jazdzewski	AS9206 00	student hrly plant worker	Sal Adj-Unusual Circumstance	4416.00	4464.00	48.00
Kellee Jensen	SS7817 00	student hrly Ambassador	Minimum Wage Increase	4104.00	4104.00	0.00
Kellee Jensen	SW9534 00	WS Admission Ambassador	Minimum Wage Increase	4104.00	4104.00	0.00
Amanda John	SS7928 00	student hrly office assistant	Minimum Wage Increase	4104.00	4152.00	48.00
Logan Johnke	SS7751 00	student hrly Tutor	Sal Adj-Unusual Circumstance	4320.00	4440.00	120.00
Logan Johnke	SS8765 02	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Alexandria Johns	SS7756 00	jackrabbit ch member services	Minimum Wage Increase	4104.00	4104.00	0.00
Brooke Johnson	SS8765 00	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Emily Johnson	SS8765 01	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Gramm Johnson	AW9736 00	WS Plant Worker	Sal Adj-Unusual Circumstance	4344.00	4392.00	48.00
Jeremiah Johnson	SS7788 00	student hrly cow calf farm	Minimum Wage Increase	4104.00	4104.00	0.00
Jordan Johnson	SW9598 01	WS FB Filmer	Minimum Wage Increase	4104.00	4104.00	0.00
Katelyn Johnson	AS9206 00	student hrly plant worker	Sal Adj-Unusual Circumstance	4344.00	4392.00	48.00
Kendrix Johnson	SS7902 00	jackrabbi ch housing	Minimum Wage Increase	4104.00	4104.00	0.00
Krista Johnson	AS9206 00	student hrly plant worker	Sal Adj-Unusual Circumstance	4416.00	4464.00	48.00
Landon Johnson	SS8765 01	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Ross Johnson	AS9206 00	student hrly plant worker	Minimum Wage Increase	4104.00	4104.00	0.00
Taylor Johnson	SS8765 00	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Robert Jordan	SS8486 00	student hrly events worker	Minimum Wage Increase	4104.00	4104.00	0.00
Lok Joshi	AG9689 01	Graduate Research Assistant	Change Salary Rate/Pay Grade	16543.00	21268.00	4725.00
Tyler Joyal	SS8765 01	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Conner Jurrens	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Kayla Justen	SS9793 01	student hrly Fundraiser Suprv	Sal Adj-Unusual Circumstance	4680.00	4800.00	120.00
Michael Kaffar	SS7814 00	student hrly print lab assist	Minimum Wage Increase	4104.00	4104.00	0.00
Ainiwaer Kaiwusaier	SS7756 00	stdnt hrly member service attd	Minimum Wage Increase	4104.00	4104.00	0.00
Ainiwaer Kaiwusaier	SS7878 01	student hrly desk attendant	Minimum Wage Increase	4104.00	4104.00	0.00
Sahil Kalia	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Ajit Kamajala	SS8037 01	student hrly facility worker	Sal Adj-Unusual Circumstance	4104.00	4800.00	696.00
Brooke Kannas	SS7944 00	student hrly office assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Allison Kantack	SS8748 01	student hrly Comm Studies	Minimum Wage Increase	4104.00	4104.00	0.00
Zhozeta Karapetyan	SS8724 01	student hrly transporation	Sal Adj-Unusual Circumstance	4560.00	4680.00	120.00
David Karst	SS7845 01	student hrly IM official	Minimum Wage Increase	4128.00	4128.00	0.00
Herve Kashongwe	SS7871 00	student hrly custodial staff	Minimum Wage Increase	4104.00	4104.00	0.00
Kristina Kastanek	SS7788 00	student hrly CCU farm worker	Sal Adj-Unusual Circumstance	4224.00	4272.00	48.00
Brianna Kastner	SS8765 01	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Thomas Kaufman	SS7879 00	student hrly fitness attendant	Minimum Wage Increase	4104.00	4104.00	0.00
Joseph Keane	SS8765 01	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Garrett Keegan	SS7756 00	stdnt hrly member service att	Minimum Wage Increase	4104.00	4104.00	0.00
Garrett Keegan	SS8375 06	student hrly Member Serv Att'd	Minimum Wage Increase	4104.00	4104.00	0.00
Mary Keeling	SS7751 00	student hrly Tutor	Sal Adj-Unusual Circumstance	4320.00	4440.00	120.00
Mitchell Keena	SS7750 00	student hrly Peer mentor	Minimum Wage Increase	4104.00	4104.00	0.00
Zachary Kelly	SS7878 00	stdnt hrly facility attendant	Minimum Wage Increase	4104.00	4104.00	0.00
Jae Kelsey	SS8233 01	stdnt hrly orientation leader	Minimum Wage Increase	4104.00	4152.00	48.00
Jae Kelsey	SS8233 01	stdnt hrly orientation leader	Sal Adj-Unusual Circumstance	4152.00	4200.00	48.00
MaryEllen Kennedy	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Ashley Kern	SS8233 01	stdnt hrly orientation leader	Minimum Wage Increase	4104.00	4104.00	0.00
Melissa Kerr	SS7751 00	student hrly Tutor	Sal Adj-Unusual Circumstance	4104.00	4200.00	96.00
Mohammad Khawaja	AS9206 00	student hrly plant worker	Sal Adj-Unusual Circumstance	4464.00	4512.00	48.00
Mohammad Khawaja	SS7787 00	student hrly farm crew	Minimum Wage Increase	4104.00	4104.00	0.00
Mariah Kieffer	SS8765 02	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Kristopher Kindl	SW9733 00	WS Laundry/equipment assist	Minimum Wage Increase	4104.00	4104.00	0.00
Konnor King	SS7849 00	jackrabbit ch mailroom worker	Minimum Wage Increase	4104.00	4104.00	0.00
Jacob Kirby	SS7799 00	student hrly climbing wall	Minimum Wage Increase	4104.00	4104.00	0.00
Kayla Kirchmeier	SS7988 00	jackrabbit ch mail room assist	Minimum Wage Increase	4104.00	4104.00	0.00
Derek Kjenstad	SS7845 01	student hrly IM official	Minimum Wage Increase	4128.00	4128.00	0.00
Derek Kjenstad	SS7936 01	student hrly CA break coverage	Minimum Wage Increase	4104.00	4104.00	0.00

Laura Klautdt	SS8765 01	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Alexis Klein	SW9547 00	WS support staff	Sal Adj-Unusual Circumstance	4363.20	4689.60	326.40
Jeanette Klein	SS9793 00	student hrly Admin support	Sal Adj-Unusual Circumstance	4320.00	4440.00	120.00
Anita Kline	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Dyllan Knutson	SS7879 00	student hrly fitness attendant	Minimum Wage Increase	4104.00	4104.00	0.00
Kyle Koch	SS7988 00	jackrabbit ch mail room assist	Minimum Wage Increase	4104.00	4104.00	0.00
Kiersten Koehler	SS7817 00	student hrly Ambassador	Minimum Wage Increase	4104.00	4104.00	0.00
Hailey Koenen	SS7799 00	jackrabbit ch Outdoor prog att	Minimum Wage Increase	4104.00	4104.00	0.00
Katelyn Koenig	SS7756 00	jackrabbit ch member services	Minimum Wage Increase	4104.00	4104.00	0.00
Samantha Kokesh	SS7814 00	student hrly print lab assist	Minimum Wage Increase	4104.00	4104.00	0.00
Kevy Konynenbelt	SS7917 00	student hrly Ambassador	Minimum Wage Increase	4104.00	4104.00	0.00
Tessa Kopren	SS7817 00	student hrly Ambassador	Minimum Wage Increase	4104.00	4104.00	0.00
Jordan Kpai	SS7747 00	student hrly athletics assist	Minimum Wage Increase	4104.00	4104.00	0.00
Caleb Kragenbring	SW9657 02	WS Office assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Robert Kranz	SS7751 00	student hrly Tutor	Sal Adj-Unusual Circumstance	4104.00	4200.00	96.00
Tara Krege	SS8765 01	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Hannah Kremer	SS7845 00	St Hrly-IM Official-855	Minimum Wage Increase	4104.00	4104.00	0.00
Austin Kreutner	SS7845 00	student hrly IM official	Minimum Wage Increase	4104.00	4104.00	0.00
Alison Krieger	SS7799 00	stdnt hrly facility attendant	Minimum Wage Increase	4104.00	4104.00	0.00
Maggie Kringen	SS7878 02	student hrly welcome desk att.	Minimum Wage Increase	4104.00	4104.00	0.00
Maggie Kringen	SS7878 03	student hrly membership att.	Minimum Wage Increase	4104.00	4104.00	0.00
Maggie Kringen	SS7879 01	student hrly group fitness NC	Minimum Wage Increase	4104.00	4104.00	0.00
Molly Kroeger	AS9212 00	student hrly Swine unit worker	Minimum Wage Increase	4104.00	4104.00	0.00
Holly Krueger	SS7816 01	student hrly Horse Unit-313203	Sal Adj-Unusual Circumstance	4200.00	4320.00	120.00
Samuel Krueger	SW9535 00	WS Print lab assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Silas Krueger	SW9535 00	WS print lab assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Silas Krueger	SW9552 00	WS Ceramics studio assist	Minimum Wage Increase	4104.00	4104.00	0.00
Brittany Kruger	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Alexandria Kub	SS7936 00	student hrly CA break coverage	Minimum Wage Increase	4104.00	4104.00	0.00
Jordan Kuhle	SS7878 00	stdnt hrly facility attendant	Minimum Wage Increase	4128.00	4128.00	0.00
Jordan Kuhle	SS8375 01	student hrly Member Serv Attd	Minimum Wage Increase	4104.00	4104.00	0.00
Ciara Kulhavy	SS7817 00	jackrabbit ch admissions asst	Minimum Wage Increase	4104.00	4104.00	0.00
Ciara Kulhavy	SS7817 01	student hrly office worker	Minimum Wage Increase	4104.00	4104.00	0.00
Hailey Kurtenbach	SS7739 00	student hrly Marketing & Comm	Minimum Wage Increase	4104.00	4104.00	0.00
Mary Lack	SS8474 00	student hrly Equestrian Barn	Minimum Wage Increase	4104.00	4104.00	0.00
Amanda Lage	SS7779 01	student hrly Lab asst 3AH519	Minimum Wage Increase	4104.00	4104.00	0.00
Taylor Lago	SS8765 02	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
McKinley Lain	SS7817 00	student hrly Admin Ambassador	Minimum Wage Increase	4104.00	4104.00	0.00
London Lambert	SS7799 00	student hrly climbing wall	Minimum Wage Increase	4104.00	4104.00	0.00
Trevor Lambert	SS8548 00	jackrabbit ch union setup crew	Minimum Wage Increase	4104.00	4104.00	0.00
Kayla Landsman	SS8233 04	stdnt hrly Orientation leader	Minimum Wage Increase	4104.00	4104.00	0.00
Chelsey Langbehn	SS7812 00	student hrly meat lab	Minimum Wage Increase	4104.00	4104.00	0.00
Austin Lange	SS7878 00	stdnt hrly facility attendant	Minimum Wage Increase	4104.00	4104.00	0.00
Morgan Lanier	SS7988 00	student hrly office assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Carleigh Larrick	SG7965 00	Grad Teach Assist - Instructor	Change Salary Rate/Pay Grade	16304.00	21029.00	4725.00
Lindsee Larson	SS7878 01	student hrly welcome desk att.	Minimum Wage Increase	4104.00	4104.00	0.00
Matthew Larson	SS7756 00	stdnt hrly member service attd	Minimum Wage Increase	4104.00	4104.00	0.00
Rachel Larson	AS9206 00	student hrly plant worker	Sal Adj-Unusual Circumstance	4416.00	4464.00	48.00
Sylvia Larson	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Jessica Leat	SS7728 00	student hrly Vet & biomed	Minimum Wage Increase	4104.00	4104.00	0.00
Jessica Leat	SS7817 00	student hrly ambassador	Minimum Wage Increase	4104.00	4104.00	0.00
Brianna Lee	AS9173 00	student hrly farm crew	Minimum Wage Increase	4104.00	4104.00	0.00
Serena Lee	SS7729 00	student hrly Peer mentor	Minimum Wage Increase	4104.00	4104.00	0.00
Serena Lee	SS7729 00	student hrly Peer mentor	Sal Adj-Unusual Circumstance	4104.00	4200.00	96.00
Serena Lee	SS8233 01	stdnt hrly orientaiton leader	Minimum Wage Increase	4104.00	4104.00	0.00
Yun Hyeok Lee	SS7772 00	student hrly EE & CS	Sal Adj-Unusual Circumstance	6720.00	7920.00	1200.00
Hayley Leibel	AS9208 00	student hrly sheep unit work	Minimum Wage Increase	4104.00	4104.00	0.00
Trevor Lemmon	SS7812 00	student hrly meat lab worker	Minimum Wage Increase	4104.00	4104.00	0.00
Nykell Lendt	SS7756 00	stdnt hrly member service attd	Minimum Wage Increase	4104.00	4104.00	0.00
Samantha Letcher	SS7904 00	student hrly housing	Minimum Wage Increase	4104.00	4104.00	0.00
Nicole Lewandowski	SS7756 00	student hrly service attendant	Sal Adj-Unusual Circumstance	4104.00	4152.00	48.00
Steven Like	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Stephanie Lima	SS8486 00	student hrly event worker	Minimum Wage Increase	4104.00	4104.00	0.00
Bharati Limbu	SS8037 00	student hrly facility worker	Minimum Wage Increase	4104.00	4104.00	0.00
Tyler Lindgren	SS7798 00	student hrly NUTR 141 lab	Minimum Wage Increase	4104.00	4104.00	0.00
Abby Lingle	SS7751 00	student hrly SI leader	Sal Adj-Unusual Circumstance	4104.00	4200.00	96.00
Melanie Loe	SS7988 00	student hrly office assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Melanie Loe	SW9572 00	WS Office assistant	Minimum Wage Increase	4104.00	4104.00	0.00

Kira Loftesness	SS7817 00	student hrly ambassador	Minimum Wage Increase	4104.00	4104.00	0.00
Kira Loftesness	SS8765 00	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Kira Loftesness	SW9534 00	WS Ambassador	Minimum Wage Increase	4104.00	4104.00	0.00
Taylor Lohan	SS7895 01	student hrly marketing & comm	Minimum Wage Increase	4104.00	4104.00	0.00
David Lohrenz	SS8785 00	student hrly Academic affairs	Minimum Wage Increase	4104.00	4104.00	0.00
Ketsia Lubiba	AS9191 00	student hrly PISciA8254855	Minimum Wage Increase	4104.00	4104.00	0.00
Jordyn Lucas	SS7845 00	jackrabbit ch IM official	Minimum Wage Increase	4104.00	4104.00	0.00
Camilla Lucero	SS8748 00	student hrly Comm Studies	Minimum Wage Increase	4104.00	4104.00	0.00
Kristina Luczak	SS7749 00	student hrly Tutor	Sal Adj-Unusual Circumstance	4800.00	5040.00	240.00
Nathan Luitjens	SS7751 00	student hrly Tutor	Sal Adj-Unusual Circumstance	4320.00	4440.00	120.00
Nathan Luitjens	SS8233 01	stdnt hrly orientation leader	Minimum Wage Increase	4104.00	4104.00	0.00
Jenna Lund	SS7879 01	student hrly group fitness NC	Minimum Wage Increase	4104.00	4104.00	0.00
Mackenzie Mack	SS8765 00	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Monique Mack	SW9547 00	WS Brookings Area Habitat	Minimum Wage Increase	4104.00	4104.00	0.00
Alexander Macki	SS8486 02	student hrly events worker	Minimum Wage Increase	4104.00	4104.00	0.00
Harrie Mahalingam	AS9194 00	student hrly lab assistant	Sal Adj-Unusual Circumstance	5760.00	6240.00	480.00
Anna Maher	SS8474 00	student hrly equestrian barn	Minimum Wage Increase	4104.00	4104.00	0.00
Melissa Malakowsky	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Lilianna Mallak	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Toby Mallmann	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Mikayla Malsam	SS7845 00	student hrly IM official	Minimum Wage Increase	4104.00	4104.00	0.00
Adam Manderfeld	SS7787 00	student hrly lab assist	Sal Adj-Unusual Circumstance	4224.00	4272.00	48.00
Adam Manderfeld	SS7787 01	stdnt hrly lab assist holiday	Sal Adj-Unusual Circumstance	4704.00	4752.00	48.00
Matthew Manning	SS8486 00	student hrly grounds crew	Minimum Wage Increase	4104.00	4104.00	0.00
Matthew Manning	SS8486 01	student hrly events worker	Minimum Wage Increase	4104.00	4104.00	0.00
Taylor Martens	SW9697 00	WS Office assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Srikanth Matta	SS7867 01	student hrly custodial worker	Sal Adj-Unusual Circumstance	4104.00	4800.00	696.00
Arman Mazumdar	SS7709 00	student hrly Aircraft Assist	Minimum Wage Increase	4104.00	4104.00	0.00
Morgan McCall	SS7756 00	stdnt hrly Member Service Desk	Minimum Wage Increase	4104.00	4104.00	0.00
Morgan McCall	SS7878 01	stdnt hrly facility attendant	Minimum Wage Increase	4104.00	4104.00	0.00
Brittney McClendon	SS8748 00	student hrly Comm Studies	Minimum Wage Increase	4104.00	4104.00	0.00
Brittney McClendon	SW9529 00	WS shop assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Kaitlyn McCracken	SS7756 00	stdnt hrly member service attd	Minimum Wage Increase	4104.00	4104.00	0.00
Kaitlyn McCracken	SS7799 00	student hrly climbing wall	Minimum Wage Increase	4104.00	4104.00	0.00
Riley McCreia	SS7756 00	student hrly service attendant	Minimum Wage Increase	4104.00	4104.00	0.00
Riley McCreia	SS7878 00	stdnt hrly Facility attendant	Minimum Wage Increase	4104.00	4104.00	0.00
Kayla McElDowney	SS7935 00	Student Hrly-Community Asst	Minimum Wage Increase	4080.00	4080.00	0.00
Cole McGehee	SS7845 00	student hrly IM official	Minimum Wage Increase	4104.00	4104.00	0.00
Cole McGehee	SS7878 00	student hrly facility attend	Minimum Wage Increase	4104.00	4104.00	0.00
Samantha McKenna Brummer	SS7936 00	student hrly RHPC host	Minimum Wage Increase	4104.00	4104.00	0.00
Jason Mehlhaf	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Riley Mehlhaf	SS8765 01	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Riley Mehlhaf	SW9598 02	WS Front desk worker	Minimum Wage Increase	4104.00	4104.00	0.00
Siddharth Mehta	SS8486 00	student hrly grounds crew	Minimum Wage Increase	4104.00	4104.00	0.00
Siddharth Mehta	SS8486 01	student hrly event worker	Minimum Wage Increase	4104.00	4104.00	0.00
Paul Mesner	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Shelby Mickey	SS8474 01	student hrly equestrian barn	Minimum Wage Increase	4104.00	4104.00	0.00
Stephen Miedema	SW9541 00	WS Peer mentor	Sal Adj-Unusual Circumstance	4104.00	4344.00	240.00
Gunnar Miller	SS7705 00	student hrly Comm Studies	Minimum Wage Increase	4104.00	4104.00	0.00
Gunnar Miller	SW9509 00	WS Shop Assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Lindsay Miller	SS7718 00	student hrly Vet & Biomed	Minimum Wage Increase	4104.00	4104.00	0.00
Elizabeth Mitzel	SS8474 00	student hrly Equestrian barn	Minimum Wage Increase	4104.00	4104.00	0.00
Emily Mochel	SS8765 01	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Muhammad Naqiuddin Mohamad Fuas	SS8486 02	student hrly Grounds Crew	Minimum Wage Increase	4104.00	4104.00	0.00
Muhammad Naqiuddin Mohamad Fuas	SS8486 03	student hrly events workers	Minimum Wage Increase	4104.00	4104.00	0.00
Nur Islamiah Mohamad Fuad	SS8486 02	student hrly grounds assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Mohamed Rishard Mohamed Rameez	AS9194 00	stdnt hrly Pilot Plnt engineer	Sal Adj-Unusual Circumstance	6240.00	7200.00	960.00
Kristin Mohr	AS9176 00	student hrly Vet & biomed	Minimum Wage Increase	4104.00	4104.00	0.00
Kristin Mohr	AS9206 00	student hrly farm crew	Minimum Wage Increase	4104.00	4104.00	0.00
Jacob Monssen	SS7756 00	stdnt hrly member service attd	Minimum Wage Increase	4104.00	4104.00	0.00
Brenna Morgan	SS7756 00	jackrabbit Ch service office	Minimum Wage Increase	4104.00	4104.00	0.00
Keely Moriarty	SS7750 00	student hrly Peer Mentor	Minimum Wage Increase	4104.00	4104.00	0.00
Chelsea Morken	SS7928 00	student hrly office assistant	Minimum Wage Increase	4104.00	4152.00	48.00
Emily Mudder	SS8765 01	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Amanda Muller	SS7817 00	student hrly ambassador	Minimum Wage Increase	4104.00	4104.00	0.00
Amanda Muller	SW9537 00	WS Admission Ambassador	Minimum Wage Increase	4104.00	4104.00	0.00
Kaylee Muller	SS7723 00	student hrly office assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Jin Mun	SS7808 00	student hrly programmer	Sal Adj-Unusual Circumstance	4800.00	5760.00	960.00

Emily Munson	SS8486 00	student hrly event worker	Minimum Wage Increase	4104.00	4104.00	0.00
Emily Munson	SS8486 01	student hrly grounds crew	Minimum Wage Increase	4104.00	4104.00	0.00
Mitchell Nacke	SS8765 01	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Danielle Neilan	SW9524 00	WS office assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Mara Neitzel	SS7751 00	student hrly Tutor	Sal Adj-Unusual Circumstance	4104.00	4200.00	96.00
Colleen Nelson	SS7799 01	stdnt hrly climbing wall attd	Minimum Wage Increase	4104.00	4104.00	0.00
Colleen Nelson	SS7799 02	student hrly gear rentals	Minimum Wage Increase	4104.00	4104.00	0.00
Colleen Nelson	SS8765 00	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Dennisen Nelson	AW9747 00	WS Farm Crew	Minimum Wage Increase	4104.00	4104.00	0.00
Jonathan Neswick	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Ryan Neville	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Lindsay Newenhouse	SS7751 00	student hrly Tutor	Sal Adj-Unusual Circumstance	4104.00	4200.00	96.00
Clay Newton	SS7812 00	student hrly meat lab worker	Minimum Wage Increase	4104.00	4104.00	0.00
Lilia Nikolaeva	SS7904 00	student hrly housing	Minimum Wage Increase	4104.00	4104.00	0.00
Trevor Novotny	SS8486 01	student hrly grounds crew	Minimum Wage Increase	4104.00	4104.00	0.00
Trevor Novotny	SS8486 02	student hrly events worker	Minimum Wage Increase	4104.00	4104.00	0.00
Taylor Nunn	SS7879 00	Jackrabbit ch fitness attd	Minimum Wage Increase	4104.00	4104.00	0.00
Taylor Nunn	SS7879 01	student hrly fitness attendant	Minimum Wage Increase	4104.00	4104.00	0.00
Kala Nurnberg	SW9530 00	WS Tutor	Sal Adj-Unusual Circumstance	4104.00	4200.00	96.00
Peter Oakland	SS7845 00	student hrly IM official	Minimum Wage Increase	4104.00	4104.00	0.00
Brandi Ober	SS7937 02	student hrly housing	Minimum Wage Increase	4104.00	4104.00	0.00
Tomomi Ogasawara	SS7871 00	student hrly custodial staff	Minimum Wage Increase	4104.00	4104.00	0.00
Asuka Ohno	SS7944 00	student hrly office assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Asuka Ohno	SS8474 02	student hrly equestrian barn	Minimum Wage Increase	4104.00	4104.00	0.00
Julia Okerman	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Madison Okerstrom	SS7936 00	jackrabbit ch RHPC host	Minimum Wage Increase	4104.00	4104.00	0.00
Elizabeth Olander	SS8474 01	student hrly equestrian barn	Minimum Wage Increase	4104.00	4104.00	0.00
Morgan Oliver	SS7988 00	jackrabbit ch mail room assist	Minimum Wage Increase	4104.00	4104.00	0.00
Laramie Olivier	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Hunter Olson	SW9612 01	WS Tutor	Sal Adj-Unusual Circumstance	4320.00	4440.00	120.00
Olivia Olson	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Zackery Olson	SS7805 00	student hrly lab assistant	Sal Adj-Unusual Circumstance	4800.00	5040.00	240.00
Trevor Ostlund	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Lena Ouandaogo	SS7871 01	student hrly custodial staff	Minimum Wage Increase	4104.00	4104.00	0.00
Domelaar Ouattara	SS7871 01	student hrly custodial staff	Minimum Wage Increase	4104.00	4104.00	0.00
Ashley Ourada	SS7762 00	student hly vet & biomed	Sal Adj-Unusual Circumstance	4464.00	4584.00	120.00
Madilyn Oye	SS7878 00	stdnt hrly Facility attendant	Minimum Wage Increase	4104.00	4104.00	0.00
Christopher Paczkowski	SS7982 00	student hrly office assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Justin Pading	SS7799 00	student hrly climbing wall	Minimum Wage Increase	4104.00	4104.00	0.00
Miranda Painter	SS7845 00	student hrly IM official	Minimum Wage Increase	4104.00	4104.00	0.00
Sung Wook Park	AS9177 00	student hrly PISciXA244850	Minimum Wage Increase	4104.00	4104.00	0.00
Allyssa Parker	AS9184 00	student hrly vet & biomed	Minimum Wage Increase	4104.00	4104.00	0.00
Allyssa Parker	AS9184 00	student hrly vet & biomed	Sal Adj-Unusual Circumstance	4104.00	4224.00	120.00
Josie Parry	SS7730 00	student hrly Assistant teacher	Minimum Wage Increase	4104.00	4104.00	0.00
Janki Patel	SS7944 00	student hrly office assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Zachary Paulson	SS7845 00	student hrly IM official	Minimum Wage Increase	4128.00	4128.00	0.00
Aristarchus Payton	SS7756 00	stdnt hrly Member service Attd	Minimum Wage Increase	4104.00	4104.00	0.00
Candace Pedersen	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Connor Pedersen	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Sarah Pedersen	SS7845 00	student hrly IM official	Minimum Wage Increase	4104.00	4104.00	0.00
Emily Pederson	SS8765 00	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Rebecca Peick	SS7798 00	student hrly NUTR 141 lab asst	Minimum Wage Increase	4104.00	4104.00	0.00
Laura Pelzel	SS7759 00	student hrly vet & biomed	Sal Adj-Unusual Circumstance	4344.00	4464.00	120.00
Jessica Pepperman	SW9880 01	WS Records & Reg staff	Sal Adj-Unusual Circumstance	4152.00	4272.00	120.00
Vincent Peta	AG9749 03	Graduate Research Assistant	Sal Adj-Unusual Circumstance	16543.00	21268.00	4725.00
Kyle Peterson	SS7799 00	student hrly climbing wall	Minimum Wage Increase	4104.00	4104.00	0.00
Emily Petracek	SW9541 00	WS Peer Mentor	Sal Adj-Unusual Circumstance	4344.00	4584.00	240.00
Emily Petracek	SW9598 01	WS Front desk worker	Minimum Wage Increase	4104.00	4104.00	0.00
Jasmine Piepho	SS7761 00	student hrly vet & biomed	Minimum Wage Increase	4104.00	4104.00	0.00
Kaelyn Platz	SS7879 00	jackrabbit ch fitness attend	Minimum Wage Increase	4104.00	4104.00	0.00
Jaden Poeckes	AS9144 00	student hrly Swine Unit worker	Minimum Wage Increase	4104.00	4104.00	0.00
Jaden Poeckes	AS9144 00	student hrly Swine Unit worker	Sal Adj-Unusual Circumstance	4104.00	4320.00	216.00
Holly Polak	SS7751 00	student hrly Tutor	Sal Adj-Unusual Circumstance	4320.00	4440.00	120.00
Shayna Popkes	AS9206 00	student hrly plant worker	Sal Adj-Unusual Circumstance	4344.00	4392.00	48.00
Martin Popowski	SS8548 00	jackrabbit ch state tech	Sal Adj-Unusual Circumstance	4104.00	4176.00	72.00
Tamara Putz	AS9208 00	student hrly sheep unit	Minimum Wage Increase	4104.00	4104.00	0.00
Nusrat Muntaha Qurashi Prithom	SS7944 00	student hrly office assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Nusrat Muntaha Qurashi Prithom	SS9793 00	student hrly Phonejack	Sal Adj-Unusual Circumstance	4320.00	4430.40	110.40

Kennedy Raap	SS8548	00	jackrabbit ch union setup crew	Sal Adj-Unusual Circumstance	4104.00	4176.00	72.00
Ashkur Rahman	SS8037	01	student hrly facility worker	Sal Adj-Unusual Circumstance	4104.00	4800.00	696.00
Coty Rajek	SS7879	01	student hrly fitness attendant	Minimum Wage Increase	4104.00	4104.00	0.00
Coty Rajek	SS7879	02	stdnt hrly facility attendant	Minimum Wage Increase	4104.00	4104.00	0.00
Morgan Rankin	SS8765	01	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Shelby Raper	SS8765	01	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Abdelrahman Raslan	SS7751	00	student hrly Tutor	Sal Adj-Unusual Circumstance	4320.00	4440.00	120.00
Alexander Rau	SW9539	00	WS office media	Minimum Wage Increase	4104.00	4104.00	0.00
Makayla Reed	AS9206	00	student hrly plant worker	Sal Adj-Unusual Circumstance	4224.00	4272.00	48.00
Shelby Reed	DS8957	00	Student Labor-Extended Program	Minimum Wage Increase	3078.00	3078.00	0.00
Aaron Reese	SS7844	01	student hrly Aviation trainer	Sal Adj-Unusual Circumstance	10080.00	8280.00	-1800.00
Gregory Reeter	AW9736	00	WS Plant worker	Sal Adj-Unusual Circumstance	4344.00	4392.00	48.00
McKenzie Reiersen	SS8233	00	stdnt hrly orientation leader	Sal Adj-Unusual Circumstance	4152.00	4248.00	96.00
Molly Reiffenberger	SS7756	00	stdnt hrly welcome desk attd	Minimum Wage Increase	4104.00	4104.00	0.00
Ashley Reiner	SS7788	00	student hrly cow calf unit	Sal Adj-Unusual Circumstance	4224.00	4272.00	48.00
Taylor Reis	SW9547	00	WS Pinancial Aid office assist	Minimum Wage Increase	4104.00	4104.00	0.00
Joshua Reitsma	SS8748	00	student hrly comm studies	Minimum Wage Increase	4104.00	4104.00	0.00
Joshua Reitsma	SW9592	00	WS Shop assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Megan Reitsma	SS9793	06	student hrly annual programs	Sal Adj-Unusual Circumstance	4920.00	5040.00	120.00
Quinn Remmers	SS7707	00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Molly Renken	AS9181	01	student hrly Swine Unit	Minimum Wage Increase	4104.00	4104.00	0.00
Krystal Richards	SS8765	00	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Shelby Riddle	AS9206	00	student hrly plant worker	Sal Adj-Unusual Circumstance	4224.00	4272.00	48.00
Tucker Roeker	AS9173	00	student hrly farm crew	Sal Adj-Unusual Circumstance	5760.00	5808.00	48.00
Jacy Rook	SS7701	00	student hrly Comm Studies	Minimum Wage Increase	4104.00	4104.00	0.00
Jacy Rook	SW9545	01	WS-Shop Assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Kylie Root	SS7845	00	student hrly IM official	Minimum Wage Increase	4104.00	4104.00	0.00
Addyson Rosa	SS7936	00	student hrly office assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Chelsea Rosenau	SS8375	00	student hrly Promo Specialist	Sal Adj-Unusual Circumstance	4200.00	4800.00	600.00
Jacob Rosenbaum	SS7844	01	student hrly Aviation Trainer	Sal Adj-Unusual Circumstance	10080.00	8280.00	-1800.00
Kaylee Rosenkranz	AW9747	00	WS Farm Crew	Minimum Wage Increase	4104.00	4104.00	0.00
Jacob Rost	SS7707	00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Mariah Roth	SS7879	00	student hrly group fitness NC	Minimum Wage Increase	4104.00	4104.00	0.00
Grady Ruble	AG9819	01	Graduate Research Assistant	Sal Adj-Unusual Circumstance	20000.00	25000.00	5000.00
Stefanie Ruml	SS8233	01	stdnt hrly orientation leader	Minimum Wage Increase	4104.00	4104.00	0.00
Tristen Rush	SS7878	01	student hrly desk attendant	Minimum Wage Increase	4104.00	4104.00	0.00
Stephne Russell	SS7845	00	student hrly IM official	Minimum Wage Increase	4128.00	4128.00	0.00
Mikaela Rustand	SS7707	00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Cody Ryckman	SS7988	00	jackrabbit ch mail room assist	Minimum Wage Increase	4104.00	4104.00	0.00
Patrick Saaleephiw	SS7849	00	jackrabbit ch residential life	Minimum Wage Increase	4104.00	4104.00	0.00
Lauren Saemrow	SS8765	01	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Dheeman Saha	SS7808	00	student hrly programmer	Sal Adj-Unusual Circumstance	4800.00	5760.00	960.00
Sayan Sahu	SS8023	01	student hrly building crew	Minimum Wage Increase	4104.00	4104.00	0.00
Ryan Sailors	SS7879	01	stdnt hrly fitness attendant	Minimum Wage Increase	4104.00	4104.00	0.00
Thomas Salentiny	SS7718	00	student hrly Vet & Biomed	Minimum Wage Increase	4104.00	4104.00	0.00
Kylie Salmen	SS7730	00	student hrly Assistant teacher	Minimum Wage Increase	4104.00	4104.00	0.00
Paula Salmon	SS8765	02	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Cheyenne Salonen	SS7756	00	stdnt hrly member service attd	Minimum Wage Increase	4128.00	4128.00	0.00
Cheyenne Salonen	SS7756	01	stdnt hrly member serv Superv	Sal Adj-Unusual Circumstance	4200.00	4248.00	48.00
Miranda Sampson	SS7707	00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Alejandro Sanchez	SS8486	01	student hrly grounds worker	Minimum Wage Increase	4104.00	4104.00	0.00
Alejandro Sanchez	SW9538	00	WS Equipment assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Noah Sandman	AS9177	00	student hrly PISciXA244900	Minimum Wage Increase	4104.00	4104.00	0.00
Nichole Sandvig	SS8765	01	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Paul Sanken	SS7756	00	stdnt hrly member service attd	Minimum Wage Increase	4104.00	4104.00	0.00
Kjersten Sankey	SS7751	00	student hrly Tutor	Sal Adj-Unusual Circumstance	4104.00	4200.00	96.00
Madeline Scalise	AS9173	00	student hrly farm crew	Minimum Wage Increase	4104.00	4104.00	0.00
Beau Schacherer	SS7788	01	student hrly Horse Unit	Minimum Wage Increase	4104.00	4104.00	0.00
Abigail Schauer	AS9146	00	student hrly Research Assist	Sal Adj-Unusual Circumstance	4320.00	4440.00	120.00
Abigail Schechinger	SS7845	00	jackrabbit ch IM official	Minimum Wage Increase	4104.00	4104.00	0.00
Austin Schelhaas	SS8486	00	student hrly grounds crew	Minimum Wage Increase	4104.00	4104.00	0.00
Austin Schelhaas	SS8486	01	student hrly events worker	Minimum Wage Increase	4104.00	4104.00	0.00
Meghan Schenk	SS7751	00	student hrly Tutor	Sal Adj-Unusual Circumstance	4104.00	4200.00	96.00
Star Schipper	SS7750	00	student hrly Peer mentor	Minimum Wage Increase	4104.00	4104.00	0.00
Katie Schlenker	SS7707	00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Connor Schlotfeldt	SS7756	00	stdnt hrly member service attd	Minimum Wage Increase	4104.00	4104.00	0.00
Connor Schlotfeldt	SS7845	00	St Hrly-IM Official-855	Minimum Wage Increase	4104.00	4104.00	0.00
Michael Schmidt	SS7756	00	stdnt hrly welcome desk attd	Minimum Wage Increase	4104.00	4104.00	0.00



Stephanie Schmidt	SS7749 00	student hrly Tutor	Sal Adj-Unusual Circumstance	4800.00	5040.00	240.00
Alexander Schreier	SS7817 00	student hrly Ambassador	Minimum Wage Increase	4104.00	4104.00	0.00
Alexander Schreier	SS8765 01	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Hunter Schreifels	SS8486 01	student hrly grounds crew	Minimum Wage Increase	4104.00	4104.00	0.00
Hunter Schreifels	SS8486 02	student hrly events worker	Minimum Wage Increase	4104.00	4104.00	0.00
Cailyn Schreurs	SS7845 01	student hrly IM official	Minimum Wage Increase	4128.00	4128.00	0.00
Jessica Schreyer	SS8765 00	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Anastasia Schroeder	ES9801 00	student hrly Vet & Biomed	Minimum Wage Increase	4104.00	4104.00	0.00
Benjamin Schroeder	SS8233 01	stdnt hrly orientation leader	Minimum Wage Increase	4104.00	4104.00	0.00
Cody Schroeder	AS9173 00	student hrly farm crew	Minimum Wage Increase	4104.00	4104.00	0.00
Cody Schroeder	AW9747 00	WS Farm crew	Minimum Wage Increase	4104.00	4104.00	0.00
Scott Schroeder	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Caleb Schroer	SS7879 00	student hrly group fitness NC	Minimum Wage Increase	4104.00	4104.00	0.00
John Schuh	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Madalyne Schuldt	SS7878 00	stdnt hrly facility attendant	Minimum Wage Increase	4104.00	4104.00	0.00
Madalyne Schuldt	SS8375 00	student hrly Member Serv Attd	Minimum Wage Increase	4104.00	4104.00	0.00
Bailee Schultz	SS7845 00	jackrabbit ch IM official	Minimum Wage Increase	4104.00	4104.00	0.00
Cody Schwartz	SS8748 01	student hrly Comm Studies	Minimum Wage Increase	4104.00	4104.00	0.00
Cody Schwartz	SS9793 00	student hrly Phonejack	Sal Adj-Unusual Circumstance	4320.00	4435.20	115.20
Cody Schwartz	SW9545 01	WS shop assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Brooklyn Schwiesow	SS8748 01	student hrly Comm Studies	Minimum Wage Increase	4104.00	4104.00	0.00
Sara Scofield	SW9598 00	WS Front desk worker	Minimum Wage Increase	4104.00	4104.00	0.00
Hannah Seline-Wagner	SS8748 00	student hrly Comm Studies	Minimum Wage Increase	4104.00	4104.00	0.00
Hannah Seline-Wagner	SW9529 00	WS Shop assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Zachary Sell	SS7758 00	student hrly grounds worker	Minimum Wage Increase	4104.00	4104.00	0.00
Zachary Sell	SS8486 02	student hrly grounds assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Andrea Severtson	AS9184 00	student hrly vet & biomed	Minimum Wage Increase	4104.00	4104.00	0.00
Andrea Severtson	AS9184 00	student hrly vet & biomed	Sal Adj-Unusual Circumstance	4104.00	4224.00	120.00
Haley Sherwood	AS9144 00	student hrly Swine unit worker	Minimum Wage Increase	4104.00	4104.00	0.00
Jordan Shorley	SS7845 00	student hrly IM official	Minimum Wage Increase	4104.00	4104.00	0.00
Jayram Shrestha	AS9198 00	student hrly PSciF46281000	Sal Adj-Unusual Circumstance	4800.00	5040.00	240.00
Han Si	AS9206 00	student hrly plant worker	Sal Adj-Unusual Circumstance	4224.00	4272.00	48.00
Jaime Sichmeller	SW9541 00	WS Peer Mentor	Minimum Wage Increase	4104.00	4104.00	0.00
Scott Simons	SS9793 00	student hrly admin support	Sal Adj-Unusual Circumstance	4320.00	4440.00	120.00
Kushagra Singh	SS7944 00	student hrly office assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Jay Skaar	SS8548 00	jackrabbit ch union setup crew	Minimum Wage Increase	4104.00	4104.00	0.00
Ryan Skadsen	SW9547 01	WS Gallery assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Ryan Skadsen	SW9547 02	WS Office assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Maty Skinner	SS7879 01	student hrly group fitness NC	Minimum Wage Increase	4128.00	4128.00	0.00
Maty Skinner	SS7879 03	stdnt hrly fitness attendant	Minimum Wage Increase	4104.00	4104.00	0.00
Lexi Slack	AW9743 00	WS sheep unit farm worker	Minimum Wage Increase	4104.00	4104.00	0.00
Lexi Slack	SS7783 00	student hrly summer sheep unit	Minimum Wage Increase	4104.00	4104.00	0.00
Chelsea Smith	AS9173 00	student hrly farm crew	Sal Adj-Unusual Circumstance	4224.00	4272.00	48.00
Chelsea Smith	AS9173 01	student hrly farm crew holiday	Sal Adj-Unusual Circumstance	4704.00	4752.00	48.00
Faith Smith	SS8486 00	student hrly grounds crew	Minimum Wage Increase	4104.00	4104.00	0.00
Faith Smith	SS8486 01	student hrly event worker	Minimum Wage Increase	4104.00	4104.00	0.00
Isaac Smith	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Sidney Snyder	SS7982 00	student hrly office assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Sidney Snyder	SW9555 00	WS office assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Cassidy Soper	SS8765 01	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Jenna Soukup	SW9612 02	WS Tutor	Sal Adj-Unusual Circumstance	4320.00	4440.00	120.00
Mikayla Sousa	SS7816 01	student hrly Horse Unit	Minimum Wage Increase	4104.00	4104.00	0.00
Mikayla Sousa	SS7816 01	student hrly Horse Unit	Sal Adj-Unusual Circumstance	4104.00	4320.00	216.00
Zachary Sousa	SS7914 00	student hrly-Plant Worker	Minimum Wage Increase	4104.00	4104.00	0.00
Audrey Souza	AW9743 00	WS farm worker	Minimum Wage Increase	4104.00	4104.00	0.00
Audrey Souza	ES9801 01	Student Hrly-Public Hlth Asst	Minimum Wage Increase	4104.00	4104.00	0.00
Codi Sparling	SS7845 00	jackrabbit ch IM official	Minimum Wage Increase	4104.00	4104.00	0.00
Robbi Spencer-Rowe	SW9612 00	WS Office assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Jacob Stadick	AS9173 00	student hrly lab assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Denver Stage	AS9206 00	student hrly Plant worker	Minimum Wage Increase	4104.00	4104.00	0.00
Sean Stainbrook	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4152.00	48.00
Danielle Stane	SS8133 00	student hrly Event Supervisor	Minimum Wage Increase	4104.00	4104.00	0.00
Danielle Stane	SW9598 01	WS Front desk worker	Minimum Wage Increase	4104.00	4104.00	0.00
Jerad Stanfield	SS7845 00	student hrly IM official	Minimum Wage Increase	4104.00	4104.00	0.00
Andie Star	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Andie Star	SS7810 00	student hrly OIT tech	Sal Adj-Unusual Circumstance	4800.00	5760.00	960.00
Emma Stavnes	SS8007 00	jackrabbit ch Info Exch Attd	Sal Adj-Unusual Circumstance	4104.00	4176.00	72.00
Rebecca Steiner	SS7750 00	student hrly Peer Mentor	Sal Adj-Unusual Circumstance	4224.00	4464.00	240.00

Rebecca Steiner	SS7836 00	student hrly Briggs library	Sal Adj-Unusual Circumstance	4248.00	4368.00	120.00
Kristi Steptoe	SS7845 00	student hrly IM official	Minimum Wage Increase	4104.00	4104.00	0.00
Jaylynn Stocklin	SS7937 00	student hrly Mailroom Assist	Minimum Wage Increase	4104.00	4104.00	0.00
Dillon Storm	SS8765 00	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Shelby Strand	SS7816 00	student hrly horse unit	Minimum Wage Increase	4104.00	4104.00	0.00
Shelby Strand	SW9519 00	WS horse unit worker	Minimum Wage Increase	4104.00	4104.00	0.00
Cecilia Streff	SS9793 01	student hrly Admin support	Sal Adj-Unusual Circumstance	4680.00	4800.00	120.00
Anthony Struwe	SS8673 02	student hrly equipment assist	Minimum Wage Increase	4104.00	4104.00	0.00
Alexa Suarez	SS7756 00	stdnt hrly member service attd	Minimum Wage Increase	4104.00	4104.00	0.00
Alexa Suarez	SS7878 00	student hrly operation manager	Sal Adj-Unusual Circumstance	4824.00	4848.00	24.00
Walker Sundstrom	AS9206 00	student hrly plant worker	Sal Adj-Unusual Circumstance	4344.00	4392.00	48.00
Yeshwanth Suryadevara	SS7867 00	student hrly custodial worker	Sal Adj-Unusual Circumstance	4104.00	4800.00	696.00
Ashley Swanson	SS7766 00	student hrly vet & biomed	Minimum Wage Increase	4104.00	4104.00	0.00
Thomas Swanson	SS7756 00	stdnt hrly member service attd	Minimum Wage Increase	4104.00	4104.00	0.00
Alyssa Swearingen	SS7845 00	student hrly IM official	Minimum Wage Increase	4128.00	4128.00	0.00
Savannah Swenson	SS8233 01	stdnt hrly orientation leader	Minimum Wage Increase	4104.00	4152.00	48.00
Savannah Swenson	SS8233 01	stdnt hrly orientation leader	Sal Adj-Unusual Circumstance	4152.00	4200.00	48.00
Savannah Swenson	SW9521 00	WS Peer Mentor	Minimum Wage Increase	4104.00	4104.00	0.00
Chad Te Slaa	SG7814 02	Grad Teach Assist-Instructor	Sal Adj-Unusual Circumstance	18752.00	16133.00	-2619.00
Devin Tebay	SS7845 00	student hrly IM official	Minimum Wage Increase	4128.00	4128.00	0.00
Madeline Tegethoff	SS7845 00	student hrly Hlthy jacks camp	Minimum Wage Increase	4104.00	4104.00	0.00
Madeline Tegethoff	SS7845 01	student hrly IM official	Minimum Wage Increase	4104.00	4104.00	0.00
Madeline Tegethoff	SS7879 00	student hrly fitness attendant	Minimum Wage Increase	4104.00	4104.00	0.00
Ashlynn Terkildsen	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Kyle Tews	AS9173 00	student hrly farm crew	Sal Adj-Unusual Circumstance	5760.00	5808.00	48.00
Rebecca Thiel	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Tracy Thiesse	SS8765 00	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Nathan Thirsten	SS7749 00	student hrly tutor	Sal Adj-Unusual Circumstance	4800.00	5040.00	240.00
Nathan Thomas	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Mitchell Thompson	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Taylor Thooft	SS8233 01	stdnt hrly orientation leader	Minimum Wage Increase	4104.00	4104.00	0.00
Mitchell Timp	AS9206 00	student hrly Dairy plant	Sal Adj-Unusual Circumstance	4224.00	4272.00	48.00
Savanna Tomoson	SS8474 01	student hrly equestrian barn	Sal Adj-Unusual Circumstance	4104.00	4560.00	456.00
Andrea Tomschin	SS7730 00	student hrly Assistant teacher	Minimum Wage Increase	4104.00	4104.00	0.00
Alex Toupal	SS7849 00	jackrabbit ch residential life	Minimum Wage Increase	4104.00	4104.00	0.00
Angela Treft	SS8474 01	student hrly equestrian barn	Minimum Wage Increase	4104.00	4104.00	0.00
Molly Tschetter	SS8765 02	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Colleen Tschida	SS8606 00	student hrly Briggs Library	Sal Adj-Unusual Circumstance	4104.00	4176.00	72.00
Justin Tucek	SS7845 00	student hrly IM official	Minimum Wage Increase	4104.00	4104.00	0.00
Megan Tuschen	AS9173 00	student hrly farm crew	Sal Adj-Unusual Circumstance	4224.00	4272.00	48.00
Megan Tuschen	AS9173 01	student hrly farm crew holiday	Sal Adj-Unusual Circumstance	4704.00	4752.00	48.00
Eric Tutje	SS8673 03	student hrly equipment assist	Minimum Wage Increase	4104.00	4104.00	0.00
Sydney Tuttle	SS7732 00	student hrly Briggs Library	Sal Adj-Unusual Circumstance	4224.00	4248.00	24.00
Rebecca Urban	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Rebecca Urban	SS8696 00	student hrly office assist	Minimum Wage Increase	4104.00	4104.00	0.00
Emily Utech	SS7878 01	student hrly desk attendant	Minimum Wage Increase	4104.00	4104.00	0.00
Emily Utech	SS7878 04	stdnt hrly Facility Attendant	Minimum Wage Increase	4104.00	4104.00	0.00
Joshua Utterback	SW9510 00	WS History Assist	Minimum Wage Increase	4104.00	4104.00	0.00
Janet Van De Stroet	AS9212 00	student hrly Clapper lab	Minimum Wage Increase	4104.00	4104.00	0.00
Kelsey Van Loh	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Julie VanKeulen	SS7988 01	student hrly office assist	Minimum Wage Increase	4104.00	4104.00	0.00
Evan Vandeneinde	SS8765 00	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Carson Vanduch	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Sofia Velez-Castano	SW9521 00	WS Peer mentor	Minimum Wage Increase	4104.00	4104.00	0.00
Sofia Velez-Castano	SW9521 00	WS Peer mentor	Sal Adj-Unusual Circumstance	4104.00	4200.00	96.00
Jadyn Vetos	SS7845 00	jackrabbit ch IM official	Minimum Wage Increase	4104.00	4104.00	0.00
Jennifer Vipond	SS7751 00	student hrly Tutor	Sal Adj-Unusual Circumstance	4104.00	4200.00	96.00
Jennifer Vipond	SS8765 00	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Katelyn Vizecky	AS9144 00	student hrly Swine unit worker	Minimum Wage Increase	4104.00	4104.00	0.00
Abigail Vlaminc	SS7854 00	student hrly office assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Cassidy Vlot	SS8765 01	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Breanna Vogel	SS7817 00	student hrly Ambassador	Minimum Wage Increase	4104.00	4104.00	0.00
Breanna Vogel	SW9534 00	WS Ambassador	Minimum Wage Increase	4104.00	4104.00	0.00
Garrett Wagner	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Soren Wahlstrom	SS7799 00	student hrly climbing wall	Minimum Wage Increase	4104.00	4104.00	0.00
Soren Wahlstrom	SS8375 09	student hrly Member Serv Att	Minimum Wage Increase	4104.00	4104.00	0.00
Madeline Walder	SS7805 00	student hrly lab assistant	Sal Adj-Unusual Circumstance	5040.00	5280.00	240.00
Madeline Walder	SW9530 00	WS SI leader	Sal Adj-Unusual Circumstance	4320.00	4440.00	120.00

Ashley Waldner	SS9793 01	student hrly Fundraiser	Sal Adj-Unusual Circumstance	4550.40	4670.40	120.00
Lucas Waletzko	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Kade Walker	SS7823 00	student hrly Museum aide	Minimum Wage Increase	4104.00	4104.00	0.00
Adam Walter	SS7817 00	student hrly Ambassador	Minimum Wage Increase	4104.00	4104.00	0.00
Tanna Waltman	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Kallie Ward	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Bethany Watson	SS7871 00	student hrly Custodial staff	Minimum Wage Increase	4104.00	4104.00	0.00
Trevor Watson	SS7845 00	student hrly IM official	Minimum Wage Increase	4104.00	4104.00	0.00
Taylor Weber	SS8748 00	student hrly comm studies	Minimum Wage Increase	4104.00	4104.00	0.00
Taylor Weber	SW9592 00	WS shop assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Cole Wedel	SS7845 01	student hrly IM official	Minimum Wage Increase	4128.00	4128.00	0.00
Michael Weible	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Kirsten Weifenbach	SS8486 00	student hrly grounds crew	Minimum Wage Increase	4104.00	4104.00	0.00
Kirsten Weifenbach	SS8486 01	student hrly events worker	Minimum Wage Increase	4104.00	4104.00	0.00
Patrick Weinandt	SS7845 00	student hrly IM Official	Minimum Wage Increase	4104.00	4104.00	0.00
Sydney Weiss-Anderson	SS7730 00	student hrly Assistant teacher	Minimum Wage Increase	4104.00	4104.00	0.00
Dhanushka Welagedara	AS9194 00	student hrly lab assistant	Sal Adj-Unusual Circumstance	5280.00	5760.00	480.00
Dylan Wersal	SS7845 00	student hrly IM official	Minimum Wage Increase	4104.00	4104.00	0.00
Tanner Wetzel	SW9530 00	WS Tutor	Sal Adj-Unusual Circumstance	4104.00	4200.00	96.00
Christopher Wheeler	SS8748 00	student hrly Comm Studies	Minimum Wage Increase	4104.00	4104.00	0.00
Christopher Wheeler	SW9852 00	WS shop assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Chad White	SS7845 00	student hrly IM official	Minimum Wage Increase	4104.00	4104.00	0.00
Kyle White	SS8765 00	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Angela Wick	AW9740 00	WS Horse unit farm worker	Minimum Wage Increase	4104.00	4104.00	0.00
Angela Wick	SS7816 00	student hrly summer horse unit	Minimum Wage Increase	4104.00	4104.00	0.00
David Wick	AS9173 00	student hrly farm crew	Sal Adj-Unusual Circumstance	4224.00	4272.00	48.00
David Wick	AS9173 01	student hrly farm crew holiday	Sal Adj-Unusual Circumstance	4704.00	4752.00	48.00
Karee Wicks	SS8233 01	stdnt hrly orientation leader	Minimum Wage Increase	4104.00	4152.00	48.00
Karee Wicks	SS8233 01	stdnt hrly orientation leader	Sal Adj-Unusual Circumstance	4152.00	4200.00	48.00
Tristan Wieseler	SS7751 00	student hrly Tutor	Sal Adj-Unusual Circumstance	4104.00	4200.00	96.00
Navode Wijekoon Herath Mudiyan	SS7823 01	student hrly Museum Aide	Minimum Wage Increase	4104.00	4104.00	0.00
Miranda Wilkinson	SS8696 00	student hrly Office assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Alec Williams	SS8233 01	stdnt hrly orientation leader	Minimum Wage Increase	4104.00	4104.00	0.00
Desmond Williams	SS7845 00	student hrly IM official	Minimum Wage Increase	4128.00	4128.00	0.00
Desmond Williams	SW9598 00	WS filmer	Minimum Wage Increase	4104.00	4104.00	0.00
Hannah Wilner	SS8474 00	student hrly equestrian barn	Minimum Wage Increase	4104.00	4104.00	0.00
Aden Wilner Homard	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Rylee Winburn	SS8765 02	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Alex Wolkow	SS7845 02	student hrly summer camp	Minimum Wage Increase	4104.00	4104.00	0.00
Alex Wolkow	SS7845 03	student hrly IM official	Minimum Wage Increase	4128.00	4128.00	0.00
Haley Wollmuth	SS7845 00	jackrabbit ch IM official	Minimum Wage Increase	4104.00	4104.00	0.00
Caleb Woodring	SS8748 01	student hrly comm studies	Minimum Wage Increase	4104.00	4104.00	0.00
Caleb Woodring	SW9545 01	WS shop assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Amanda Worlie	SS8765 01	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Amanda Worlie	SS8861 03	student hrly tech fellow	Sal Adj-Unusual Circumstance	8726.40	9456.00	729.60
Jacob Wormer	SS7799 01	stdnt hrly climbing wall attd	Minimum Wage Increase	4104.00	4104.00	0.00
Colette Woyke	SS8474 00	student hrly equestrian barn	Minimum Wage Increase	4104.00	4104.00	0.00
Cassidy Wulf	SS7730 00	student hrly Assistant teacher	Minimum Wage Increase	4104.00	4104.00	0.00
Lynn Ymker	SS8765 01	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Taichi Yokote	SS7871 01	student hrly custodial staff	Minimum Wage Increase	4104.00	4104.00	0.00
Rawson Yost	SS7944 00	student hrly office assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Tiarah Young	SS7988 00	jackrabbit ch mail room assist	Minimum Wage Increase	4104.00	4104.00	0.00
Tyler Youngquist	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Taina Youngstrom	SS7756 00	St Hrly-Member Svcs Desk-855	Minimum Wage Increase	4104.00	4104.00	0.00
Taina Youngstrom	SS7845 00	student hrly IM official	Minimum Wage Increase	4128.00	4128.00	0.00
Silvia Zanini	SS7751 00	student hrly Tutor	Sal Adj-Unusual Circumstance	4104.00	4200.00	96.00
Andrea Zavadil	SS8233 01	stdnt hrly orientation leader	Minimum Wage Increase	4104.00	4104.00	0.00
Bailey Zerfoss	SS7750 00	student hrly Peer mentor	Minimum Wage Increase	4104.00	4104.00	0.00
Allie Zieske	SS8765 00	student hrly Nursing Driver	Minimum Wage Increase	4104.00	4104.00	0.00
Kendra Zirpel	SS7707 00	student hrly Pep Band	Minimum Wage Increase	4104.00	4104.00	0.00
Shannon Anderson	SE6373 00	Research Associate I	Change in Overtime Eligibility	42077.59	42078.40	0.81
Brandon Broyhill	SS7844 01	student hrly Aviation trainer	Sal Adj-Unusual Circumstance	11520.00	9360.00	-2160.00
Trevor Den Herder	SE8116 00	Aviation Trainer	Sal Adj-Unusual Circumstance	49919.04	40559.22	-9359.82
James Deranleau	SE8116 00	Aviation Trainer	Sal Adj-Unusual Circumstance	10608.00	10764.00	156.00
Michael Dunbar	SE6121 00	Post Doc Research Associate	Sal Adj-Unusual Circumstance	43000.00	47476.00	4476.00
Jason Eck	SE9807 00	Assistant Coach-Football	Change Salary Rate/Pay Grade	60000.00	70000.00	10000.00
Blake Flowers	SE8116 00	Aviation Trainer	Sal Adj-Unusual Circumstance	2184.84	1794.69	-390.15
Tyler Glidden	SE6626 00	Coordinator-Mens Bball Oper	Sal Adj-Unusual Circumstance	40000.00	47476.00	7476.00

Tyler Glidden	SE6626 00	Coordinator-Mens Bball Oper	Sal Adj-Unusual Circumstance	47476.00	40000.00	-7476.00
Warren Hovland	SE8116 02	Aviation Trainer	Sal Adj-Unusual Circumstance	6114.02	5240.59	-873.43
Svetlana Kurilova	SE7514 00	Post Doc Research Associate	Sal Adj-Unusual Circumstance	45444.00	47476.00	2032.00
Tanner Lemmon	SE8116 00	Aviation Trainer	Sal Adj-Unusual Circumstance	21402.36	17580.51	-3821.85
Mayara Maggioli	AE9078 00	Post Doc Research Associate	Change in Overtime Eligibility	42015.19	42023.00	7.81
Meghan McLaughlin	SE6378 00	Temporary Shop Foreman	Change in Overtime Eligibility	42015.19	42023.00	7.81
Carsie Myers	SE8116 00	Aviation Trainer	Sal Adj-Unusual Circumstance	13728.00	11512.80	-2215.20
Luke Niedringhaus	SE8116 00	Aviation Trainer	Sal Adj-Unusual Circumstance	4367.16	3691.29	-675.87
Sagar Patel	AE8253 00	Post Doc Research Associate	Sal Adj-Unusual Circumstance	42145.50	47476.00	5330.50
Brandon Scott	SE6142 00	Post Doc Research Associate	Sal Adj-Unusual Circumstance	45444.00	47476.00	2032.00
Amanda Sheridan	SE8116 00	Aviation Trainer	Sal Adj-Unusual Circumstance	10919.16	8969.31	-1949.85
Shuchi Smita	AE8253 00	Post Doc Research Associate	Sal Adj-Unusual Circumstance	42145.50	47476.00	5330.50
Daniel Ter Haar	SE7242 00	Aviation Trainer	Sal Adj-Unusual Circumstance	21402.36	17580.51	-3821.85

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Kelly Smidt	SE7653 09		Legal Aid Attorney	FY Contract Completion	8343.00	22-DEC-16
Robin Dutenhoeffer	SE6609 00		Clinical Assistant	FY Contract Completion	4000.00	22-OCT-16
Lei Hua	SE6094 00		Research Assistant	FY Contract Completion	25728.77	01-JAN-17
Tamara Keefner	SE6544 00		Temporary Clinical Assistant	FY Contract Completion	4000.00	22-DEC-16
Sheila LeFebvre	SE6544 00		Temporary Clinical Assistant	FY Contract Completion	6000.00	06-JAN-17
Danielle Ragnone	SE6544 00		Temporary Clinical Assistant	FY Contract Completion	4000.00	06-JAN-17
Kari Trapp	SE6544 00		Temporary Clinical Assistant	FY Contract Completion	9320.00	06-JAN-17

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Brian Kobylkevich	SE6405 00		Laboratory Technician	TV001	06-JAN-17
Jesse Aalberts	SS7929 00		Senior Community Assistant	TV012	21-DEC-16
David Aaron	SE6356 00		Temp Laboratory Support	TV013	07-DEC-16
David Aaron	SE6380 00		Temporary Imaging Engineer II	TV013	21-DEC-16
Muzaffar Abbas	SG9849 02		Grad Teach Assist-Instructor	TV013	06-DEC-16
Karim Abdelsalam	AS9182 00		student hrly vet & biomed	TV012	21-DEC-16
Sidrat Abdullah	AS9185 00		student hrly Lab Assistant	TV012	31-JAN-17
Karly Ackermann	SG7744 00		Grad Teach Assist-Instructor	TV013	21-DEC-16
Philip Adalikwu	SG7735 00		Grad Teach Assist-Instructor	TV013	05-JAN-17
Zachary Adam	AS9147 00		student hrly Lab Tech	TV012	21-DEC-16
Sarah Adams Inkoom	AG9798 02		Graduate Research Assistant	TV013	21-DEC-16
Rakesh Roshan Ade	SS8536 01		student hrly facilities	TV012	21-DEC-16
Sefa Adekpui	SG7922 02		Grad Teach Assist-Instructor	TV013	21-DEC-16
Olawale Adewale	SS7755 00		student hrly facilities	TV012	21-DEC-16
Anjana Adhikari	AS9204 00		student hrly PISciX69421500	TV012	21-DEC-16
Patience Afedi	SG7799 00		Grad Teach Assist-Instr	TV013	21-DEC-16
Abimbola Agbaje	SS7755 00		student hrly facilities	TV012	21-DEC-16
David Ahrens	AS9154 00		student hrly lab technician	TV012	21-DEC-16
Kristen Akers	SS9793 00		student hrly Phonejack	TV012	31-DEC-16
Mustafa Al Sowij	AS9168 00		student hrly lab assistant	TV012	30-NOV-16
Nicole Albert	SE6793 00		Temporary Clinical Assistant	TV013	21-DEC-16
Phillip Alberti	AG7003 02		Graduate Research Assistant	TV013	21-DEC-16
Phillip Alberti	AG9782 00		Graduate Research Assistant	TV013	21-NOV-16
Taylin Albrecht	SS7912 00		student hrly Assoc Exec Board	TV012	21-NOV-16
Laura Alexander	SS7845 00		student hrly IM supervisor	TV012	30-OCT-16
Laura Alexander	SS7845 01		student hrly IM official	TV012	30-OCT-16
Samuel Alfred	AS9176 00		student hrly Vet & Biomed	TV012	21-NOV-16
Ryan Alley	AS9151 00		student hrly Lab Assistant	TV012	21-DEC-16
Ryan Alley	AS9151 01		student hrly Lab Assist	TV012	21-FEB-17
Troy Alley	SE6708 03		Temporary Clinical Assistant	TV013	21-DEC-16
Anil Aluru	SS7755 00		student hrly facilities	TV012	21-DEC-16
Henrique Alves Pereira	SS8147 00		student hrly lab assistant	TV012	21-DEC-16
Jenessa Amdahl	SS9793 00		student hrly Phonejack	TV012	31-DEC-16
Archibald Amoako	SG7915 00		Grad Teach Assist - Instructor	TV013	21-DEC-16
Jonah Amponsah	SG7760 02		Graduate Research Assistant	TV013	21-DEC-16

Ethan Andersen	SG7742 01	Grad Teach Assist-Instructor	TV013	21-DEC-16
Julia Andersen	SS7703 00	student hrly Gameday Parking	TV012	17-DEC-16
Hannah Anderson	SS7810 00	student hrly Tech fellow	TV012	21-DEC-16
Kirsten Anderson	AS9189 00	student hrly lab assistant	TV012	21-DEC-16
Christopher Andrews	SW9547 00	WS Cahsier	TV012	21-FEB-17
Nicholas Arens	SS7748 00	student hrly teaching assist	TV012	21-DEC-16
Lacey Argo	SE6797 00	NFE Temp Professional Exempt	TV013	21-FEB-17
Sampson Asare	SG8022 03	Graduate Research Assistant	TV013	21-DEC-16
Ezra Auerbach	AG9765 01	Graduate Research Assistant	TV013	21-DEC-16
Madeline Ausdemore	SG7909 02	Grad Teach Assist-Instructor	TV013	21-DEC-16
Matthew Avenson	SS8749 00	student hrly PAC	TV012	21-DEC-16
Naresh Avula	SS7755 00	student hrly facilities	TV012	21-DEC-16
Ayodeji Awoyemi	SS7755 00	student hrly facilities	TV012	21-DEC-16
Christoffer Axelsson	SG7815 01	Graduate Research Assistant	TV013	21-JAN-17
Nujhat Azad	SS7837 02	student hrly Briggs Library	TV012	21-DEC-16
Nujhat Azad	SS7886 00	student Telehealth Video	TV012	21-FEB-17
Mohammad Badawi	SS7676 00	student hrly Office Assistant	TV012	06-JAN-17
Landon Badger	SS7703 00	student hrly Gameday Usher	TV012	17-DEC-16
Elizabeth Bailey	SG7798 03	Graduate Research Assistant	TV013	21-DEC-16
Surendra Bajagain	SG8012 00	Grad Teach Assist-Instructor	TV013	21-JAN-17
Abhilasha Bajracharya	SG8012 00	Grad Teach Assist-Instructor	TV013	21-DEC-16
Ashley Bamsey	SS8134 00	student hrly Hobo Shoppe	TV012	22-OCT-16
Abiral Baniya	SG8012 00	Grad Teach Assist-Instructor	TV013	21-DEC-16
Palak Barmaiya	AS9180 00	student hrly PISciX72611000	TV012	21-DEC-16
Palak Barmaiya	AS9195 00	student hrly PISciX72491000	TV012	21-DEC-16
Palak Barmaiya	SS8233 01	stdnt hrly orientation leader	TV012	31-JAN-17
Sara Bartlett	SE6708 07	Temporary Clinical Assistant	TV013	21-NOV-16
Shelbi Bartscher	SS7887 00	student hrly Note taker	TV012	16-DEC-16
Sydney Bassing	SS8089 00	Returning Community Assist	TV012	21-DEC-16
Thomas Bates	SS8093 00	stdnt hrly BluePrint designer	TV012	21-DEC-16
Jessica Bauers	SE6708 01	Temporary Clinical Assistant	TV013	21-NOV-16
Amanda Bauman	SS7756 00	stdnt hrly member service attnd	TV012	25-JAN-17
Damon Bayer	SG7909 00	Grad Teach Assist-Instructor	TV013	21-DEC-16
Cheyenne Bebo	SS8765 02	student hrly Nursing Driver	TV012	14-DEC-16
Andrea Beck	AS9210 00	student hrly Brake Assist	TV012	21-DEC-16
Deryn Beck	SG7824 00	Graduate Research Assistant	TV013	21-DEC-16
Deryn Beck	SG8028 00	Grad Teach Assist-Instructor	TV013	05-JAN-17
Kristine Beck	SS7756 00	stdnt hrly member service attnd	TV012	23-JAN-17
Katlyn Beebout	AS9147 00	student hrly Lab Tech	TV012	21-DEC-16
Brittney Bendinelli	SW9547 01	WS support staff	TV012	21-FEB-17
Austin Benson	SS7805 00	student hrly lab assistant	TV012	20-JAN-17
Andrew Berg	SS7812 00	student hrly meat lab worker	TV012	21-DEC-16
Kelli Berger	AS9173 00	student hrly farm crew	TV012	21-NOV-16
Kelli Berger	AS9173 01	student hrly farm crew holiday	TV012	21-NOV-16
Julie Bergstrom	SE6708 00	Temporary Clinical Assistant	TV013	21-DEC-16
Courtney Berntsen	SS8375 09	student hrly Member Serv Attd	TV012	23-JAN-17
Wyatt Beyer	SS9793 00	student hrly Phonejack	TV012	31-DEC-16
Subrata Bhadra	SG7965 00	Grad Teach Assist - Instructor	TV013	21-JAN-17
Somshuvra Bhattacharya	SG9849 05	Grad Teach Assist-Instructor	TV013	21-FEB-17
Amrit Bhusal	SG7915 01	Grad Teach Assist - Instructor	TV013	21-DEC-16
Basanta Bhusal	SS7917 01	student hrly learning assist	TV012	21-DEC-16
Basanta Bhusal	SS7917 02	stdnt hrly Kharel Rsrch assist	TV012	21-DEC-16
Myles Bialas	AS9171 00	student hrly PISciADA10855	TV012	21-DEC-16
Katanna Biesemeier	AW9740 00	WS horse unit/farm worker	TV012	21-DEC-16
Katanna Biesemeier	SS7759 00	student hrly vet & biomed	TV012	21-DEC-16
Katanna Biesemeier	SS7816 01	student hrly horse unit	TV012	21-DEC-16
Courtney Birkholtz	SS7725 00	stdnt hrly Assist Rodeo Coach	TV012	21-DEC-16
Courtney Birkholtz	SS7948 01	student hrly McCrory Gardens	TV012	19-JAN-17
Caleb Blaisdell	AS9173 00	student hrly farm crew	TV012	21-NOV-16
Caleb Blaisdell	AS9173 01	student hrly farm crew holiday	TV012	21-NOV-16
Michael Blazek	SS7911 00	student hrly Tutor	TV012	14-DEC-16
Eric Amo Boakye	SG8022 04	Graduate Research Assistant	TV013	21-DEC-16
Carly Boder	SS9793 00	student hrly Phonejack	TV012	02-NOV-16
Kelly Boese	SE6708 05	Temporary Clinical Assistant	TV013	21-FEB-17
Alex Boger	AG9757 02	Graduate Research Assistant	TV013	21-NOV-16
Matthew Borah	AS9217 01	student hrly PISciA67381005	TV012	21-DEC-16
Catherine Borketey	BS9973 00	RC Bookstore Assistant	TV012	21-DEC-16
Cienna Boss	AS9207 00	student hrly summer lab worker	TV012	21-NOV-16

Austin Bower	AS9505 02	student hrly AES farm dept	TV012	21-NOV-16
Samantha Bowker	SS7753 01	student hrly peer mentor	TV012	09-DEC-16
Derek Brandis	SG7799 01	Grad Teach Assist-Instr	TV013	21-DEC-16
Jacob Brandt	SS7704 00	stdnt hrly Off site Swine Farm	TV012	21-DEC-16
Grant Brass	SS7788 00	student hrly Cow calf farm	TV012	21-JAN-17
Emily Bremmon	SS8143 00	stdnt hrly University Council	TV012	21-NOV-16
Miranda Bren	SG8997 01	Graduate Research Assistant	TV013	21-DEC-16
Jenna Bresee	SE6761 00	Temporary Clinical Assistant	TV013	21-JAN-17
Anna Bridge	SS7720 00	student hrly Event Parking	TV012	21-NOV-16
Anna Bridge	SS7929 00	student hrly New CA	TV012	10-NOV-16
Hannah Brokmeier	SS7748 00	student hrly teaching assist	TV012	21-DEC-16
Mikayla Brown	SS7755 00	student hrly facilities	TV012	21-DEC-16
Jordan Buchholz	SS7753 00	student hrly peer mentor	TV012	09-DEC-16
Katelyn Buhler	SS7911 00	student hrly Tutor	TV012	14-DEC-16
Merritt Burch	AG9745 01	Graduate Research Assistant	TV013	21-DEC-16
Elizabeth Burdick	SG7909 02	Grad Teach Assist-Instructor	TV013	21-JAN-17
Hattie Burroughs	SS8765 00	student hrly Nursing	TV012	06-DEC-16
David Bursack	SS8765 00	student hrly Nursing	TV012	06-DEC-16
Shayla Burton	SW9547 00	WS Financial Aid admin assist	TV012	21-FEB-17
Allison Calmus	SE6708 01	Temporary Clinical Assistant	TV013	21-DEC-16
Braxton Carlson	AS9505 01	student hrly AES farm dept	TV012	21-NOV-16
Elliot Carmany	SS7748 00	student hrly teaching assist	TV012	21-DEC-16
Jacob Carsten	SS8548 02	student hrly state tech	TV012	07-NOV-16
Alejandro Casella	AG9816 02	Graduate Research Assistant	TV013	21-FEB-17
April Cass	SE6793 00	Temporary Clinical Assistant	TV013	05-JAN-17
Holly Cech	SE6761 03	Temporary Clinical Assistant	TV013	21-DEC-16
Gabriela Centeno	SS7834 00	jackrabbit ch SafeRide Monitor	TV012	01-JAN-17
Abigail Ceremuga	SW9547 00	WS Office Assistant	TV012	21-FEB-17
Ghana Shyam Challa	AS9143 00	student hrly PISciM5651900	TV012	14-DEC-16
Ghana Shyam Challa	AS9143 01	student hrly PISciM5651900	TV012	21-DEC-16
Chhavi Chaudhary	SG7745 00	Grad Teach Assist-Instructor	TV013	21-DEC-16
Appala Chekuri	SG7581 00	Graduate Research Assistant	TV013	21-NOV-16
Appala Chekuri	SS7871 01	student hrly Custodial staff	TV012	21-JAN-17
Yu Chen	SG7814 02	Grad Teach Assist-Instructor	TV013	21-JAN-17
Shouyun Cheng	AG9687 01	Graduate Research Assistant	TV013	21-DEC-16
Anna Chicoine	SS9793 01	student hrly Admin Support	TV012	31-DEC-16
Lauren Chirnside	AS9206 00	student hrly plant worker	TV012	21-DEC-16
Sandeep Kumar Chittimalli	SG8960 02	Graduate Research Assistant	TV013	21-DEC-16
Tyler Chramosta	SS7729 00	student hrly SI leader	TV012	05-JAN-17
Annalee Christensen	SS7836 00	student hrly Briggs Library	TV012	21-DEC-16
Jena Christianson	SG7750 01	Grad Teach Assist-Instructor	TV013	21-DEC-16
Kaitlyn Cihoski	AS9195 00	student hrly PISciX72491000	TV012	21-DEC-16
Bevin Clapper	SS8084 00	student hrly Returning CA	TV012	21-DEC-16
Chantel Cockburn	SS8007 01	stdnt hrly info exchange attd	TV012	21-DEC-16
Hannah Colgrove	SS7754 00	student hrly nursing-333910	TV012	21-JAN-17
Hannah Colgrove	SS7754 01	student hrly nursing-3MB918	TV012	21-JAN-17
Hannah Colgrove	SS7754 02	student hrly nursing- 3MA920	TV012	21-JAN-17
Andrea Collins	AS9170 00	student hrly nat resource mgnt	TV012	21-DEC-16
Nathaniel Condelli	SS8548 05	student hrly state tech coord.	TV012	21-DEC-16
Andrew Conger	SS8548 02	student hrly state tech	TV012	02-NOV-16
Helen Conzemius	SS8143 01	student hrly Program council	TV012	21-NOV-16
Alexandra Cooley	SS8861 03	student hrly technology fellow	TV012	03-JAN-17
Leslie Cope	SS8636 00	student hrly museum aide	TV012	21-DEC-16
Amy Cornish	SG7738 01	Graduate Admin Assistant	TV013	21-DEC-16
Nicholas Covington	SS7917 01	student hrly learning assist	TV012	21-DEC-16
Brittni Cowan	SE6761 01	Temporary Clinical Assistant	TV013	21-DEC-16
Thomas Cox	SG7795 03	Graduate Research Assistant	TV013	21-DEC-16
Thomas Crawford	SS7748 00	student hrly teaching assist	TV012	21-DEC-16
Thomas Crawford	SS7801 00	student hrly Briggs Library	TV012	21-DEC-16
Thomas Crawford	SW9526 00	WS library assistant	TV012	21-DEC-16
Lyndsey Crist	SS7703 00	student hrly Gameday Parking	TV012	17-DEC-16
Samantha Croat	AS9159 02	student hrly PISciADA10855	TV012	21-DEC-16
Christian Custer	SS7968 00	Student Award	TV012	21-JAN-17
Heather D'Ambrose	AS9188 00	student hrly lab assistant	TV012	21-DEC-16
Puskar Dahal	SS8023 01	student hrly building crew	TV012	05-JAN-17
Subha Dahal	AG9788 02	Graduate Research Assistant	TV013	24-OCT-16
Subha Dahal	AG9788 03	Graduate Research Assistant	TV013	21-DEC-16
Carter Dahl	SS8088 00	student hrly New CA	TV012	21-DEC-16

Suresh Damodaran	AG9889 02	Graduate Research Assistant	TV013	21-DEC-16
Amy Daniels	SG7909 01	Grad Teach Assist-Instructor	TV013	03-NOV-16
Sydney Daniels	AS9195 01	student hrly PISciF67841000	TV012	21-DEC-16
Suresh Daravath	SS8147 02	student hrly lab assistant	TV012	31-OCT-16
Suresh Daravath	SS8147 03	student hrly lab assistant	TV012	30-DEC-16
Mikishea Darrar	SS7911 00	student hrly Tutor	TV012	14-DEC-16
Mikishea Darrar	SS8765 00	student hrly Nursing	TV012	06-DEC-16
Avijit Das	SG7912 02	Grad Teach Assist-Instructor	TV013	05-JAN-17
Justin Davis	SG9747 00	Grad Teach Assist - Instructor	TV013	21-DEC-16
Dalton DeBoer	SS7799 00	student hrly climbing wall	TV012	19-JAN-17
Dalton DeBoer	SS7799 01	student hrly gear rentals	TV012	19-JAN-17
Madison DeJong	SS8143 00	stdnt hrly Uni Program Council	TV012	21-NOV-16
Abigail Deane	SS7703 00	student hrly Gameday Parking	TV012	17-DEC-16
Crystal Demuth	AS9171 00	student hrly PISciADA10855	TV012	21-DEC-16
Crystal Demuth	AS9210 00	student hrly Lab Tech	TV012	21-JAN-17
Claire Derdall	SE4983 00	Temp Ticket Taker	TV013	21-NOV-16
Claire Derdall	SE4983 00	Temp Ticket Taker	TV013	21-FEB-17
Tanvee Deshpande	AS9189 00	student hrly lab assistant	TV012	21-DEC-16
Jonah Devries	SS7805 00	student hrly lab assistant	TV012	21-JAN-17
Sonjoy Dey	SS7859 00	student hrly Engineering	TV012	21-NOV-16
De'Lorian Diggs	SS7886 00	student Telehealth Video	TV012	21-FEB-17
Darrian Dimmel	SW9547 00	WS Cashier	TV012	21-DEC-16
Meghan Domonoske	AS9196 00	student hrly PISciP7329925	TV012	21-JAN-17
Joseph Donahoe	SG7922 01	Grad Teach Assist-Instructor	TV013	21-DEC-16
Evan Donahue	AS9171 00	student hrly PISciADA10855	TV012	21-DEC-16
Eion Donelan	SS8233 01	stdnt hrly orientation leader	TV012	31-JAN-17
Brianna Doran	SS7720 00	student hrly Event Parking	TV012	21-NOV-16
Brianna Doran	SS7720 00	student hrly Event Parking	TV012	21-DEC-16
Brianna Doran	SS8143 00	student hrly Program council	TV012	21-NOV-16
Christine Douglas	SS8548 00	student hrly Union set-up crew	TV012	21-DEC-16
Samantha Downing	SW9530 00	WS Tutor	TV012	22-DEC-16
Kailie Drescher	SS8233 01	stdnt hrly orientation leader	TV012	31-JAN-17
Harsh Dubey	SS7755 00	student hrly facilities	TV012	21-DEC-16
Eric Duell	AG8009 00	Graduate Research Assistant	TV013	14-DEC-16
Nicholas Dumke	AS9223 00	student hrly research assist	TV012	21-DEC-16
Lance Dunwoody	SS7820 00	student hrly Yeager media asst	TV012	21-FEB-17
Lakshmi Durvasula	SG7916 00	Grad Teach Assist-Instructor	TV013	21-DEC-16
Peter Dvoracek	SS7748 00	student hrly teaching assist	TV012	21-DEC-16
Danielle Dvorak	SW9547 00	WS Financial Aid Assistant	TV012	21-FEB-17
James Dykes	SS8548 00	student hrly Event Manager	TV012	21-DEC-16
Joseph Dzisam	SG7797 02	Graduate Research Assistant	TV013	21-JAN-17
Joseph Dzisam	SG7799 01	Grad Teach Assist-Instr	TV013	21-DEC-16
Iman Ebadi Paskiabi	SG9852 00	Graduate Research Assistant	TV013	21-DEC-16
Cheyenne Edmundson	AS9156 00	student hrly Thaler data entry	TV012	21-DEC-16
Cheyenne Edmundson	SS7779 00	student hrly Underwood lab	TV012	21-DEC-16
Hallie Ehlers	SW9547 00	WS G.A.P. Instructor	TV012	21-JAN-17
Mirna Elbedawey	SS8548 00	student hrly Union set-up crew	TV012	21-DEC-16
Mirna Elbedawey	SS8548 01	student hrly Union Set-up Crew	TV012	31-JAN-17
Hytham Elbohy	SS7774 00	student hrly EE & CS	TV012	21-JAN-17
Stuart Elliot	SS8044 00	student hrly Conference Assist	TV012	12-FEB-17
Sarah Ellis	SG9857 00	Graduate Admin Assistant	TV013	21-DEC-16
Jennifer Emery	SS7746 00	student hrly Admissions assist	TV012	21-FEB-17
Erica Endres	SS7828 00	student hrly marketing assist	TV012	21-JAN-17
Brittney Engel	SS7836 01	student hrly Briggs library	TV012	21-DEC-16
Andrew Engelmann	SS7748 00	student hrly teaching assist	TV012	21-DEC-16
Andrew Engelmann	SW9547 00	WS FA Office Assistant	TV012	21-FEB-17
Emily Ensrud	SS7703 00	student hrly Gameday Parking	TV012	17-DEC-16
Michaela Erickson	AS9212 00	student hrly Swine unit worker	TV012	21-DEC-16
Debra Erk	SE6793 02	Temporary Clinical Assistant	TV013	05-JAN-17
Jennifer Esculano	SS7810 00	student hrly Tech fellow	TV012	03-JAN-17
Melissa Esser	SE6708 09	Temporary Clinical Assistant	TV013	21-NOV-16
Austin Etrheim	SS7917 00	student hrly learning assist	TV012	21-DEC-16
Trey Etrheim	SS8007 04	stdnt hrly info exchange attd	TV012	21-DEC-16
Hunter Even	SS7703 00	student hrly Gameday Usher	TV012	17-DEC-16
Vilisa Even	SE6708 04	Temporary Clinical Assistant	TV013	21-JAN-17
Kaylee Faltys	AG9717 01	Graduate Research Assistant	TV013	21-DEC-16
Delaney Fanslau	SS7729 00	student hrly SI leader	TV012	05-JAN-17
Alexandra Farber	SS7810 00	student hrly technology fellow	TV012	21-DEC-16

Alexandra Farber	SS8233 01	stdnt hrly orientation leader	TV012	31-JAN-17
Joshua Fast	SS8085 00	student hrly Returning CA	TV012	21-DEC-16
Annaliese Favorite	SS7816 00	student hrly summer horse unit	TV012	21-FEB-17
Traci Fejfar	SE6761 00	Temporary Clinical Assistant	TV013	21-DEC-16
Colleen Fines	SS7911 00	student hrly Tutor	TV012	14-DEC-16
Kathryn Fiore	SW9797 00	WS office assistant	TV012	16-DEC-16
Tyrell Fisk	SW9563 00	WS Office assistant	TV012	21-FEB-17
Caitlyn Fluke	SS7677 00	student hrly Driver	TV012	21-FEB-17
Alex Fonder	AS9183 00	student hrly vet & biomed	TV012	23-DEC-16
Jennifer Fossum	SW9547 00	WS Gallery Assist	TV012	21-FEB-17
Erin Foth	SS8007 00	stdnt hrly Info Exchange Asst	TV012	21-DEC-16
Zachary Freeman	SS7878 00	stdnt hrly Facility Attendant	TV012	21-FEB-17
Ryan Froom	SS7703 00	student hrly Gameday Usher	TV012	17-DEC-16
Sam Fuchs	AS9206 00	student hrly plant worker	TV012	21-DEC-16
Shyler Funck	SS7897 00	student hrly bookstore	TV012	26-JAN-17
Varun Kumar Gadipudi	SS8037 01	student hrly facility worker	TV012	11-JAN-17
Joseph Galvin	SG7916 00	Grad Teach Assist-Instructor	TV013	21-DEC-16
Chelsey Ganser	SS7929 01	Returning community assist	TV012	21-JAN-17
Rongyuan Gao	SG7728 00	Grad Teach Assist-Instructor	TV013	21-DEC-16
Robbie Gascoigne	AS9215 01	student hrly lab technician	TV012	29-JAN-17
Robbie Gascoigne	SS7818 00	student hrly marketing & comm	TV012	29-JAN-17
Blaine Geppert	AS9216 00	student hrly feedlot worker	TV012	21-JAN-17
Paige Gerdes	SS7703 00	student hrly Gameday Parking	TV012	17-DEC-16
Logan Gesinger	SS8328 01	student hrly EA martin program	TV012	21-DEC-16
Krishna Ghimire	SG7725 01	Grad Teach Assist-Instructor	TV013	21-DEC-16
Jaimie Gibbons	AG9762 02	Graduate Research Assistant	TV013	21-DEC-16
Dennis Gibson	SG7799 00	Grad Teach Assist-Instructor	TV013	21-DEC-16
Coleton Ginger	NS9457 00	NSU Theater	TV012	21-FEB-17
Morgan Gisvold	SS7750 00	student hrly Peer mentor	TV012	09-JAN-17
Quinten Glass	AS9195 00	student hrly PISciX72491000	TV012	21-DEC-16
Timothy Gleason	SS8548 00	student hrly union manager	TV012	21-DEC-16
Christopher Glodt	SS8548 01	student hrly Union Manager	TV012	21-DEC-16
Bryan Goettsch	AW9740 00	WS Horse unit worker	TV012	14-DEC-16
Bryan Goettsch	SS7816 00	student hrly summer horse unit	TV012	21-DEC-16
Alejandro Gonzalez Bedolla	SG7898 00	Graduate Admin Assistant	TV013	21-DEC-16
Anthony Gorder	SG7860 01	Grad Teach Asst-Instructor	TV013	21-DEC-16
Nieemah Greene	SS7753 01	student hrly peer mentor	TV012	09-DEC-16
Tate Griebel	AS9213 01	student hrly Education Center	TV012	21-NOV-16
Madison Groettum	SS8548 00	student hrly union manager	TV012	21-DEC-16
Madison Groettum	SW9739 00	WS union Manager	TV012	21-DEC-16
Paige Guge	SS7754 00	student hrly Nursing-333910	TV012	21-JAN-17
Paige Guge	SS7754 01	student hrly Nursing-3MB918	TV012	21-JAN-17
Bailey Gullerud	SS9793 00	student hrly Phonejack	TV012	31-DEC-16
Bailey Gullikson	AG8016 01	Graduate Research Assistant	TV013	30-DEC-16
Shivali Gupta	SS7917 01	student hrly learning assist	TV012	21-DEC-16
Obed Gyamfi	SG7965 00	Grad Teach Assist - Instructor	TV013	21-JAN-17
Jenna Haag	AW9733 00	WS Lab Tech	TV012	21-JAN-17
Tanner Haberl	SS7776 00	student hrly Patrol Officer	TV012	21-DEC-16
Brittany Haberman	SS7677 00	student hrly Driver	TV012	21-FEB-17
Jamela Hafner	SS7911 01	student hrly Tutor	TV012	14-DEC-16
Rachel Halbur	SS8007 02	stdnt hrly info exchange atttd	TV012	21-DEC-16
Charles Halfmann	SG7727 01	Grad Teach Assist-Instructor	TV013	21-DEC-16
Connor Hall	SS7748 00	student hrly teaching assist	TV012	21-DEC-16
Connor Hall	SS7937 00	student hrly CA Break coverage	TV012	27-NOV-16
Miran Hama Salh	AG9844 03	Graduate Research Assistant	TV013	05-JAN-17
Miran Hama Salh	SG9863 00	Grad Teach Assist-Instructor	TV013	05-JAN-17
Shanee Hanning	SS7751 00	student hrly SI leader	TV012	22-DEC-16
Callie Hansen	SS8765 02	student hrly Nursing Driver	TV012	14-DEC-16
Connor Hansen	SS9793 00	student hrly Phonejack	TV012	31-DEC-16
Gregory Hansen	SG7824 03	Graduate Research Assistant	TV013	21-DEC-16
Lacey Hansen	SS8548 00	student hrly union manager	TV012	21-DEC-16
Susan Hansen	SS7948 01	student hrly McCrory gardens	TV012	21-DEC-16
Hailey Hanson	SS7810 00	student hrly Tech fellow	TV012	21-DEC-16
Md Ehsanul Haque	AG9889 01	Graduate Research Assistant	TV013	21-DEC-16
Md Ehsanul Haque	AG9889 02	Graduate Research Assistant	TV013	21-JAN-17
Taylor Harming	SW9525 00	WS library assistant	TV012	21-DEC-16
Alexander Harms	SS8548 06	stdnt hrly state tech manager	TV012	21-DEC-16
Nicholas Harrington	AS9147 00	student hrly Groundskeeper	TV012	21-NOV-16



David Harris	SS8673	00	student hrly FB laundry assist	TV012	13-JAN-17
Shaina Harris	SW9547	01	WS Gallery Assistant	TV012	21-JAN-17
Sprih Harsh	AG8004	01	Graduate Research Assistant	TV013	05-JAN-17
Sprih Harsh	SG7989	00	Grad Teach Assist - Instructor	TV013	05-JAN-17
Derek Hartl	SS8548	04	student hrly state tech coord	TV012	21-DEC-16
Mika Hasanen	SG7922	02	Grad Teach Assist-Instructor	TV013	21-DEC-16
Abdullah Al Hashib	SG7711	00	Graduate Teach Assist-Instruct	TV013	05-JAN-17
Ian Hauffe	SG7728	01	Grad Teach Assist-Instructor	TV013	21-DEC-16
Jenna Hayungs	AS9158	01	student hrly Technician	TV012	21-DEC-16
Jenna Hayungs	AS9158	02	student hrly Research assist	TV012	31-DEC-16
Jenna Hayungs	SS8688	01	student hrly Union Set-up Crew	TV012	21-FEB-17
Cody Hazelett	SS8548	00	student hrly Union Set-up Crew	TV012	08-FEB-17
Heidi Heeren	SE6353	00	Music Director	TV013	04-DEC-16
Dominic Heidt	SS8093	02	student hrly BluePrint manager	TV012	21-DEC-16
Jordan Helmin	SS7878	00	stdnt hrly Facility Attendant	TV012	21-JAN-17
Allyson Helms	SS7748	00	student hrly teaching assist	TV012	21-DEC-16
Allyson Helms	SS7912	01	student hrly Assoc Exec Board	TV012	21-NOV-16
Jessie Hendricks	SG7909	00	Grad Teach Assist-Instructor	TV013	21-DEC-16
Kassondra Hendricks	AG9099	03	Graduate Research Assistant	TV013	21-DEC-16
Kassondra Hendricks	SG9861	00	Grad Teach Assist-Instructor	TV013	21-DEC-16
Susan Hennen	SW9532	00	WS Office assistant	TV012	21-FEB-17
Bret Henning	SS7740	00	student hrly Dr. Ting assist	TV012	21-DEC-16
Jessica Henter	SS7897	01	student hrly bookstore	TV012	04-NOV-16
Jessica Henter	SS8640	01	student hrly VB worker	TV012	21-JAN-17
Courtney Hentges	SS7810	00	student hrly OIT tech	TV012	21-NOV-16
Allison Herdliska	SS7703	00	student hrly Gameday Parking	TV012	17-DEC-16
D'Shaun Herman	SS8143	00	student hrly Program council	TV012	21-NOV-16
Mikayla Herrick	SE6793	01	Temporary Clinical Assistant	TV013	05-JAN-17
Bailee Hetland	SS8233	01	stdnt hrly orientation leader	TV012	31-JAN-17
Jenna Hildahl	SS8636	00	NHD Logo Award	TV012	21-JAN-17
Misty Hildenbrand	SS7834	00	student hrly safe ride monitor	TV012	30-DEC-16
Misty Hildenbrand	SS7879	00	student hrly fitness attendant	TV012	21-DEC-16
Misty Hildenbrand	SS7879	01	student hrly Group fitness NC	TV012	21-DEC-16
Misty Hildenbrand	SS7879	02	student hrly personal training	TV012	21-DEC-16
Yazen Hindieh	SG7573	00	Graduate Teaching Assistant	TV013	05-JAN-17
Cole Hinz	SS8143	01	student hrly Program council	TV012	21-NOV-16
Katherine Hodge	AS9173	00	student hrly farm crew	TV012	21-NOV-16
Katherine Hodge	AS9173	01	student hrly farm crew holiday	TV012	21-NOV-16
Deanne Hoekstra	SE6708	07	Temporary Clinical Assistant	TV013	21-NOV-16
Emily Hofer	SS7865	00	student hrly iCook research	TV012	21-DEC-16
Corynn Hoff	SS7751	00	student hrly Tutor	TV012	22-DEC-16
Matthew Holland	SS7757	00	student hrly flim/general help	TV012	21-FEB-17
Bret Holt	SG7584	00	Graduate Admin Assistant	TV013	21-DEC-16
Elizabeth Honner	SG7723	00	Grad Teach Assist-Instructor	TV013	21-DEC-16
Amber Hopkins	SS8486	00	student hrly grounds crew	TV012	21-JAN-17
Amber Hopkins	SS8486	01	student hrly events worker	TV012	21-JAN-17
Sammantha Hoyles	SS7730	00	student hrly Assistant Teacher	TV012	15-DEC-16
Colin Hubbard	SS7753	01	student hrly peer mentor	TV012	09-DEC-16
Teri Hubbard	SE6796	00	Temporary Clinical Assistant	TV013	21-DEC-16
Sophie Hughes	SS7810	00	student hrly OIT technician	TV012	03-JAN-17
Sophie Hughes	SS8861	02	student hrly tech fellow	TV012	03-JAN-17
Elise Hughes Berheim	AG8016	02	Graduate Research Assistant	TV013	30-DEC-16
Elizabeth Hult	SS8007	01	stdnt hrly info exchange attd	TV012	21-DEC-16
Tahlia Hunter	SS8765	00	student hrly Nursing	TV012	06-DEC-16
Megan Hurlbert	SS7865	00	student hrly FRUVED research	TV012	21-DEC-16
Ryan Hurt	SS8548	01	student hrly state tech	TV012	21-DEC-16
Ryan Hurt	SS8548	02	student hrly State Tech	TV012	21-JAN-17
Anna Husman	SE6708	08	Temporary Clinical Assistant	TV013	21-JAN-17
Monaya Hustoft	SS8093	01	stdnt hrly BluePrt Office Asst	TV012	21-DEC-16
Adesola Ibitoye	SS7700	00	student hrly Housing	TV012	14-JAN-17
Seth Ireland	SS7749	00	student hrly Math & Stats	TV012	21-DEC-16
Seth Ireland	SS7797	00	student hrly research assist	TV012	21-DEC-16
Devin Jacobs	SS7744	00	student hrly Wright TA	TV012	21-DEC-16
Supriya Jadhav	SS7871	02	student hrly custodial staff	TV012	21-FEB-17
Nusrat Jahan	SG9005	00	Grad Teach Assist-Instructor	TV013	21-DEC-16
Rohit Jain	AS9206	00	student hrly plant worker	TV012	21-NOV-16
Amanda Jamison	SG7584	00	Graduate Admin Assistant	TV013	21-DEC-16
Kyle Jamison	SG7584	00	Graduate Admin Assistant	TV013	21-DEC-16

Sina Javadpour	SG7778 01	Graduate Research Assistant	TV013	05-JAN-17
Kaveen Jayamanna	SS7871 02	student hrly Custodial Staff	TV012	07-JAN-17
Kaveen Jayamanna	SS7917 00	student hrly learning assist	TV012	21-DEC-16
Ashley Jennings	SS9793 00	student hrly Phonejack	TV012	15-NOV-16
Tyler Jensen	SW9547 00	WS 4-H Office Assistant	TV012	21-FEB-17
Jacey Jessop	SS9793 00	student hrly Admin Support	TV012	31-DEC-16
Ji Eun Jhang	SG6832 00	Grad Teach Assist-Instructor	TV013	21-DEC-16
Shivali Jindal	AG9741 01	Graduate Research Assistant	TV013	21-DEC-16
Mikaila Johns	SS8548 00	student hrly Union set-up crew	TV012	21-DEC-16
Brita Johnson	AS9147 00	student hrly Lab Technician	TV012	21-DEC-16
E Johnson	SE6559 04	Temporary Faculty Mentor	TV013	21-DEC-16
Kelsey Johnson	AS9165 00	student hrly Hlth & Nutrition	TV012	21-NOV-16
Kelsey Johnson	SS7729 00	student hrly SI leader	TV012	05-JAN-17
Krista Johnson	SE6708 05	Temporary Clinical Assistant	TV013	21-DEC-16
Logan Johnson	SS8143 00	student hrly Program council	TV012	21-NOV-16
Ryan Johnson	SS8548 00	student hrly union manager	TV012	21-DEC-16
Kelley Jorgensen	SS8089 00	Senior Community assist	TV012	21-DEC-16
Pranij Joshi	SS8037 00	student hrly Facility Worker	TV012	21-FEB-17
Michael Kaffar	SS7814 00	student hrly print lab assist	TV012	17-JAN-17
Milkah Kahi	SG7815 04	Graduate Research Assistant	TV013	21-JAN-17
Ainiwaer Kaiwusaier	SS7756 00	stdnt hrly member service attd	TV012	23-JAN-17
Joshua Kamami	SS7776 00	student hrly patrol officer	TV012	21-NOV-16
Joshua Kamami	SS7776 01	student hrly Dispatcher	TV012	26-NOV-16
Srujan Teja Kamutla	SG7916 00	Grad Teach Assist-Instructor	TV013	21-DEC-16
Jaiprakash Kanagaraaj	SG7782 01	Graduate Research Assistant	TV013	21-DEC-16
Praveena Kanchupati	SG7725 01	Grad Teach Assist-Instructor	TV013	21-DEC-16
Devi Kandel	AG7014 01	Graduate Research Assistant	TV013	21-JAN-17
Credo Kaninda	SS8785 00	student hrly Academic affairs	TV012	14-DEC-16
Jyothi Kantipudi	SS8037 00	student hrly facility worker	TV012	14-DEC-16
Aaron Karl	SS7755 00	student hrly facilities	TV012	21-DEC-16
Kyle Kaskie	SS7706 00	student hrly Research Tech	TV012	30-DEC-16
Stetson Kastengren	SS8724 00	student hrly Transportation	TV012	21-DEC-16
Nicholas Kaup	AS9173 00	student hrly farm crew	TV012	21-NOV-16
Nicholas Kaup	AS9173 01	student hrly farm crew holiday	TV012	21-NOV-16
Nicholas Kaup	AS9505 01	student hrly AES farm dept	TV012	21-NOV-16
Navjot Kaur	AG9771 01	Graduate Research Assistant	TV013	21-DEC-16
Garrett Keegan	SS7878 00	student hrly operation manager	TV012	11-JAN-17
Garrett Keegan	SS7878 01	student hrly special events	TV012	11-JAN-17
Garrett Keegan	SS8375 06	student hrly Member Serv Attd	TV012	11-JAN-17
Ellen Keena	SS8093 00	student hrly BluePrint assist	TV012	21-DEC-16
Mitchell Keena	SS7750 00	student hrly Peer mentor	TV012	09-JAN-17
Sherese Kelliher	SE6708 06	Temporary Clinical Assistant	TV013	21-DEC-16
Zachary Kelly	SS7878 00	stdnt hrly facility attendant	TV012	02-FEB-17
Cooper Kemnitz	SS7912 02	student hrly office assistant	TV012	21-DEC-16
Alexander Kena	AG7005 02	Graduate Research Assistant	TV013	21-DEC-16
Leandre Kennedy	SS7922 02	student hrly lab assistant	TV012	21-DEC-16
Leandre Kennedy	SW9557 01	WS Lab assistant	TV012	14-DEC-16
Ashley Kern	SS8233 01	stdnt hrly orientation leader	TV012	31-JAN-17
Caleb Kervin	SS8548 00	student hrly union set-up crew	TV012	21-DEC-16
Laura Kessler	SE6708 02	Temporary Clinical Assistant	TV013	21-JAN-17
Pratiksha Khanal	SG9856 00	Grad Teach Assist-Instructor	TV013	21-DEC-16
HeeWon Kim	SS7820 00	student hrly Yeager media asst	TV012	21-FEB-17
Alexa Kindt	SS7755 00	student hrly Accounting Assist	TV012	06-JAN-17
Mark Kirschenman	AS9175 01	student hrly 3FA859 lab assist	TV012	21-NOV-16
Mark Kirschenman	AS9180 00	student hrly PISciAH5381000	TV012	21-DEC-16
Anthony Kjolsing	SS7703 00	student hrly Gameday Usher	TV012	17-DEC-16
Dustin Kleba	SS7675 00	Cavorts Award	TV012	21-DEC-16
Dustin Kleba	SS8749 05	student hrly PAC	TV012	21-JAN-17
Alexis Klein	SW9547 00	WS support staff	TV012	21-FEB-17
Evelyn Klein	SS7748 00	student hrly teaching assist	TV012	21-DEC-16
Nicholas Kludt	AG9105 01	Graduate Research Assistant	TV013	21-DEC-16
Nathan Koens	SS8328 01	student hrly EA martin program	TV012	21-DEC-16
Amrit Koirala	SG7723 00	Grad Teach Assist-Instructor	TV013	21-DEC-16
Rebecca Kolstrom	AE9065 00	Temp Research Asst	TV013	21-DEC-16
Tessa Kopren	SS8143 00	stdnt hrly University Council	TV012	21-NOV-16
Mammen Korah	SS8548 00	student hrly State tech	TV012	21-DEC-16
Mohit Kotkar	AS9206 00	student hrly plant worker	TV012	21-DEC-16
Christopher Kotschevar	SS8233 02	stdnt hrly orientation leader	TV012	31-JAN-17

Abdoul Aziz Kouanda	SG7824 00	Graduate Research Assistant	TV013	21-DEC-16
Chelsey Kraemer	SE6708 02	Temporary Clinical Assistant	TV013	21-DEC-16
Olivia Kragt	SW9587 00	WS Office Assistatn	TV012	03-FEB-17
Justin Krell	AS9160 00	student hrly feed mill worker	TV012	21-DEC-16
Jacob Krier	SS7810 00	student hrly Tech fellow	TV012	21-DEC-16
Kirby Krogstad	SS7912 00	student hrly Assoc Exec Board	TV012	21-NOV-16
Cody Kronaizl	MS9974 00	ITS Tech Fellow	TV012	21-DEC-16
Holly Krueger	SS7816 00	student hrly horse unit	TV012	21-DEC-16
Samuel Krueger	SW9575 00	WS Museum Aide	TV012	21-DEC-16
Sarah Krush	SE6708 00	Temporary Clinical Assistant	TV013	21-NOV-16
Jordan Kuhle	SS7878 00	stdnt hrly facility attendant	TV012	23-JAN-17
Pavan Kulkarni	SG7715 01	Grad Teach Assist-Instructor	TV013	21-DEC-16
Dana Kurtz	SS8688 03	stdnt hrly operations manager	TV012	21-DEC-16
Claire Lacanne	AS9153 00	stdnt hrly Entomology Resrch	TV012	21-FEB-17
Amanda Lage	SS7779 00	student hrly summer lab worker	TV012	21-NOV-16
Cameron Lahndorf	SS8474 02	student hrly equestrian barn	TV012	21-DEC-16
Brenda Laird	SS8134 00	stdnt hrly Hobo Shoppe assist	TV012	22-OCT-16
Rajitha Lamaheewa	SS8037 00	student hrly Facility Worker	TV012	02-FEB-17
Trevor Lambert	SS8548 00	jackrabbit ch union setup crew	TV012	21-DEC-16
Rachel Landmark	SS9793 07	student hrly Fundraiser Supr	TV012	31-DEC-16
Kayla Landsman	SS8233 04	stdnt hrly Orientation leader	TV012	21-JAN-17
Austin Lange	SS7878 00	stdnt hrly facility attendant	TV012	11-JAN-17
Morgan Lanier	SS8044 00	student hrly Conference Driver	TV012	12-FEB-17
Amanda Larsen	SW9547 00	WS Affiliate Operations	TV012	21-DEC-16
Lindsee Larson	SS7756 01	stdnt hrly member service attd	TV012	25-OCT-16
Sylvia Larson	SS8044 00	student hrly Conference Assist	TV012	12-FEB-17
Rhea Lawrence	AG8010 03	Graduate Research Assistant	TV013	21-JAN-17
Evan LeMire	SS8688 05	student hrly union manager	TV012	21-DEC-16
Nicolette Lecy	SS7944 00	student hrly office assistant	TV012	16-DEC-16
Ji Young Lee	SG6039 00	Grad Teach Assist-Instructor	TV013	21-DEC-16
Serena Lee	SS8233 01	stdnt hrly orientaiton leader	TV012	31-JAN-17
Caitlin Leimbach	SE6761 02	Temporary Clinical Assistant	TV013	21-DEC-16
Chelsy Lesmeister	SW9547 00	WS Financial aid admin assist	TV012	21-FEB-17
Bharati Limbu	SS8037 00	student hrly facility worker	TV012	12-JAN-17
Mamta Limbu	SS8037 00	student hrly Facility worker	TV012	05-JAN-17
Brianna Lind	SG7815 00	Graduate Research Assistant	TV013	21-JAN-17
Tyler Lindgren	SS8548 02	student hrly state tech	TV012	21-DEC-16
Braydn Lingbeck	AS9171 00	student hrly PISciADA10855	TV012	21-DEC-16
Shelby Lingscheit	SS9793 01	stdnt hrly Annual Program Supt	TV012	31-DEC-16
Jordan Little	SS7729 00	studnet hrly SI leader	TV012	09-JAN-17
Runxia Liu	AG9748 04	Graduate Research Assistant	TV013	21-DEC-16
Victor Lobato Da Silva Costa	SS7917 00	student hrly research assist	TV012	21-DEC-16
Hilary Loehrer	SW9547 00	WS 4-H Office Assist	TV012	21-FEB-17
Nicholas Lorang	SS7748 00	student hrly teaching assist	TV012	21-DEC-16
Nicholas Lorang	SS7912 00	stdnt hrly assoc exec board	TV012	21-NOV-16
Nathan Luitjens	SS8233 01	stdnt hrly orientation leader	TV012	31-JAN-17
Mateya Lunstra	SS7730 00	student hrly Assistant Teacher	TV012	15-DEC-16
Courtney Lusk	SS8007 00	student hrly Info exch attd	TV012	21-DEC-16
Emma Lutter	AW9740 00	WS Horse unit farm worker	TV012	21-DEC-16
Anjun Ma	SG7716 00	Grad Teach Assist-Instructor	TV013	21-DEC-16
Sydney MacDonald	SS7922 00	student hrly Schmit assis	TV012	21-DEC-16
Miranda Mack	SS8044 00	student hrly Conference Assist	TV012	12-FEB-17
Monique Mack	SW9547 00	WS Brookings Area Habitat	TV012	21-FEB-17
Sloane Mack	SS8134 00	student hrly Hobo Shoppe Asst	TV012	22-OCT-16
Makenna Mahanke	AS9505 01	student hrly feedmill	TV012	21-NOV-16
Manisha Maharjan	SG7808 00	Graduate Research Assistant	TV013	21-DEC-16
Manisha Maharjan	SG8012 00	Grad Teach Assist-Instructor	TV013	21-DEC-16
Courtney Maks	SS7911 01	student hrly Tutor	TV012	14-DEC-16
MD Ataul Mamun	SG8012 00	Grad Teach Assist-Instructor	TV013	21-DEC-16
MD Ataul Mamun	SG8012 01	Grad Teach Assist-Instructor	TV013	21-FEB-17
Erica Manandhar	SG7797 04	Graduate Research Assistant	TV013	21-JAN-17
Mollie Maresh	SS8688 03	student hrly union manager	TV012	21-DEC-16
Cesar Marin Rodriguez	SG9747 00	Grad Teach Assist - Instructor	TV013	21-DEC-16
Kay Marrs	SS7812 00	student hrly meat lab worker	TV012	21-DEC-16
Jordyn Martin	SS8724 01	student hrly transportation	TV012	22-OCT-16
Shadai Martin	SE7492 01	Instructor	TV013	21-DEC-16
Shadai Martin	SE7492 02	Instructor	TV013	21-DEC-16
Lisa Martinez	SG7798 02	Graduate Research Assistant	TV013	21-DEC-16

Camille Massmann	SS7748 00	student hrly teaching assist	TV012	21-DEC-16
Ann Matheny	SE6708 05	Temporary Clinical Assistant	TV013	21-DEC-16
George Mathew	SS8548 01	student hrly state tech	TV012	21-DEC-16
Mackenzie Mattern	AS9190 02	student hrly PISciX66371200	TV012	21-DEC-16
Mackenzie Mattern	AS9190 03	student hrly PISciA67381200	TV012	21-DEC-16
Mikayla Mayer	SS8548 00	student hrly union manager	TV012	21-DEC-16
Gokul Mayuram	SE4655 00	Temp Geospatial Research Asst	TV013	21-DEC-16
Meldy Mbuyi	SS7755 00	student hrly Facilities	TV012	21-DEC-16
Morgan McCall	SS7878 01	stdnt hrly facility attendant	TV012	23-JAN-17
Brittney McClendon	SS8143 01	student hrly Program council	TV012	21-NOV-16
Riley McCrea	SS7878 00	stdnt hrly Facility attendant	TV012	23-JAN-17
Adam McDermaid	AG9760 00	Graduate Research Assistant	TV013	05-JAN-17
Adam McDermaid	SG7909 02	Grad Teach Assist-Instructor	TV013	05-JAN-17
Emma McInerney	SS8861 01	student hrly tech fellow	TV012	21-FEB-17
Samantha McInerney	SS7810 00	student hrly tech fellow	TV012	21-DEC-16
Miranda McMullen	SS8007 03	stdnt hrly info exchange attd	TV012	21-DEC-16
Teagan McNary	SS8154 00	student hrly Fed Execu Baord	TV012	21-NOV-16
Teagan McNary	SS8154 01	Student Federation Exec Board	TV012	21-DEC-16
Zachary Meier	SS8088 03	Returning community assist	TV012	21-DEC-16
Lindsey Meiers	AS9147 00	student hrly Lab Technician	TV012	21-DEC-16
Charmil Meishery	SS8548 00	student hrly Union set-up crew	TV012	21-DEC-16
Devon Melillo	SS8044 00	student hrly Conference Assist	TV012	12-FEB-17
Paul Melino	SS7792 00	student hrly lab assistant	TV012	21-DEC-16
Hector Menendez	AG9834 02	Graduate Research Assistant	TV013	21-NOV-16
Lance Merrick	AE4538 00	Temp Seasonal	TV013	06-JAN-17
Michaela Metter	SW9547 00	WS Community impact assist	TV012	21-FEB-17
Lauren Metzger	SS8477 00	student hrly Modern language	TV012	05-DEC-16
Abigail Meyer	SS7879 00	student hrly group fitness NC	TV012	02-NOV-16
Gloria Meyer	SE6708 04	Temporary Clinical Assistant	TV013	21-DEC-16
Faith Mildemberger	SS8548 00	student hrly union manager	TV012	21-DEC-16
Ethan Millar	SG9747 01	Grad Teach Assist - Instructor	TV013	21-DEC-16
Scott Millard	SS7820 00	student hrly Yeager Media asst	TV012	21-DEC-16
Alexandra Miller	AS9212 00	student hrly Swine unit worker	TV012	21-NOV-16
Drue Miller	SS7775 00	student hrly Kemps assist	TV012	21-DEC-16
Dorinda Mills	SE6793 01	Temporary Clinical Assistant	TV013	05-JAN-17
Michael Mingo	SG8008 03	Graduate Research Assistant	TV013	21-DEC-16
Zackariah Mitchell	SW9531 00	WS Museum Aide	TV012	21-DEC-16
Mukesh Mithrakumar	SS7917 02	student hrly learning assist	TV012	21-DEC-16
Mukesh Mithrakumar	SS7917 03	stdnt hrly Kharel Rsrch assist	TV012	21-DEC-16
Thumbiko Mkandawire	AS9198 00	student hrly PISciA65491150	TV012	26-OCT-16
Thumbiko Mkandawire	AS9205 00	student hrly PISciM34711200	TV012	21-DEC-16
Pauline Mochama	SG9859 00	Grad Teach Assist-Instructor	TV013	21-DEC-16
Pratik Modani	AS9173 00	student hrly Farm Crew	TV012	21-JAN-17
Pratik Modani	AS9173 01	student hrly Farm Crew holiday	TV012	21-JAN-17
McKayla Moe	SS7894 01	student hrly research assist	TV012	27-DEC-16
McKayla Moe	SS8328 00	student hrly DOH assist	TV012	21-FEB-17
Alicia Mogler	AS9144 00	student hrly Swine Unit	TV012	21-JAN-17
Muhammad Nagiuddin Mohamad Fua	SS7830 00	student hrly Equestrian Barn	TV012	31-JAN-17
Abdul Mohammed	SS9793 02	student hrly Phonejack	TV012	10-NOV-16
Abdul Mugeeth Mohammed	SS7855 00	student hrly Figure Drawing	TV012	21-DEC-16
Hossam Mohammed	AG7035 00	Graduate Research Assistant	TV013	03-JAN-17
Kristin Mohr	AS9176 00	student hrly Vet & biomed	TV012	21-FEB-17
Louise Monga	SG7744 00	Grad Teach Assist-Instructor	TV013	21-DEC-16
Brandon Monier	SG7995 01	Graduate Teaching Assistant	TV013	21-DEC-16
Jodilyn Moore	SG7750 01	Grad Teach Assist-Instructor	TV013	21-DEC-16
Freddy Moran	SG7766 00	Graduate Research Assistant	TV013	21-DEC-16
Katherine Moratz	AG8016 01	Graduate Research Assistant	TV013	30-DEC-16
Mitchell Morem	SS7712 00	student hrly Research Assist	TV012	21-DEC-16
George Morgan	SS8093 04	stdnt hrly blueprint designer	TV012	21-DEC-16
George Morgan	SS8093 05	student hrly BluePrint Design	TV012	21-JAN-17
Keely Moriarty	SS7753 01	student hrly peer mentor	TV012	09-DEC-16
Brittney Morse	SS7703 00	student hrly Gameday Usher	TV012	17-DEC-16
Hara Mubashir	SS7748 00	student hrly teaching assist	TV012	21-DEC-16
Kirsten Muhmel	SS8093 00	stdnt hrly blueprint designer	TV012	21-DEC-16
Christine Muilenburg	SS8147 00	student hrly Ambassador	TV012	21-DEC-16
Erin Mullen	SS7703 00	student hrly Gameday Parking	TV012	17-DEC-16
Amanda Muller	SS7748 00	student hrly teaching assist	TV012	21-DEC-16
Emily Murren	SE6708 03	Temporary Clinical Assistant	TV013	21-NOV-16

Mitchell Nacke	SS8090 00	Returning community assist	TV012	21-DEC-16
Eric Nagel	SG7799 00	Grad Teach Assist-Instr-9 mth	TV013	21-DEC-16
Seon Woo Nam	SS7842 01	student hrly UWAY group leader	TV012	14-DEC-16
Gitanjali Nanda Kafle	AG8105 03	Graduate Research Assistant	TV013	21-DEC-16
Gitanjali Nanda Kafle	SG7723 01	Grad Teach Assist-Instructor	TV013	21-DEC-16
Hunter Nedland	SG7728 01	Grad Teach Assist-Instructor	TV013	21-DEC-16
Bryan Needs	SS7922 00	St Hrly-Wastewtr Treatment Plt	TV012	21-JAN-17
Sai Sharan Neerumalla	SG7915 00	Grad Teach Assist - Instructor	TV013	21-DEC-16
Logan Negus	SS8548 04	student hrly state tech coord	TV012	21-DEC-16
Vishnuvardhan Nellore	SG7916 02	Grad Teach Assist-Instructor	TV013	21-DEC-16
Alicia Nelson	SS7810 00	student hrly tech fellow	TV012	21-DEC-16
Corynna Nelson	SG7494 03	Graduate Admin Assistant	TV013	21-DEC-16
Dennisen Nelson	AS9173 00	student hrly farm crew	TV012	21-NOV-16
Dennisen Nelson	AS9173 01	student hrly farm crew holiday	TV012	21-NOV-16
Gage Nelson	SS9793 00	student hrly Phonejack	TV012	25-JAN-17
Sheila Ness	SE6708 09	Temporary Clinical Assistant	TV013	21-FEB-17
Amanda Neubauer	SS7748 00	student hrly teaching assist	TV012	21-DEC-16
Surendra Neupane	AG9713 01	Graduate Research Assistant	TV013	21-DEC-16
Sarah Nevison	AG8016 03	Graduate Research Assistant	TV013	30-DEC-16
Regan Newhouse	SS8765 00	student hrly Driver	TV012	06-DEC-16
Brianna Newman	SS7841 01	student hrly research assist	TV012	21-DEC-16
Morea Nichols	SS8044 00	student hrly Conference Assist	TV012	12-FEB-17
Stacie Nielsen	SE6708 03	Temporary Clinical Assistant	TV013	21-DEC-16
Ahmed Niyaz	SS7823 00	student hrly museum aide	TV012	21-DEC-16
Ahmed Niyaz	SS7944 01	student hrly office assistant	TV012	16-DEC-16
Kali Nordbye	SS7810 00	student hrly Tech fellow	TV012	03-JAN-17
Megan Novak	SS8765 02	student hrly Nursing Driver	TV012	14-DEC-16
Lexy Nuesch	AW9740 00	WS Horse unit worker	TV012	21-DEC-16
Jared Nurnberger	SG7584 00	Graduate Admin Assistant	TV013	21-DEC-16
Fredrick Ochieng	SG7799 00	Grad Teach Assist-Instr-9 mth	TV013	21-JAN-17
Temitope Odeleye	SS8548 00	student hrly union manager	TV012	21-DEC-16
Britney Ohrlund	SE6761 00	Temporary Clinical Assistant	TV013	21-DEC-16
Jaden Oliver	SS8861 00	Student Hourly-Tech Fellow	TV012	23-JAN-17
Laramie Olivier	SS7707 00	student hrly Pep Band	TV012	21-JAN-17
Tyler Olmstead	SS7703 00	student hrly Gameday Usher	TV012	17-DEC-16
Hunter Olson	SS8233 00	stdnt hrly Orientation Leader	TV012	21-JAN-17
Lindsay Olson	SS7897 00	student hrly Bookstore	TV012	07-NOV-16
Zackery Olson	SS8548 00	student hrly union manager	TV012	21-DEC-16
George Opoku-Kusi	SG7798 01	Graduate Research Assistant	TV013	21-DEC-16
Jaelin Otta	AS9176 00	student hrly vet & biomed	TV012	21-FEB-17
Hussain Otudi	SG6832 00	Grad Teach Assist-Instructor	TV013	21-DEC-16
Brett Owens	AG7023 02	Graduate Research Assistant	TV013	21-DEC-16
Christopher Owusu	AS9202 00	student hrly PISciA6B03	TV012	21-DEC-16
Alex Pagel	SG7573 00	Graduate Teaching Assistant	TV013	05-JAN-17
Prachi Pahariya	AG9725 00	Graduate Research Assistant	TV013	21-DEC-16
Sri Spandana Paleru	SG9867 00	Graduate Admin Assistant	TV013	21-DEC-16
Sri Spandana Paleru	SG9867 01	Graduate Admin Assistant	TV013	21-DEC-16
Sri Spandana Paleru	SS8037 01	student hrly Facility worker	TV012	11-JAN-17
Tara Parmely	AS9171 00	student hrly PISciADA10855	TV012	21-DEC-16
Makaley Parsons	SE6793 01	Temporary Clinical Assistant	TV013	05-JAN-17
Makaley Parsons	SE6793 03	Temporary Clinical Assistant	TV013	21-FEB-17
Jyotshana Paudyal	SG9866 00	Graduate Admin Assistant	TV013	21-FEB-17
Adam Pay	SG7797 01	Graduate Research Assistant	TV013	21-JAN-17
Aristarchus Payton	SS7756 00	stdnt hrly Member service Attd	TV012	23-JAN-17
Mariah Pederson	SS7968 00	Student Award	TV012	21-JAN-17
Joseph Petersen	SG7783 01	Graduate Research Assistant	TV013	21-DEC-16
Rachel Petersen	SS7756 00	stdnt hrly services attendant	TV012	31-OCT-16
Logan Peterson	AS9173 00	student hrly farm crew	TV012	21-NOV-16
Logan Peterson	AS9173 01	student hrly farm crew holiday	TV012	21-NOV-16
Molly Peterson	SS7897 00	student hrly Bookstore	TV012	14-DEC-16
Levi Pfeil	SG7584 00	Graduate Admin Assistant	TV013	21-DEC-16
Latoya Phillipe	SE6793 00	Temporary Clinical Assistant	TV013	05-JAN-17
Elizabeth Piehl	SS7748 00	student hrly teaching assist	TV012	21-DEC-16
Samantha Pietrzak	SS9793 00	student hrly Phonejack	TV012	31-DEC-16
Whitney Pittmann	SE6708 00	Temporary Clinical Assistant	TV013	21-DEC-16
Jacob Pitts	SW9552 00	WS Office assistant	TV012	02-NOV-16
Kyle Plumbtree	SS8724 01	student hrly transportation	TV012	26-JAN-17
Jaden Poeckes	AS9212 00	student hrly Swine unit worker	TV012	21-NOV-16

Jharna Pokhrel	SG7735 00	Grad Teach Assist-Instructor	TV013	05-JAN-17
Jeanette Ponce	SS7703 00	student hrly Gameday Parking	TV012	17-DEC-16
Isaiah Porteous	AS9221 00	student hrly lab assist	TV012	01-DEC-16
Isaiah Porteous	AS9221 01	student hrly Lab Assist	TV012	21-FEB-17
Briana Powell	SE6708 02	Temporary Clinical Assistant	TV013	21-NOV-16
Justin Price	SS7905 02	stdnt hrly trading lab support	TV012	21-JAN-17
Joshua Prohaska	AS9147 00	student hrly Technician	TV012	21-DEC-16
Shannon Prouty	SS8765 02	student hrly Nursing Driver	TV012	14-DEC-16
Danielle Prudich	SE6793 00	Temporary Clinical Assistant	TV013	21-DEC-16
Andrew Puetz	SS7755 00	student hrly facilities	TV012	21-DEC-16
Charles Pugsley	SE6796 00	Temporary Clinical Assistant	TV013	21-JAN-17
Travis Pundsack	SS7755 00	student hrly facilities	TV012	21-DEC-16
Nusrat Muntaha Qurashi Prithom	SS9793 00	student hrly Phonejack	TV012	13-FEB-17
Mohamed Radoui	SS7676 00	student hrly Office Assistant	TV012	06-JAN-17
Mohamed Radoui	SS9793 02	student hrly Fundraiser	TV012	13-FEB-17
Ashikur Rahman	SS7897 00	student hrly bookstore	TV012	02-NOV-16
Ashikur Rahman	SS8037 01	student hrly facility worker	TV012	03-FEB-17
Prateek Rai	AS9206 00	student hrly plant worker	TV012	21-NOV-16
Tajbir Raihan	SG7716 00	Grad Teach Assist-Instructor	TV013	21-DEC-16
Buddhika Rajapaksha Mudalige	DSE4498 00	Temp Event Parking	TV013	21-JAN-17
Buddhika Rajapaksha Mudalige	DSS7720 00	Student Labor OT Exp-FTE Count	TV012	21-NOV-16
Buddhika Rajapaksha Mudalige	DSS7720 00	Student Labor OT Exp-FTE Count	TV012	21-DEC-16
Buddhika Rajapaksha Mudalige	DSS8548 00	student hrly Union Set-up Crew	TV012	21-DEC-16
Kavya Ramineni	SG6832 00	Grad Teach Assist-Instructor	TV013	21-DEC-16
Kavya Ramineni	SS8037 04	student hrly Facility Worker	TV012	21-JAN-17
Abhishek Rana	SS7917 00	student hrly research assist	TV012	21-DEC-16
Sydney Randall	SS7675 00	Cavorts Award	TV012	21-DEC-16
Danielle Rang	SS8085 00	student hrly Senior CA	TV012	21-DEC-16
Jaclyn Rauen	SE6708 07	Temporary Clinical Assistant	TV013	21-JAN-17
Sarah Rausch	SS7810 00	student hrly Tech Fellow	TV012	21-DEC-16
Jackie Rauwald	SS7707 00	student hrly Pep Band	TV012	21-DEC-16
Alexis Ray	SS7703 00	student hrly Gameday Parking	TV012	17-DEC-16
Shashikanth Reddy	SS7755 00	student hrly facilities	TV012	21-DEC-16
Shelby Reed	AS9179 00	stdnt hrly corn entomology lab	TV012	21-DEC-16
Ashley Reiner	SS7788 00	student hrly cow calf unit	TV012	21-FEB-17
Taylor Reis	SW9547 00	WS Pinancial Aid office assist	TV012	21-FEB-17
Molly Renken	AS9181 01	student hrly Swine Unit	TV012	21-JAN-17
Brooke Richmond	SS7798 00	stdnt hrly food sci lab assist	TV012	21-DEC-16
Thomas Ricks	SS7755 00	student hrly facilities	TV012	21-DEC-16
Lorna Riemer	SS7888 02	student hrly ABS College	TV012	06-DEC-16
Aaron Ringgenberg	AS9783 03	student hrly lab assistant	TV012	21-DEC-16
Erika Roeber	SW9535 00	WS Print lab assist	TV012	21-FEB-17
Tucker Roeker	AS9173 01	student hrly farm crew holiday	TV012	21-JAN-17
Blake Roetman	AS9147 00	student hrly Lab Technician	TV012	21-DEC-16
Haylea Rolf	SE6793 01	Temporary Clinical Assistant	TV013	05-JAN-17
Addyson Rosa	SS7936 00	student hrly office assistant	TV012	27-JAN-17
Jacob Rosenbaum	SS7844 01	student hrly Aviation Trainer	TV012	21-DEC-16
Kaylee Rosenkranz	AS9173 00	student hrly farm crew	TV012	21-NOV-16
Kaylee Rosenkranz	AS9173 01	student hrly farm crew holiday	TV012	21-NOV-16
Nicholas Ross	SS7703 00	student hrly Gameday Usher	TV012	17-DEC-16
Mariah Roth	SS7879 00	student hrly group fitness NC	TV012	19-JAN-17
Mariah Roth	SS7879 01	stdnt hrly group fitness cert	TV012	19-JAN-17
Wend-Kuni Rouamba	SS8023 00	student hrly building crew	TV012	21-DEC-16
Jessie Rounsley	SS7845 00	student hrly IM official	TV012	30-OCT-16
Jessie Rounsley	SS7845 01	student hrly IM supervisor	TV012	30-OCT-16
Tamal Roy	SS7755 00	student hrly facilities	TV012	21-DEC-16
Kelsey Rozell	SG8114 00	Graduate Admin Assistant	TV013	21-DEC-16
George Ruiz	SE6364 00	temporary tutor	TV013	21-FEB-17
Stefanie Ruml	SS8233 01	stdnt hrly orientation leader	TV012	31-JAN-17
Sierra Russ	SS7817 00	student hrly Ambassador	TV012	22-DEC-16
Sierra Russ	SW9534 00	WS Ambassador	TV012	14-DEC-16
Tori Russenberger	AS9164 00	student hrly Woyengo lab asst	TV012	21-DEC-16
Moriah Ruthford	SS8765 02	student hrly Nursing Driver	TV012	21-DEC-16
Heather Rydell	SE6761 00	Temporary Clinical Assistant	TV013	21-DEC-16
Michelle Rystrom	SE6797 00	NFE Temp Professional Exempt	TV013	21-FEB-17
Patrick Saaleephiw	SS7849 00	jackrabbit ch residential life	TV012	19-JAN-17
Sepideh Sadeghi	SG7577 00	Grad Teach Assist-Instructor	TV013	05-JAN-17
Sepideh Sadeghi	SG7824 00	Graduate Research Assistant	TV013	21-DEC-16

Mohammed Salman	SS8147	00	student hrly Survey lab assist	TV012	21-NOV-16
Cheyenne Salonen	SS7756	00	stdnt hrly member service attd	TV012	23-JAN-17
Kaboro Samasse	SG7815	01	Graduate Research Assistant	TV013	21-JAN-17
Sharon Sanchez Ordonez	SS8477	00	student hrly Language assist	TV012	05-DEC-16
Amanda Sandager	SE6708	00	Temporary Clinical Assistant	TV013	21-NOV-16
Mitchell Sangl	AG9681	00	Graduate Research Assistant	TV013	21-DEC-16
Anyesha Sarkar	SG7745	01	Grad Teach Assist-Instructor	TV013	21-DEC-16
Celena Sass	SS7761	00	student hrly vet & biomed	TV012	11-DEC-16
Miles Savedra	SS7886	00	student Telehealth Video	TV012	21-FEB-17
Beau Schacherer	SS7788	00	student hrly Levesque assist	TV012	21-DEC-16
Grant Schaeffer	SS7849	00	student hrly Resident life	TV012	21-JAN-17
Kendrah Schafer	AS9208	00	student hrly summer sheep unit	TV012	21-DEC-16
William Schaffer	SG8568	00	Graduate Research Assistant	TV013	05-JAN-17
Carston Schallenkamp	SS8486	00	student hrly ground crew	TV012	21-DEC-16
Carston Schallenkamp	SS8486	01	student hrly events worker	TV012	21-DEC-16
Meghan Schenk	SS7748	00	student hrly teaching assist	TV012	21-DEC-16
Kathryn Schlafke	AG8002	01	Graduate Research Assistant	TV013	21-DEC-16
Kathryn Schlafke	SG9862	00	Grad Teach Assist-Instructor	TV013	21-DEC-16
Dakota Schlough	SS7922	00	St Hrly-Wastewtr Treatment Pla	TV012	21-JAN-17
Daniel Schmidt	SG7921	02	Grad Teach Assist-Instructor	TV013	21-DEC-16
Kathleen Schmidt	SS9793	00	student hrly Phonejack	TV012	21-FEB-17
Laura Schmit	SS7912	00	student hrly Assoc Exec Board	TV012	21-NOV-16
Andrew Schnabel	AS9171	00	student hrly PISciADA10855	TV012	21-DEC-16
Michelle Schneider	SE6708	02	Temporary Clinical Assistant	TV013	21-DEC-16
Kara Schoenfeld	SE6708	02	Temporary Clinical Assistant	TV013	21-DEC-16
Benjamin Schroeder	SS8233	01	stdnt hrly orientation leader	TV012	31-JAN-17
Bradley Schroeder	SS7755	00	student hrly facilities	TV012	21-DEC-16
Cody Schroeder	AW9747	00	WS Farm crew	TV012	22-JAN-17
Cody Schroeder	AW9747	01	WS farm crew holiday	TV012	22-JAN-17
Scott Schroeder	SS7704	00	stdnt hrly Swine unit off-site	TV012	21-DEC-16
Elizabeth Schuh	SS8765	02	student hrly Nursing Driver	TV012	14-DEC-16
Charles Schuknecht	SW9547	00	WS Support Staff	TV012	21-FEB-17
Madalyne Schuldt	SS8375	00	student hrly Member Serv Attnd	TV012	21-JAN-17
David Schumann	AG8002	02	Graduate Research Assistant	TV013	30-DEC-16
Victor Schuring	SE6708	00	Temporary Clinical Assistant	TV013	21-NOV-16
Erica Schuster	SS7879	00	student hrly group fitness NC	TV012	21-JAN-17
Matthew Schutte	AG7003	02	Graduate Research Assistant	TV013	21-DEC-16
Paul Schwasinger	SS7810	00	student hrly Tech fellow	TV012	21-DEC-16
Nicholas Schwedhelm	SS7788	00	student hrly CCU summer work	TV012	21-DEC-16
Grant Seelbinder	SS8548	07	student hrly state tech coord	TV012	02-NOV-16
Luke Serbus	SS7860	00	student hrly Museum aide	TV012	21-DEC-16
Samantha Shaw	SG7743	00	Grad Teach Assist-Instructor	TV013	21-DEC-16
Yu Shen	SS7755	00	student hrly facilities	TV012	21-DEC-16
Kaycee Shepardson	SS8548	00	student hrly union manager	TV012	21-NOV-16
Jessie Shepherd	AS9146	00	student hrly Prairie Dog Seed	TV012	21-DEC-16
Jessie Shepherd	AS9146	01	student hrly Bud Bank	TV012	21-DEC-16
Timothy Shepherd	SG7824	02	Graduate Research Assistant	TV013	21-DEC-16
Haley Sherwood	AS9144	00	student hrly Swine unit worker	TV012	21-JAN-17
Maggie Shilvock	SS8090	00	Returning community assist	TV012	21-DEC-16
Dipesh Shrestha	SG7808	02	Graduate Research Assistant	TV013	21-DEC-16
Dipesh Shrestha	SG8012	00	Grad Teach Assist-Instructor	TV013	21-DEC-16
Maresh Shrestha	SG7770	00	Grad Teach Assist-Instructor	TV013	21-DEC-16
Sunayana Shyam Jandhyala	SG9854	00	Grad Teach Assist-Instructor	TV013	21-DEC-16
Maz Siddiqui	SS8023	00	student hrly housing	TV012	31-OCT-16
Rebecca Sides	SS8748	00	student hrly comm studies	TV012	21-DEC-16
Jagdeep Singh Sidhu	AG7015	02	Graduate Research Assistant	TV013	21-FEB-17
Branche Simms	SS8147	00	student hrly Ambassador	TV012	21-DEC-16
Devansh Singh	SG7912	02	Grad Teach Assist-Instructor	TV013	05-JAN-17
Shailendra Singh	SG9865	00	Grad Teach Assist-Instructor	TV013	21-DEC-16
Shikha Singh	AG9782	00	Graduate Research Assistant	TV013	21-NOV-16
Shikha Singh	AG9782	01	Graduate Research Assistant	TV013	21-NOV-16
Bobbi Singleton	SS7703	00	student hrly Gameday Parking	TV012	17-DEC-16
Ryan Skadsen	SW9547	01	WS Gallery assistant	TV012	21-JAN-17
Ryan Skadsen	SW9547	02	WS Office assistant	TV012	21-FEB-17
Callie Sleep	SS7748	00	student hrly teaching assist	TV012	21-DEC-16
Cassidy Sloat	SS7729	00	student hrly SI leader	TV012	05-JAN-17
Marie Smidt	SE6796	01	Temporary Clinical Assistant	TV013	21-DEC-16
Isaac Smith	AS9172	00	student hrly lab assistant	TV012	21-DEC-16

Wyatt Smith	AS9216 00	student hrly feedlot	TV012	21-JAN-17
Jacob Sobraske	SG7747 01	Grad Teach Assist-Instructor	TV013	21-DEC-16
Peder Solberg	SS7748 00	student hrly teaching assist	TV012	21-DEC-16
Lesley Soles	SS7753 01	student hrly peer mentor	TV012	09-DEC-16
Heather Solon	SE6793 01	Temporary Clinical Assistant	TV013	05-JAN-17
Spencer Sommers	SG6039 01	Grad Teach Assist-Instructor	TV013	21-DEC-16
Eun Woo Son	SG7763 03	Graduate Research Assistant	TV013	21-DEC-16
Alex Soupir	AS9214 00	student hrly laboratory assist	TV012	21-DEC-16
Mikayla Sousa	SS7816 00	student hrlyn horse unit work	TV012	21-DEC-16
Penny Speich	SS8548 00	student hrly union set up crew	TV012	21-DEC-16
Robert Speirs	SS7912 00	student hrly Assoc Exec Board	TV012	21-NOV-16
Robbi Spencer-Rowe	SS7753 01	student hrly peer mentor	TV012	09-DEC-16
Robbi Spencer-Rowe	SW9612 00	WS Office assistant	TV012	26-JAN-17
Kinard Sproles	SS8082 00	student hrly New CA	TV012	10-NOV-16
Chithra Sreenivasan	AG9748 02	Graduate Research Assistant	TV013	21-DEC-16
Miriam Stake	SS8724 00	student hrly Transportation	TV012	07-FEB-17
Cassandra Stangeland	SS8620 01	student hrly Geog lab assist	TV012	21-NOV-16
Tarra Stecher	SE6793 01	Temporary Clinical Assistant	TV013	05-JAN-17
Megan Steffen	AS9165 00	student hrly Hlth & Nurtition	TV012	21-NOV-16
Taylor Steiger	SS7825 00	student hrly program support	TV012	21-DEC-16
Kalina Sternhagen	SE6708 03	Temporary Clinical Assistant	TV013	21-DEC-16
Margaret Stiles	AS9166 00	student hrly lab assistant	TV012	21-DEC-16
Julie Stout	SE6797 00	NFE Temp Professional Exempt	TV013	21-NOV-16
Julie Stout	SE6797 01	NFE Temp Professional Exempt	TV013	21-FEB-17
Brady Stover	SS7703 00	student hrly Gameday Usher	TV012	17-DEC-16
Joslyn Strating	SE6708 10	Temporary Clinical Assistant	TV013	21-DEC-16
Anthony Struwe	SS8673 02	student hrly equipment assist	TV012	13-JAN-17
Kopila Subedi Chalise	AG9782 01	Graduate Research Assistant	TV013	21-DEC-16
Abbilene Sudtelgte	SG7713 00	Grad Teach Assist-Instructor	TV013	21-DEC-16
Isabella Sullivan	SS7897 00	student hrly Bookstore	TV012	18-JAN-17
Natasha Sundet	SE6796 00	Temporary Clinical Assistant	TV013	21-DEC-16
Mason Sundvold	SS8548 00	student hrly State Tech	TV012	21-DEC-16
Jennifer Sutton	SS7748 00	student hrly teaching assist	TV012	21-DEC-16
Riley Svoboda	SS8147 00	student hrly Survey lab assist	TV012	21-NOV-16
Ashley Swanson	SS7744 00	student hrly Wright TA	TV012	21-JAN-17
Ashley Swanson	SS7766 00	student hrly vet & biomed	TV012	21-JAN-17
Galen Swanson	AS9171 00	student hrly PISciADA10855	TV012	21-DEC-16
Hannah Swanson	SS7753 01	student hrly peer mentor	TV012	09-DEC-16
Thomas Swanson	SS7878 00	student hrly operation manager	TV012	04-NOV-16
Thomas Swanson	SS7878 01	student hrly Special Event Mgr	TV012	04-NOV-16
Lorraine Sweetman	SW9532 00	WS Office assistant	TV012	21-FEB-17
Gabrielle Swenson	SS9793 00	student hrly Phonejack	TV012	14-FEB-17
Boaz Swift	SS8085 00	student hrly Returning CA	TV012	21-DEC-16
Madisen Swift	SS7810 00	student hrly technology fellow	TV012	21-DEC-16
Shawna Tagler	SE6793 02	Temporary Clinical Assistant	TV013	05-JAN-17
Mohammad Taheri	SG7792 05	Graduate Research Assistant	TV013	21-FEB-17
Wisdom Takumah	SG9005 00	Grad Teach Assist-Instructor	TV013	21-DEC-16
Trevor Tande	AE4523 00	Temp Computer Support	TV013	21-JAN-17
Trevor Tande	AS9200 01	student hrly PISciADA10950	TV012	21-DEC-16
Prajina Tandukar	SG7801 02	Graduate Research Assistant	TV013	21-DEC-16
Prajina Tandukar	SG8012 00	Grad Teach Assist-Instructor	TV013	21-DEC-16
Evan Tarrell	SS7782 00	student hrly EE & CS	TV012	21-JAN-17
Megan Taylor	AG9811 00	Graduate Research Assistant	TV013	13-JAN-17
Christian Tchamda	AS9157 00	student hrly Research assist	TV012	21-DEC-16
Anna Tellekson	SE6708 05	Temporary Clinical Assistant	TV013	21-FEB-17
Marisa Tenbrink	SE6364 00	Temporary Tutor	TV013	21-DEC-16
Isaac Tetteh	SS7867 01	student hrly custodial worker	TV012	09-JAN-17
Utsav Thapa	AG9757 02	Graduate Research Assistant	TV013	21-NOV-16
Elodie Tholen	SS8474 00	student hrly equestrian	TV012	21-DEC-16
Keith Thompson	SS7865 00	stdnt hrly Taiwain stdnt asst	TV012	21-DEC-16
Taylor Thompson	SS7902 00	jackrabbit ch JRC office asst	TV012	21-DEC-16
Taylor Thoof	SS8233 01	stdnt hrly orientation leader	TV012	31-JAN-17
Gowtham Thota	SG6832 00	Grad Teach Assist-Instructor	TV013	21-DEC-16
Kathleen Threadgold	SE6708 07	Temporary Clinical Assistant	TV013	21-DEC-16
Joshua Thurow	SS7748 00	student hrly teaching assist	TV012	21-DEC-16
Kelly Thurow	SS7865 00	student hrly FRUVED research	TV012	21-DEC-16
Kayla Tibke	SS7878 00	student hrly lifeguard	TV012	11-JAN-17
Kayla Tibke	SS7878 01	student hrly water safety	TV012	11-JAN-17



Daniel Timm	SS7720	00	student Event Parking	TV012	21-FEB-17
Douglas Timm	SE6332	00	NFE Temp Professional Exempt	TV013	13-FEB-17
Colin Tobin	AG9782	01	Graduate Research Assistant	TV013	05-DEC-16
Jessica Tomac	SE6793	03	Temporary Clinical Assistant	TV013	05-JAN-17
Kaitlin Torgerson	SS7795	00	student hrly EE & CS	TV012	21-JAN-17
Reed Trenhaile	SS8007	00	stdnt hrly Info Exchange Attd	TV012	21-DEC-16
Krystal Trull	SS7887	03	student hrly note taker	TV012	14-DEC-16
Thad Tschetter	SS8548	02	student hrly state tech	TV012	21-DEC-16
Ishtiaque Tuhin	SG7711	00	Graduate Teach Assist-Instruct	TV013	05-JAN-17
Drew Turnis	AS9171	00	student hrly PISciADA10855	TV012	21-DEC-16
Eric Tutje	SS8673	03	student hrly equipment assist	TV012	13-JAN-17
Brooke Tuttle	SE6708	01	Temporary Clinical Assistant	TV013	21-DEC-16
Siri Tvedt	AS9221	00	student hrly Lab Assistant	TV012	15-JAN-17
Kenzie Tweed	SS8474	02	student hrly equestrian barn	TV012	21-DEC-16
Nezam Uddin	SG7801	02	Graduate Research Assistant	TV013	21-DEC-16
Mira Uithoven	SS8093	00	jackrabbit ch Blueprint OA	TV012	21-DEC-16
Tirth Uprety	SG7718	00	Graduate Teaching Assistant	TV013	21-DEC-16
Jessica Valentien	SS8089	00	Returning community assist	TV012	21-DEC-16
Janet Van De Stroet	SS7729	00	student hrly SI leader	TV012	05-JAN-17
Martha Van Den Oever	SS7731	00	student hrly data analyst	TV012	23-DEC-16
Trevor Van Den Top	AS9214	00	student hrly laboratory assist	TV012	21-DEC-16
Alexandria Van Noort	SG7748	01	Grad Teach Assist-Instructor	TV013	21-DEC-16
Jenna Van Wyk	AW9747	00	WS farm crew	TV012	21-NOV-16
Jenna Van Wyk	AW9747	01	WS farm crew holiday	TV012	21-NOV-16
Daisy VanGenderen	SS7810	00	student hrly Tech fellow	TV012	21-DEC-16
Shelby VanOverschelde	SE6793	00	Temporary Clinical Assistant	TV013	05-JAN-17
Mara Vandeberg	SS7810	00	student hrly tech fellow	TV012	21-DEC-16
Brandon Vanderbush	AE4528	00	Temp Seasonal Lab Aide	TV013	21-DEC-16
Matthew Vanderwerff	SS8088	00	Returning Community assist	TV012	21-DEC-16
Sierra Vanderzee	SS7897	00	student hrly bookstore	TV012	18-JAN-17
Ashley Vanwell	SS8093	00	stdnt hrly Blueprint designer	TV012	21-DEC-16
Veda Varnekar	SG7912	00	Grad Teach Assist-Instructor	TV013	05-JAN-17
Emily Veldman	SS8640	01	student hrly VB Assist	TV012	21-NOV-16
Luis Vindel Vargas	SS8548	00	student hrly Union Set-up Crew	TV012	21-DEC-16
Katelyn Vizecky	AS9144	00	student hrly Swine unit worker	TV012	21-JAN-17
Cassidy Vlot	AS9173	00	student hrly farm crew	TV012	21-DEC-16
Cassidy Vlot	AS9173	01	student hrly farm crew holiday	TV012	21-DEC-16
Breanna Vogel	SS8233	00	stdnt hrly Orientation Leader	TV012	21-JAN-17
Sadie Volk	SS7817	00	student hrly Ambassador	TV012	21-DEC-16
Hannah Voss	SS8134	00	student hrly Hobo Shoppe Attd	TV012	22-OCT-16
Joshua Wager	SG7909	01	Grad Teach Assist-Instructor	TV013	21-JAN-17
Mikayla Waldron	SS8134	00	student hrly Hobo Shoppe Attd	TV012	22-OCT-16
Mary Walloch	SE6708	08	Temporary Clinical Assistant	TV013	21-NOV-16
Adam Walter	SS7968	00	Student Award	TV012	21-JAN-17
John Waltz	SS8548	07	stdnt hrly State Tech Equip MG	TV012	21-DEC-16
Abigale Walz	SS7729	00	student hrly SI leader	TV012	05-JAN-17
Jacki Wang	SS8724	02	student hrly transportation	TV012	22-OCT-16
Meng Wang	SG6832	00	Grad Teach Assist-Instructor	TV013	21-DEC-16
Qiwei Wang	SG9010	01	Graduate Research Assistant	TV013	05-DEC-16
Zhao Wang	SG7728	01	Grad Teach Assist-Instructor	TV013	21-DEC-16
Daniel Warnke	SE6793	00	Temporary Clinical Assistant	TV013	05-JAN-17
Jace Waybright	SS7917	00	student hrly learning assist	TV012	21-DEC-16
Jace Waybright	SS7917	01	stdnt hrly Kharel Rsrch assist	TV012	21-DEC-16
Megan Webb	AG9416	02	Graduate Research Assistant	TV013	21-FEB-17
Alec Weber	AS9171	00	student hrly PISciADA10855	TV012	21-DEC-16
Brianna Weber	SS8093	00	stdnt hrly Blueprint Designer	TV012	21-DEC-16
Jason Weber	SS7719	00	student hrly Min teaching asst	TV012	21-DEC-16
Jason Weber	SS7780	00	student hrly Jones rsrch asst	TV012	21-DEC-16
Joshua Weinheimer	SS7810	00	student hrly Tech fellow	TV012	21-DEC-16
Ty Werdel	AG8016	01	Graduate Research Assistant	TV013	21-DEC-16
Ty Werdel	SG8027	00	Grad Teach Assist-Instructor	TV013	21-DEC-16
Tanner Wetzel	SS7748	00	student hrly teaching assist	TV012	21-DEC-16
Laura White	AG9889	01	Graduate Research Assistant	TV013	21-DEC-16
Matthew White	SS7897	00	student hrly Bookstore	TV012	26-JAN-17
Kylee Whitehill	SS7820	00	student hrly reporter	TV012	21-DEC-16
Karee Wicks	SS7748	00	student hrly teaching assist	TV012	21-DEC-16
Barbara Wielenga	SG9858	00	Grad Teach Assist-Instructor	TV013	21-DEC-16
Alexander Wiemann	SS8548	07	student hrly state tech coord	TV012	21-DEC-16

Taylor Wiemers	SS7869	01	student hrly HR assist	TV012	21-DEC-16
Byron Will-Noel	SG7922	02	Grad Teach Assist-Instructor	TV013	21-DEC-16
Alec Williams	SS8233	01	stdnt hrly orientation leader	TV012	31-JAN-17
Amanda Williams	AS9219	00	student hrly seed lab	TV012	22-OCT-16
Desmond Williams	SS7845	00	student hrly IM official	TV012	19-JAN-17
Emma Williams	SS8044	00	student hrly String Project	TV012	21-JAN-17
Nicholas Williams	SS7751	00	student hrly Tutor	TV012	22-DEC-16
Rachel Wimmer	SS7966	00	student hrly shop worker	TV012	21-DEC-16
Rachel Wimmer	SS8147	00	student hrly shop assistant	TV012	21-DEC-16
Kami Woldt	SE6761	00	Temporary Clinical Assistant	TV013	21-NOV-16
Stephanie Wootton	AE4534	00	Temp Lab Aide	TV013	21-DEC-16
Rebecca Woytassek	SS8007	00	stdnt hrly Info Exchange Asst	TV012	21-DEC-16
Shihan Wu	SG6832	01	Grad Teach Assist-Instructor	TV013	21-DEC-16
Shihan Wu	SG7581	00	Graduate Research Assistant	TV013	21-DEC-16
Nicole Wyffels	SS8143	00	stdnt hrly Uni program council	TV012	21-NOV-16
Juan Xie	AG9760	00	Graduate Research Assistant	TV013	05-JAN-17
Jinyu Yang	SG8002	02	Graduate Research Assistant	TV013	05-JAN-17
Kaichi Yokote	SS7871	00	student hrly custodial staff	TV012	09-JAN-17
Yoman Yonjan	SS7871	00	student hrly custodial	TV012	03-JAN-17
Dakota York	SG7723	02	Grad Teach Assist-Instructor	TV013	21-DEC-16
Kelsen Young	AS9221	01	student hrly NRM	TV012	31-OCT-16
Taina Youngstrom	SS7756	00	St Hrly-Member Svcs Desk-855	TV012	19-JAN-17
Taina Youngstrom	SS7845	00	student hrly IM official	TV012	19-JAN-17
Jieshi Yu	AG9748	00	Graduate Research Assistant	TV013	21-DEC-16
Quadri Yusuff	SS8147	00	student hrly Research assist	TV012	21-NOV-16
Jacob Zahler	SG7701	00	Grad Teach Assist-Instructor	TV013	21-DEC-16
Andrea Zavadil	SS7748	00	student hrly teaching assist	TV012	21-DEC-16
Andrea Zavadil	SS8233	01	stdnt hrly orientation leader	TV012	31-JAN-17
Logan Zeisler	SS8089	00	student hrly New CA	TV012	21-DEC-16
Shaohu Zhang	SG7581	00	Graduate Research Assistant	TV013	21-DEC-16
Wenfeng Zhang	SE4564	01	Temp visiting research scholar	TV013	21-DEC-16
Yiran Zhang	AS9197	00	student hrly PISci346471000	TV012	21-DEC-16
Dalen Zuidema	SS7743	00	student hrly Cassady TA	TV012	21-JAN-17
Lisa Zweifel	SE6761	00	Temporary Clinical Assistant	TV013	21-DEC-16
Sofiya Zybaylova	SS8082	00	Returning community assist	TV012	21-DEC-16
Nicole Bottjen	SE5999	00	Access Advisor	TV001	03-NOV-16
Jacob Dickert	SE9795	00	Assistant Coach-Football	TV001	10-FEB-17
Michael Dunbar	SE6121	00	Post Doc Research Associate	TV001	21-FEB-17
Sheila LeFebvre	SE6544	00	Temporary Clinical Assistant	TV001	21-JAN-17
Maxim Lebedev	SE6074	00	Post Doc Research Associate	TV002	25-NOV-16
Danielle Ragnone	SE6544	00	Temporary Clinical Assistant	TV001	21-JAN-17
Amanda Sheridan	SE8116	00	Aviation Trainer	TV001	21-DEC-16
Kari Trapp	SE6544	00	Temporary Clinical Assistant	TV001	21-JAN-17
Agatha Ampaire	AG9805	01	Graduate Research Assistant	TV013	31-DEC-16
Robert Arnheim	SE7565	01	Assistant Coach-Football	TV013	21-DEC-16
Robert Arnheim	SE7565	02	Assistant Coach-Football	TV013	21-DEC-16
Brandon Broyhill	SS7844	01	student hrly Aviation trainer	TV012	21-DEC-16
Jacob Dickert	SE9795	01	Assistant Coach-Football	TV013	21-DEC-16
Jacob Dickert	SE9795	02	Assistant Coach-Football	TV013	21-DEC-16
Jason Eck	SE9807	01	Assistant Coach-Football	TV013	21-DEC-16
Jason Eck	SE9807	02	Assistant Coach-Football	TV013	21-DEC-16
Xin Jing	SG8960	00	Graduate Research Assistant	TV013	21-DEC-16
John Johnson	SE6854	01	Assistant Coach-Football	TV013	21-DEC-16
John Johnson	SE6854	02	Assistant Coach-Football	TV013	21-DEC-16
Jeppe Kjaersgaard	SE6816	00	Research Assistant	TV013	21-JAN-17
John Maursetter	AE4663	00	Temp Chemist	TV013	27-NOV-16
William Radigan	AE4524	00	Research Associate	TV013	21-NOV-16
Kunal Sood	SE6094	00	Research Assistant	TV009	21-DEC-16
Jianyuan Sun	SE6370	00	Post Doc Research Associate	TV013	31-DEC-16
David Ussiri	AE9086	01	Post-Doc Research Associate	TV013	31-DEC-16
Tanesha Walker	SE6363	01	Dissertation Fellowship	TV013	21-DEC-16

Faculty Benefit Eligible (FACI)  
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Alham Abuatig	SE6409	00	Assistant Professor	Appointment	74481.00	09-JAN-17

Jennifer Anderson	SE9176	07	Assistant Professor	Supplemental Appointment	500.00	22-JAN-17
Jennifer Anderson	SE9176	08	Assistant Professor	Supplemental Appointment	1000.00	22-JAN-17
Bradley Bowser	SE9452	14	Assistant Professor	Supplemental Appointment	150.00	22-OCT-16
Rebecca Britt	SE9149	05	Assistant Professor	Supplemental Appointment	100.00	22-OCT-16
Heike Bucking	SE7676	11	Professor	Supplemental Appointment	1900.00	22-JAN-17
Michael Dianovsky	SE6848	10	Assistant Professor	Supplemental Appointment	1500.00	22-JAN-17
Matthew Elliott	SE9469	03	Assistant Professor/Ext Spec	Supplemental Appointment	2000.00	22-DEC-16
Andrew Ellis	SE7731	07	Instructor	Supplemental Appointment	1174.00	22-DEC-16
Debra Farver	SE9420	02	Professor	Supplemental Appointment	1000.00	22-JAN-17
Karl Glover	SE9106	10	Professor	Supplemental Appointment	100.00	22-OCT-16
Nicole Graves	SE9374	01	Assistant Professor	Supplemental Appointment	4475.00	22-JAN-17
Timothy Hansen	SE9524	02	Assistant Professor	Supplemental Appointment	100.00	22-OCT-16
W Johnson	SE9557	17	Professor	Supplemental Appointment	100.00	22-OCT-16
Michael Keller	SE9506	30	Professor	Supplemental Appointment	100.00	22-OCT-16
Kevin Kephart	SE6337	00	Professor	Appointment	210000.00	01-JAN-17
Deepthi Kolady	SE6476	01	Assistant Professor	Supplemental Appointment	2000.00	22-DEC-16
Peter Kovacs	SE6481	00	Assistant Professor	Appointment	76457.00	22-NOV-16
Rebecca Kuehl	SE9182	08	Assistant Professor	Supplemental Appointment	500.00	22-JAN-17
Wanlong Li	AE9883	06	Associate Professor	Supplemental Appointment	100.00	22-OCT-16
Charles Macbride	SE7212	11	Assistant Professor	Supplemental Appointment	100.00	22-OCT-16
Madhav Nepal	SE9153	14	Associate Professor	Supplemental Appointment	100.00	22-OCT-16
Morgan Newman	SE9062	00	Assistant Professor	Appointment	60922.00	03-JAN-17
Doang Nguyen	SE9170	00	Assistant Professor	Appointment	82711.00	09-JAN-17
Thandiwe Nleya	SE9400	07	Associate Professor	Supplemental Appointment	100.00	22-OCT-16
Jamie O'Brien	SE9561	25	Professor	Supplemental Appointment	150.00	22-JAN-17
Douglas Prairie	SE9436	00	Instructor	Appointment	70000.00	22-DEC-16
Robbi Pritchard	SE9473	11	Distinguished Professor	Supplemental Appointment	10000.00	22-OCT-16
Anna Sadovnikova	SE9288	01	Assistant Professor	Supplemental Appointment	4000.00	22-NOV-16
Ryan Samuel	AE9082	00	Assistant Research Professor	Appointment	72750.00	23-JAN-17
Joseph Santos	SE9368	29	Professor	Supplemental Appointment	1000.00	22-JAN-17
Clark Sexton	SE4498	01	Temp Event Parking	Supplemental Appointment	435.00	22-DEC-16
Michael Steele	SE8205	03	Director, Academic	Supplemental Appointment	1000.00	22-JAN-17
Mark Stenwedel	SE7130	05	Lecturer	Supplemental Appointment	7153.00	22-JAN-17
Lance Stott	SE9259	00	Lecturer	Appointment	63194.00	22-DEC-16
Robert Thaler	EE9508	12	Professor/Ext Swine Specialist	Supplemental Appointment	100.00	22-OCT-16
E Turnipseed	SE9412	09	Professor	Supplemental Appointment	500.00	22-DEC-16
Nacasius Ujah	SE9560	01	Assistant Professor	Supplemental Appointment	3000.00	22-NOV-16
Julie Walker	EE9239	09	Assoc Prof/Ext Beef Specialist	Supplemental Appointment	100.00	22-OCT-16
Xiuging Wang	SE9102	07	Professor	Supplemental Appointment	100.00	22-OCT-16
Zhiguang Wang	SE9238	17	Associate Professor	Supplemental Appointment	1000.00	22-NOV-16
Joshua Westwick	SE9665	12	Assistant Professor	Supplemental Appointment	3000.00	22-DEC-16
Myounggyu Won	SE9190	02	Assistant Professor	Supplemental Appointment	100.00	22-OCT-16
William Wood	SE9181	05	Assistant Professor	Supplemental Appointment	500.00	22-JAN-17
Cody Wright	EE9247	12	Professor	Supplemental Appointment	1000.00	22-JAN-17
Yajun Wu	SE9316	06	Associate Professor	Supplemental Appointment	100.00	22-OCT-16
Yajun Wu	SE9316	07	Associate Professor	Supplemental Appointment	1000.00	22-JAN-17
Hyeun Joong Yoon	SE8080	02	Assistant Professor	Supplemental Appointment	100.00	22-OCT-16

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

Name Adj.	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New
James Foss	SE6567	01	ESL Instructor	Permanent Change in FTE	17500.00	35000.00	17500.00	
Brian Graeb	SE8107	00	Assistant Professor	Demotion for Cause	76033.00	70401.00	-5632.00	
Kevin Kephart	SE9997	00	VP of Research	Title Change	156570.00	210000.00	53430.00	

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Marie-Pierre Baggett	SE9357	00	Professor	Sabbatical Leave	78540.00	22-DEC-16
Paul Baggett	SE9508	00	Associate Professor	Sabbatical Leave	64482.00	22-DEC-16
Karla Hunter	SE7740	02	Associate Professor	Sabbatical Leave	65744.00	22-DEC-16

Faculty Benefit Eligible (FAC1)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Janine Bassett	SE9053	00	Assistant Professor	TV002	21-DEC-16
Michele Brandenburger	SE7448	06	Lecturer	TV004	21-DEC-16
Joshua Cribbs	SE9484	00	Instruct/Livstck Judging Coach	TV001	31-DEC-16
Niall Hanan	SE9265	00	Professor	TV001	31-DEC-16
Kumar Mullangi	SE7216	00	Instructor	TI002	22-DEC-16
Yunpeng Pan	SE6955	00	Assistant Professor	TV001	21-DEC-16
Jennifer Anderson	SE9176	07	Assistant Professor	TV013	21-FEB-17
Jennifer Anderson	SE9176	08	Assistant Professor	TV013	21-FEB-17
Bradley Bowser	SE9452	14	Assistant Professor	TV013	21-NOV-16
Bruce Brandt	SE9502	00	Professor	TR001	21-DEC-16
Rebecca Britt	SE9149	05	Assistant Professor	TV013	21-NOV-16
Larry Browning	SE9543	26	Professor	TV013	21-DEC-16
Heike Bucking	SE7676	11	Professor	TV013	21-FEB-17
David Casper	SE9449	06	Assistant Professor	TV013	22-OCT-16
Michael Dianovsky	SE6848	10	Assistant Professor	TV013	21-FEB-17
Matthew Elliott	SE9469	03	Assistant Professor/Ext Spec	TV013	21-JAN-17
Andrew Ellis	SE7731	07	Instructor	TV013	21-JAN-17
Debra Farver	SE9420	02	Professor	TV013	21-FEB-17
Roger Gates	EE9139	00	Professor/Ext Spec	TR000	21-DEC-16
Karl Glover	SE9106	10	Professor	TV013	21-NOV-16
Nicole Graves	SE9374	01	Assistant Professor	TV013	21-FEB-17
Laurie Haleta	SE8203	00	Department Head	TR000	21-DEC-16
Laurie Haleta	SE8203	06	Department Head	TV013	21-DEC-16
Laurie Haleta	SE9429	00	Professor	TR000	21-DEC-16
Timothy Hansen	SE9524	02	Assistant Professor	TV013	21-NOV-16
W Johnson	SE9557	17	Professor	TV013	21-NOV-16
Maria Julius	SE9785	00	Retention Advisor	TV013	21-FEB-17
Michael Keller	SE9506	30	Professor	TV013	21-NOV-16
Deepthi Kolady	SE6476	01	Assistant Professor	TV013	21-JAN-17
Rebecca Kuehl	SE9182	08	Assistant Professor	TV013	21-FEB-17
Pamela Leslie-Steen	SE9148	00	Assistant Professor	TR001	21-DEC-16
Wanlong Li	AE9883	06	Associate Professor	TV013	21-NOV-16
Charles Macbride	SE7212	11	Assistant Professor	TV013	21-NOV-16
Madhav Nepal	SE9153	14	Associate Professor	TV013	21-NOV-16
Morgan Newman	SE6742	00	Temp Instructor	TV013	02-JAN-17
Thandiwe Nleya	SE9400	07	Associate Professor	TV013	21-NOV-16
Jamie O'Brien	SE9561	25	Professor	TV013	21-FEB-17
Douglas Prairie	SE6824	00	Temporary Instructor	TV013	21-DEC-16
Robbi Pritchard	SE9473	11	Distinguished Professor	TV013	21-NOV-16
Anna Sadovnikova	SE9288	01	Assistant Professor	TV013	21-DEC-16
Joseph Santos	SE9368	29	Professor	TV013	21-FEB-17
Clark Sexton	SE4498	00	Temp Event Parking	TV013	21-DEC-16
Michael Steele	SE8205	03	Director, Academic	TV013	21-FEB-17
Robert Thaler	EE9508	12	Professor/Ext Swine Specialist	TV013	21-NOV-16
E Turnipseed	SE9412	09	Professor	TV013	21-JAN-17
Nacasius Ujah	SE9560	01	Assistant Professor	TV013	21-DEC-16
Julie Walker	EE9239	09	Assoc Prof/Ext Beef Specialist	TV013	21-NOV-16
Xiuging Wang	SE9102	07	Professor	TV013	21-NOV-16
Zhiguang Wang	SE9238	17	Associate Professor	TV013	21-DEC-16
Myounggyu Won	SE9190	02	Assistant Professor	TV013	21-NOV-16
William Wood	SE9181	05	Assistant Professor	TV013	21-FEB-17
Cody Wright	EE9247	12	Professor	TV013	21-FEB-17
Yajun Wu	SE9316	06	Associate Professor	TV013	21-NOV-16
Yajun Wu	SE9316	07	Associate Professor	TV013	21-FEB-17
Hyeun Joong Yoon	SE8080	02	Assistant Professor	TV013	21-NOV-16

Faculty Non-Benefit Eligible (FAC2) Appointments(AA)						
Name	POSN	SUFF	Job Desc	Change Reason Desc		Ann. Sal. Effective Date
Robyn Amiotte	SE6116	00	Instructor	Hire	Temp Appointment	2524.00 22-JAN-17
Justine Ashokar	SE6776	06	Temporary Instructor	Hire	Temp Appointment	3788.00 22-JAN-17
Ann Marie Bahr	SE6105	02	Instructor	Hire	Temp Appointment	4630.00 22-JAN-17
Cory Begley	SE7595	00	Instructor	Hire	Temp Appointment	3788.00 22-JAN-17
Rosanna Beraldi	SE7687	00	Temporary Instructor	Hire	Temp Appointment	13890.00 09-JAN-17
James Bies	SE7595	04	Instructor	Hire	Temp Appointment	4630.00 22-JAN-17
Deanne Booth	SE7375	00	Temporary Instructor	Hire	Temp Appointment	3000.00 22-JAN-17
Holly Borchers	SE7595	00	Instructor	Hire	Temp Appointment	3788.00 22-JAN-17
Sylvia Buboltz	SE7595	02	Instructor	Hire	Temp Appointment	7576.00 22-JAN-17
Adam Carlson	SE7775	00	Instructor	Hire	Temp Appointment	7576.00 22-JAN-17
Lesley Cook	SE6840	01	Temporary Instructor	Hire	Temp Appointment	3591.00 22-DEC-16
Cameron Corey	SE6117	00	Instructor	Hire	Temp Appointment	3788.00 22-JAN-17
Sally Damm	SE7595	00	Instructor	Hire	Temp Appointment	3788.00 22-JAN-17
Seth Daughters	SE7492	01	Instructor	Hire	Temp Appointment	3788.00 22-JAN-17
Debra DeBates	SE7688	03	Instructor	Hire	Temp Appointment	9270.00 22-JAN-17
Jill Donelan	SE6776	00	Temporary Instructor	Hire	Temp Appointment	7576.00 22-JAN-17
Ashish Dubey	SE7314	00	Instructor	Hire	Temp Appointment	17500.00 22-JAN-17
Kari Eliason	SE6757	03	Temporary Instructor	Hire	Temp Appointment	3788.00 22-JAN-17
Shannon Frewaldt	SE6366	01	Instructor	Hire	Temp Appointment	20204.00 22-JAN-17
Todd Gardner	SE6119	03	Temporary Instructor	Hire	Temp Appointment	7408.00 22-JAN-17
Sheri Gibson	SE6574	00	Assistant Professor - Adjunct	Hire	Temp Appointment	8738.00 22-DEC-16
Bob Gill	SE7375	02	Temporary Instructor	Hire	Temp Appointment	3000.00 22-JAN-17
Nadine Gjerde	SE7595	01	Instructor	Hire	Temp Appointment	7576.00 22-JAN-17
Bobby Goeman	SE6621	11	Temporary Instructor	Hire	Temp Appointment	4509.00 22-DEC-16
Jennifer Goldammer	SE6117	01	Instructor	Hire	Temp Appointment	4630.00 22-JAN-17
Christopher Gruenhagen	SE7492	01	Instructor	Hire	Temp Appointment	2528.00 22-JAN-17
Robert Hill	SE6119	02	Temporary Instructor	Hire	Temp Appointment	378.00 22-JAN-17
Amy Holm	SE7763	02	Instructor	Hire	Temp Appointment	8186.00 22-JAN-17
Robert Holmes	SE7595	01	Instructor	Hire	Temp Appointment	4630.00 22-JAN-17
Angie Iverson-Maggi	SE6455	05	Temporary Instructor	Hire	Temp Appointment	5501.00 06-JAN-17
Jeremy Jackson	SE6117	03	Instructor	Hire	Temp Appointment	3788.00 22-JAN-17
Larry Janssen	SE7686	00	Temporary Instructor	Hire	Temp Appointment	4630.00 22-JAN-17
Jacob Jantzer	SE6117	01	Instructor	Hire	Temp Appointment	13890.00 22-JAN-17
Abby Javurek-Humig	SE6117	02	Instructor	Hire	Temp Appointment	3788.00 22-JAN-17
Abbie Jennings	SE7795	00	Instructor	Hire	Temp Appointment	9909.00 06-JAN-17
Gary Johnson	SE6109	03	Instructor	Hire	Temp Appointment	10000.00 06-JAN-17
Jocelyn Johnson	SE7492	02	Instructor	Hire	Temp Appointment	3788.00 22-JAN-17
Katherine Jorgensen	SE7408	05	Instructor	Hire	Temp Appointment	8100.00 22-JAN-17
Patrick Keller	SE7688	01	Instructor	Hire	Temp Appointment	10803.00 22-JAN-17
Andrea Knox	SE7595	01	Instructor	Hire	Temp Appointment	6312.00 22-JAN-17
Kristofer Kracht	SE6757	02	Temporary Instructor	Hire	Temp Appointment	11364.00 22-JAN-17
Emily Kranz	SE7492	00	Instructor	Hire	Temp Appointment	3788.00 22-JAN-17
Kristin Kuchenbecker	SE6455	01	Temporary Instructor	Hire	Temp Appointment	6173.00 06-JAN-17
Amanda Lambrechts	SE7492	00	Instructor	Hire	Temp Appointment	3788.00 22-JAN-17
Catherine Lockwood	SE6119	02	Temporary Instructor	Hire	Temp Appointment	4630.00 22-JAN-17
Karen Mammenga	SE6761	00	Temporary Clinical Assistant	Hire	Temp Appointment	6750.00 22-JAN-17
William Matson	SE6720	00	Instructor	Hire	Temp Appointment	28000.00 06-JAN-17
Rebecca Maurer	SE7408	07	Instructor	Hire	Temp Appointment	5400.00 22-DEC-16
Rebecca Moen	SE6840	00	Instructor	Hire	Temp Appointment	7209.00 22-DEC-16
Leslie Murphy	SE7687	01	Temporary Instructor	Hire	Temp Appointment	3788.00 22-JAN-17
Kathryn Nevins	SE6840	01	Instructor	Hire	Temp Appointment	3591.00 22-DEC-16
Amy Newstrom	SE7595	00	Instructor	Hire	Temp Appointment	3788.00 22-JAN-17
Christopher Noid	SE7688	01	Instructor	Hire	Temp Appointment	4630.00 22-JAN-17
Katie O'Leary	SE7763	01	Instructor	Hire	Temp Appointment	4093.00 06-JAN-17
Larry Ort	SE6105	03	Instructor	Hire	Temp Appointment	4630.00 22-JAN-17
Suzanne Parrott	SE7688	01	Instructor	Hire	Temp Appointment	3788.00 22-JAN-17
Michael Pate	SE7598	01	Instructor	Hire	Temp Appointment	3788.00 22-JAN-17
Robin Peterson-Lund	SE7795	00	Assistant Professor	Hire	Temp Appointment	1300.00 06-JAN-17
Erica Prins	SE6744	00	Temporary Instructor	Hire	Temp Appointment	3591.00 22-OCT-16
Dasuni Ranapathi Arachchige	SE6119	00	Temporary Instructor	Hire	Temp Appointment	10102.00 22-JAN-17
Brad Richardson	SE6119	03	Temporary Instructor	Hire	Temp Appointment	11364.00 22-JAN-17
Kelli Rolfsmeyer	SE6117	01	Instructor	Hire	Temp Appointment	4630.00 22-JAN-17

Laura Schirber	SE6840	00	Instructor	Hire Temp Appointment	1809.00	06-JAN-17
Bethany Scholten	SE6744	00	Temporary Instructor	Hire Temp Appointment	5400.00	22-OCT-16
Ryan Schuermann	SE6119	01	Temporary Instructor	Hire Temp Appointment	2646.00	22-JAN-17
Stacy Solsaa	SE7595	00	Instructor	Hire Temp Appointment	6312.00	22-JAN-17
Patricia Sortland	SE6742	01	Temp Instructor	Hire Temp Appointment	8100.00	06-JAN-17
Kara Stapert	SE6742	02	Temp Instructor	Hire Temp Appointment	4509.00	06-JAN-17
Erin Stolsmark	SE7595	01	Instructor	Hire Temp Appointment	3788.00	22-JAN-17
Gary Thomas	SE7492	01	Instructor	Hire Temp Appointment	2528.00	22-JAN-17
Virginia Thomson	SE6790	00	Temporary Instructor	Hire Temp Appointment	3788.00	22-JAN-17
Kessa Tribby	SE6742	01	Temp Instructor	Hire Temp Appointment	7209.00	06-JAN-17
Susan Turnipseed	SE7688	01	Instructor	Hire Temp Appointment	4000.00	22-JAN-17
Jeffrey Weldon	SE6144	06	Instructor	Hire Temp Appointment	3788.00	22-JAN-17
Ann Ziebarth	SE6117	02	Instructor	Hire Temp Appointment	4630.00	22-JAN-17
Elizabeth Atwood	SE6688	00	Instructor	Hire Temp Appointment	3788.00	22-JAN-17
Angela Brown	SE7765	02	Instructor	Hire Temp Appointment	3788.00	22-JAN-17
Sara Campbell	SE6688	00	Instructor	Hire Temp Appointment	3788.00	22-JAN-17
Kelli Chromey	SE6087	00	Instructor	Hire Temp Appointment	44000.00	22-JAN-17
Kelli Chromey	SE6757	00	Temporary Instructor	Hire Temp Appointment	22000.00	22-DEC-16
Tami Dale	SE6688	00	Instructor	Hire Temp Appointment	11364.00	22-JAN-17
Patrick Danielson	SE6063	00	Instructor	Hire Temp Appointment	5051.00	22-JAN-17
Kathryn Dirks	SE6001	00	Instructor	Hire Temp Appointment	8186.00	22-JAN-17
Rebecca Ekland	SE6101	00	Instructor	Hire Temp Appointment	3600.00	22-JAN-17
Michael Fellner	SE6688	00	Instructor	Hire Temp Appointment	6173.00	22-JAN-17
David Francis	SE6883	03	Professor	Hire Temp Appointment	22909.00	22-DEC-16
Alan Hall	SE6103	00	Instructor	Hire Temp Appointment	7576.00	22-JAN-17
Lori Hayungs	SE6101	00	Instructor	Hire Temp Appointment	12626.00	22-JAN-17
Ashley Honkamp	SE6688	00	Instructor	Hire Temp Appointment	8576.00	22-JAN-17
Jeffrey Horne	SE7581	00	Instructor	Hire Temp Appointment	20583.81	22-DEC-16
Heidi Johnson	SE6562	00	Instructor	Hire Temp Appointment	3591.00	06-JAN-17
Elizabeth Keeler	SE6063	00	Temp Instructor	Hire Temp Appointment	4630.00	22-JAN-17
Jessica Kirkham	SE6688	00	Instructor	Hire Temp Appointment	10100.00	22-JAN-17
Erin Kline	SE6103	00	Instructor	Hire Temp Appointment	4630.00	22-JAN-17
Cara Knipp	SE7794	01	Instructor	Hire Temp Appointment	14391.00	22-DEC-16
Robin Lerseth	SE7781	00	Instructor	Hire Temp Appointment	7576.00	22-JAN-17
Susan Lorenzen	SE6688	00	Instructor	Hire Temp Appointment	7576.00	22-JAN-17
Adam Luebke	SE6331	00	Instructor	Hire Temp Appointment	18700.00	23-JAN-17
Adam Luebke	SE7763	00	Instructor	Hire Temp Appointment	6821.00	22-JAN-17
Kimberly McCullough	SE6063	00	Instructor	Hire Temp Appointment	11364.00	22-JAN-17
Bruce Millett	SE6063	11	Instructor	Hire Temp Appointment	9260.00	22-JAN-17
Sheri Mommerency	SE6562	00	Instructor	Hire Temp Appointment	4239.00	06-JAN-17
Cindi Penor Ceglian	SE6688	00	Instructor	Hire Temp Appointment	13895.00	22-JAN-17
Jill Petersen	SE6562	00	Instructor	Hire Temp Appointment	9600.00	22-JAN-17
Rich Picasso	SE6688	00	Instructor	Hire Temp Appointment	3788.00	22-JAN-17
Sylvia Pickard	SE7794	00	Instructor	Hire Temp Appointment	12609.00	22-DEC-16
Kelsey Raml	SE7765	00	Instructor	Hire Temp Appointment	11364.00	22-JAN-17
Jane Roy	SE6101	00	Instructor	Hire Temp Appointment	16414.00	22-JAN-17
Joao Santos	SE6063	00	Temp Instructor	Hire Temp Appointment	12346.00	22-JAN-17
Janice Schardin	SE7794	00	Instructor	Hire Temp Appointment	10800.00	22-DEC-16
Marie Schmit	SE7765	00	Instructor	Hire Temp Appointment	5048.00	22-JAN-17
Stephen Snyder	SE6001	00	Instructor	Hire Temp Appointment	40928.00	22-JAN-17
Lauri Sohl	SE6063	00	Temp Instructor	Hire Temp Appointment	5678.00	22-JAN-17
Mark Sternhagen	SE6377	00	Instructor	Hire Temp Appointment	2524.00	22-JAN-17
Seth Studer	SE6001	00	Instructor	Hire Temp Appointment	8186.00	22-JAN-17
Erika Tritle	SE7793	00	Instructor	Hire Temp Appointment	4630.00	22-JAN-17
Courtney Van Zee	SE6688	00	Instructor	Hire Temp Appointment	7576.00	22-JAN-17
Beverly Warne	SE6562	00	Instructor	Hire Temp Appointment	13230.00	06-JAN-17
Kari York	SE6101	00	Instructor	Hire Temp Appointment	6592.00	22-JAN-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.								
Joo Yeon Chon	SE7282	00	Instructor	Title Change	50830.00	50830.00	0.00	
Vonglakhone Rathsachack	SE7610	00	Instructor	Change Salary Rate/Pay Grade	9260.00	9260.00	0.00	

Faculty Non-Benefit Eligible (FAC2)  
Leave of Absence(LA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Elizabeth Atwood	SE6688	00	Instructor	FY Contract Completion	3788.00	22-DEC-16
Axton Betz-Hamilton	SE7581	00	Instructor	FY Contract Completion	4630.00	22-DEC-16
Angela Brown	SE7765	02	Instructor	FY Contract Completion	3788.00	22-DEC-16
Sara Campbell	SE6688	00	Instructor	FY Contract Completion	3788.00	22-DEC-16
Tami Dale	SE6688	00	Instructor	FY Contract Completion	7576.00	22-DEC-16
Patrick Danielson	SE6063	00	Instructor	FY Contract Completion	5051.00	22-DEC-16
Kathryn Dirks	SE6001	00	Instructor	FY Contract Completion	16371.00	22-DEC-16
Rebecca Ekeland	SE6001	01	Instructor	FY Contract Completion	4093.00	22-DEC-16
Rebecca Ekeland	SE6001	01	Instructor	FY Contract Completion	4093.00	21-FEB-17
Rebecca Ekeland	SE6101	00	Instructor	FY Contract Completion	1900.00	22-DEC-16
Michael Fellner	SE6688	00	Instructor	FY Contract Completion	4630.00	22-DEC-16
David Francis	SE6883	03	Professor	FY Contract Completion	53892.00	22-OCT-16
Alan Hall	SE6103	00	Instructor	FY Contract Completion	3788.00	22-DEC-16
Lori Hayungs	SE6101	00	Instructor	FY Contract Completion	8576.00	22-DEC-16
Ashley Honkamp	SE6688	00	Instructor	FY Contract Completion	4788.00	22-DEC-16
Erin Kane	SE6688	00	Instructor	FY Contract Completion	1895.00	22-DEC-16
Elizabeth Keeler	SE6063	00	Temp Instructor	FY Contract Completion	9260.00	22-DEC-16
Jessica Kirkham	SE6688	00	Instructor	FY Contract Completion	8836.00	22-DEC-16
Erin Kline	SE6103	00	Instructor	FY Contract Completion	13890.00	22-DEC-16
Cara Knipp	SE7794	01	Instructor	FY Contract Completion	10800.00	22-NOV-16
Robin Lerseth	SE7781	00	Instructor	FY Contract Completion	5788.00	22-DEC-16
Susan Lorenzen	SE6688	00	Instructor	FY Contract Completion	7576.00	22-DEC-16
Tamera Lunday	SE6688	00	Instructor	FY Contract Completion	7576.00	22-DEC-16
Kimberly McCullough	SE6063	00	Instructor	FY Contract Completion	7576.00	22-DEC-16
Bruce Millett	SE6063	11	Instructor	FY Contract Completion	13890.00	22-DEC-16
Jill Petersen	SE6562	00	Instructor	FY Contract Completion	23382.00	06-JAN-17
Rich Picasso	SE6688	00	Instructor	FY Contract Completion	7576.00	22-DEC-16
Kevin Pond	SE8058	00	Instructor	FY Contract Completion	6050.00	22-DEC-16
Kelsey Raml	SE7765	00	Instructor	FY Contract Completion	7576.00	22-DEC-16
Jane Roy	SE6101	00	Instructor	FY Contract Completion	15152.00	22-DEC-16
Joao Santos	SE6063	00	Temp Instructor	FY Contract Completion	12346.00	22-DEC-16
Marie Schmit	SE7765	00	Instructor	FY Contract Completion	5048.00	22-DEC-16
Stephen Snyder	SE6001	00	Instructor	FY Contract Completion	20464.00	22-DEC-16
Lauri Sohl	SE6063	00	Temp Instructor	FY Contract Completion	7576.00	22-DEC-16
Mark Sternhagen	SE6377	00	Instructor	FY Contract Completion	10102.00	22-DEC-16
Seth Studer	SE6001	00	Instructor	FY Contract Completion	8186.00	22-DEC-16
Erika Trittle	SE7793	00	Instructor	FY Contract Completion	9260.00	22-DEC-16
Kari York	SE6101	00	Instructor	FY Contract Completion	8316.00	22-DEC-16

Faculty Non-Benefit Eligible (FAC2)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Charles Abbott	SE6063	00	Instructor	TV013	21-DEC-16
Chad Adamson	SE7492	00	Instructor	TV013	21-DEC-16
Nirmal Adhikari	SE7314	00	Instructor	TV013	21-DEC-16
Angela Arneson	SE6455	00	Temporary Instructor	TV013	08-NOV-16
Justine Ashokar	SE6776	05	Temporary Instructor	TV013	21-DEC-16
Ann Marie Bahr	SE6105	01	Instructor	TV013	21-DEC-16
Charles Carlson	SE6851	00	Visiting Instructor	TV013	21-DEC-16
Jameson Clarke	SE7492	00	Instructor	TV013	21-DEC-16
Joey Collins	SE6117	08	Visiting Instructor	TV013	21-DEC-16
Lesley Cook	SE6840	00	Visiting Instructor	TV013	21-DEC-16
Sherry Curtis-Cramer	SE7775	03	Visiting Instructor	TV013	21-DEC-16
Debra DeBates	SE7688	02	Instructor	TV013	21-DEC-16
Dan Digatono	SE6776	01	Temporary Instructor	TV013	21-DEC-16
Ashish Dubey	SE4502	00	Temp Research Assistant	TV013	21-DEC-16
Matthew Engel	SE6119	00	Temporary Instructor	TV013	21-DEC-16
Kathryn Engle	SE6467	01	Temporary Instructor	TV013	21-DEC-16
Joshua English	SE7763	01	Instructor	TV013	21-DEC-16
Cheryl Feiock	SE7598	01	Instructor	TV013	21-DEC-16
Shannon Frewaltdt	SE6366	00	Visiting Instructor	TV013	21-DEC-16

Todd Gardner	SE6119 02	Temporary Instructor	TV013	21-DEC-16
Nadine Gjerde	SE6776 01	Temporary Instructor	TV013	21-DEC-16
Bobby Goeman	SE6621 10	Temporary Instructor	TV013	21-DEC-16
Janet Gritzner	SE6119 03	Temporary Instructor	TV013	21-DEC-16
Rachel Headley	SE6119 02	Temporary Instructor	TV013	21-DEC-16
Amy Holm	SE7763 01	Instructor	TV013	21-DEC-16
Laura Hughes	SE6776 01	Temporary Instructor	TV013	21-DEC-16
Angie Iverson-Maggi	SE6455 04	Temporary Instructor	TV013	21-DEC-16
Jeremy Jackson	SE6117 02	Visiting Instructor	TV013	21-DEC-16
Jacob Jantzer	SE6117 00	Visiting Instructor	TV013	21-DEC-16
Abbie Jennings	SE6742 01	Temp Instructor	TV013	05-JAN-17
Andree Johnson	SE6776 00	Temporary Instructor	TV013	21-DEC-16
Jocelyn Johnson	SE7492 01	Instructor	TV013	21-DEC-16
Richard Jones	SE6840 02	Visiting Instructor	TV013	21-DEC-16
Katherine Jorgensen	SE7408 04	Instructor	TV013	21-DEC-16
John Keeler	SE6467 00	Temporary Instructor	TV013	21-DEC-16
Patrick Keller	SE7688 00	Instructor	TV013	21-DEC-16
Andrea Knox	SE6776 00	Temporary Instructor	TV013	21-DEC-16
Andrea Knox	SE7595 00	Instructor	TV013	21-DEC-16
Kristofer Kracht	SE6757 01	Temporary Instructor	TV013	21-DEC-16
Kristin Kuchenbecker	SE6455 00	Temporary Instructor	TV013	21-DEC-16
Kami Kurtenbach	SE6580 02	Temporary Instructor	TV013	21-DEC-16
Reed Mahlke	SE6117 00	Visiting Instructor	TV013	21-DEC-16
Karen Mammenga	SE6781 03	Visiting Instructor	TV013	21-DEC-16
Lonell Moeller	SE6372 00	Instructor	TV013	21-DEC-16
Rebecca Moen	SE6790 00	Temporary Instructor	TV013	21-DEC-16
Leslie Murphy	SE7687 00	Visiting Instructor	TV013	21-DEC-16
Alina Negoescu	SE6119 02	Temporary Instructor	TV013	21-DEC-16
Kathryn Nevins	SE6840 00	Visiting Instructor	TV013	21-DEC-16
Christopher Noid	SE7688 00	Instructor	TV013	21-DEC-16
Katie O'Leary	SE7763 00	Instructor	TV013	21-DEC-16
Larry Ort	SE6105 02	Instructor	TV013	21-DEC-16
Robin Peterson-Lund	SE6840 00	Instructor	TV013	05-JAN-17
John Phillips	SE6117 04	Visiting Instructor	TV013	21-DEC-16
Erica Prins	SE6744 00	Temporary Instructor	TV013	21-DEC-16
Brad Richardson	SE6063 00	Instructor	TV013	21-DEC-16
Laura Schirber	SE6742 00	Temp Instructor	TV013	05-JAN-17
Rebecca Schmieding	SE6109 03	Visiting Instructor	TV013	21-DEC-16
Bethany Scholten	SE6744 00	Temporary Instructor	TV013	21-JAN-17
Ryan Schuermann	SE6119 00	Temporary Instructor	TV013	21-DEC-16
Stacy Solsaa	SE6776 02	Temporary Instructor	TV013	21-DEC-16
Patricia Sortland	SE6742 00	Temp Instructor	TV013	05-JAN-17
Kara Stapert	SE6742 01	Temp Instructor	TV013	05-JAN-17
Patrick Steffensen	SE7686 01	Temporary Instructor	TV013	21-DEC-16
Erin Stolsmark	SE6776 01	Temporary Instructor	TV013	21-DEC-16
Donald Struck	SE6436 01	Assistant Professor	TV013	05-JAN-17
Kessa Tribby	SE6742 00	Temp Instructor	TV013	05-JAN-17
Jay Trobec	SE7619 05	Visiting Instructor	TV013	21-DEC-16
Kristi Vensand-Hall	SE6537 02	Temporary Instructor	TV013	21-DEC-16
Joshua Warne	SE6361 00	Temporary Instructor	TV013	21-DEC-16
Jordan Purintun	SE6449 00	Instructor	TV001	21-DEC-16
Axton Betz-Hamilton	SE7581 00	Instructor	TV013	21-JAN-17
Kelli Chromey	SE6757 00	Temporary Instructor	TV013	21-JAN-17
Erin Kane	SE6688 00	Instructor	TV013	21-JAN-17
Tamera Lunday	SE6688 00	Instructor	TV013	21-JAN-17
Cindi Penor Ceglian	SE6776 00	Temporary Instructor	TV013	21-DEC-16
Stephen Pohl	SE6585 00	Professor	TV013	21-NOV-16
Courtney Van Zee	SE6776 00	Temporary Instructor	TV013	21-DEC-16
Beverly Warne	SE6391 00	Adjunct/Temp Instructor	TV013	21-DEC-16

#### ECLS 45 Volunteers

Banner ID	Name	Department	Institution
A00208086	Jill Anderson	4H Programs	SDSU
A00183830	Dale Baumeister	4H Programs	SDSU
A00195798	Nichole Beyers	4H Programs	SDSU
A00208324	Anna Bissell	4H Programs	SDSU
A00148183	Lesley Braun	4H Programs	SDSU
A00185284	Gary Bubbers	4H Programs	SDSU



A00173284	Barbara Clark	4H Programs	SDSU
A00185306	Narcel Clark	4H Programs	SDSU
A00003579	Carole Curtis	4H Programs	SDSU
A00173410	Laura Davis	4H Programs	SDSU
A00173425	Elizabeth Deserly	4H Programs	SDSU
A00173435	Eric Dissing	4H Programs	SDSU
A00173436	Rechelle Dissing	4H Programs	SDSU
A00173439	Dawne Donner	4H Programs	SDSU
A00207715	Alan Eikmeier	4H Programs	SDSU
A00080300	Danielle Eppe	4H Programs	SDSU
A00149166	Kari Feldhaus	4H Programs	SDSU
A00173818	Lori Fods	4H Programs	SDSU
A00212194	Michael Frost	4H Programs	SDSU
A00065251	Stacy Frost	4H Programs	SDSU
A00091287	Janet Fuhrmann	4H Programs	SDSU
A00173530	Joseph Galbraith	4H Programs	SDSU
A00175753	Harley Galpin	4H Programs	SDSU
A00187056	Jenny Galpin	4H Programs	SDSU
A00207866	Alan Gebhard	4H Programs	SDSU
A00175905	Troy Geis	4H Programs	SDSU
A00173557	Carmen Grace	4H Programs	SDSU
A00173559	Gerald Grace	4H Programs	SDSU
A00173637	Ryan Holien	4H Programs	SDSU
A00173639	Cassie Holtz	4H Programs	SDSU
A00173640	Todd Holtz	4H Programs	SDSU
A00173643	Jeremiah Horst	4H Programs	SDSU
A00014114	Jean Hutson	4H Programs	SDSU
A00186821	Scott Ivey	4H Programs	SDSU
A00149170	Janann Jones	4H Programs	SDSU
A00135732	Alex Jung	4H Programs	SDSU
A00079769	John Jung	4H Programs	SDSU
A00212187	Robert Kalmbach	4H Programs	SDSU
A00065966	James Kanable	4H Programs	SDSU
A00173860	LeRoy Kilber	4H Programs	SDSU
A00148186	Scott Kilber	4H Programs	SDSU
A00149173	Andrea Kilker	4H Programs	SDSU
A00173893	Carolyn Knutson	4H Programs	SDSU
A00208768	James Koch	4H Programs	SDSU
A00072874	Michael Kraft	4H Programs	SDSU
A00195815	Deidre Lange	4H Programs	SDSU
A00173926	Camellia Larson	4H Programs	SDSU
A00173706	Stephanie Luvaas-Jung	4H Programs	SDSU
A00173977	Gina Maher	4H Programs	SDSU
A00148187	Colette Maier	4H Programs	SDSU
A00148189	Russell Maier	4H Programs	SDSU
A00193617	Keegan Mertens	4H Programs	SDSU
A00196385	Jennifer Meyer	4H Programs	SDSU
A00183812	Tera Meyer	4H Programs	SDSU
A00090943	Bonnie Nehlich	4H Programs	SDSU
A00174179	Clay Olivier	4H Programs	SDSU
A00148191	Jessica Olivier	4H Programs	SDSU
A00208359	Katherine Osterman	4H Programs	SDSU
A00195821	Amanda Rawden	4H Programs	SDSU
A00175764	Holly Roe-Johnson	4H Programs	SDSU
A00208075	Thomas Scherff	4H Programs	SDSU
A00003382	Ruth Schmeichel	4H Programs	SDSU
A00102708	James Slunecka	4H Programs	SDSU
A00174554	Heidi Sylte	4H Programs	SDSU
A00149186	Julie Symens	4H Programs	SDSU
A00212188	Tanner White	4H Programs	SDSU
A00195814	Chad Williams	4H Programs	SDSU
A00175542	Alan Winterton	4H Programs	SDSU
A00175545	LaDonna Winterton	4H Programs	SDSU
A00174721	Teresa Wolles	4H Programs	SDSU
A00164998	Emily Kirchner	AROTC-Military Science	SDSU
A00211565	Dennis McQuay	AROTC-Military Science	SDSU
A00154944	Chelsea Menser	AROTC-Military Science	SDSU
A00180912	Jean Skoglund	AROTC-Military Science	SDSU

A00167062	Francis Tusha	AROTC-Military Science	SDSU
A00209994	Micah Bauer	Admissions	SDSU
A00195875	Rosemarie Clauson	Admissions	SDSU
A00210010	Evan Fick	Admissions	SDSU
A00194144	Tristin Fliehe	Ag & Biological Sci-Academic Progs	SDSU
A00167832	Ethan Groos	Ag & Biological Sci-Academic Progs	SDSU
A00171079	Stephanie Hennen	Ag & Biological Sci-Academic Progs	SDSU
A00184079	Matthew Kunerth	Ag & Biological Sci-Academic Progs	SDSU
A00179415	Cody Myers	Ag & Biological Sci-Academic Progs	SDSU
A00185925	Austin Price	Ag & Biological Sci-Academic Progs	SDSU
A00088878	Tammy Rebelein	Ag & Biological Sci-Academic Progs	SDSU
A00204718	Lane Aune	Ag & Biological Sciences	SDSU
A00145429	Lori Cope	Ag & Biological Sciences	SDSU
A00191118	Peyton Dejong	Ag & Biological Sciences	SDSU
A00004793	Elizabeth Gorham	Ag & Biological Sciences	SDSU
A00211564	Billy Lind	Ag & Biological Sciences	SDSU
A00179244	Kyla Mauk	Ag & Biological Sciences	SDSU
A00197941	Madelyn Regier	Ag & Biological Sciences	SDSU
A00209993	Katrina Talich	Ag & Biological Sciences	SDSU
A00176759	Esther Mosase	Ag & Biosystems Engineering	SDSU
A00001224	Jeanette Gibbons	Ag Experiment Station-AES	SDSU
A00170750	Halley Basche	Agricultural Heritage Museum	SDSU
A00209078	Evan Berg	Agricultural Heritage Museum	SDSU
A00180790	Johanna Fuhr	Agricultural Heritage Museum	SDSU
A00062850	Kathryn Gustafson	Agricultural Heritage Museum	SDSU
A00187322	Kendra Hinton	Agricultural Heritage Museum	SDSU
A00212096	Cynthia Josephsen	Agricultural Heritage Museum	SDSU
A00210887	Jan Selken	Agricultural Heritage Museum	SDSU
A00130132	Elaine Fritz	Agronomy,Horticulture, & Plant Sci	SDSU
A00003661	Kelley Tilmon	Agronomy,Horticulture, & Plant Sci	SDSU
A00212564	Jichang Wu	Agronomy,Horticulture, & Plant Sci	SDSU
A00180468	Cade Opheim	Animal Science	SDSU
A00200819	Gary Rohrer	Animal Science	SDSU
A00211560	Alexis Dooley	Architecture	SDSU
A00212178	Dikshya Acharya	Biology & Microbiology	SDSU
A00211568	Benjamin Lichty	Civil & Environmental Engineering	SDSU
A00211638	Matthew Zobel	Civil & Environmental Engineering	SDSU
A00187919	Jade Heilman	Communication Studies & Theatre	SDSU
A00163865	Patrick Gillespie	Construction & Operations Mgmt	SDSU
A00209992	Ha Jung	Consumer Sciences	SDSU
A00114957	Adrian Malterud	Consumer Sciences	SDSU
A00179877	Miranda Sullivan	Consumer Sciences	SDSU
A00207703	Evan Lowry	Dairy & Food Science	SDSU
A00185301	Navid Mohammad Imran	Electrical Engr & Computer Science	SDSU
A00047039	Tauna Ireland	Food & Families Programs-Ext	SDSU
A00212177	Rebecca Carpenter-Barnes	Intercollegiate Athletics	SDSU
A00212278	Jacob Blindauer	Intramural & Club Sports	SDSU
A00163851	Dakota Dodds	Intramural & Club Sports	SDSU
A00211562	Michael Flynn	Intramural & Club Sports	SDSU
A00198149	Brady McDonald	Intramural & Club Sports	SDSU
A00169950	Robert McLean	Intramural & Club Sports	SDSU
A00180994	Chase Ditmanson	Music	SDSU
A00130411	Gabrielle Maltaverne	Natural Resource Management	SDSU
A00212176	Aaron Pearse	Natural Resource Management	SDSU
A00189129	Chelsea Werdel	Natural Resource Management	SDSU
A00178029	Rebecca Glanzer	Pharmaceutical Sciences	SDSU
A00148268	Mary Fiedler	SD Art Museum	SDSU
A00209995	Linda Hansen	SD Art Museum	SDSU
A00004745	Joanne Jacobsen	SD Art Museum	SDSU
A00206660	Ann Fritz	School of Design	SDSU
A00168564	Daniel Pettit	School of Design	SDSU
A00002280	Maryjo Lee	Sociology & Rural Studies	SDSU
A00183983	Julia Andrus	University Housing	SDSU
A00183646	Chad Nazda	University Housing	SDSU
A00212149	Tyler Powers	University Housing	SDSU
A00162457	Nicole Wasserman	University Housing	SDSU

P2RNJOB

South Dakota Board of Regents  
BOR Routine  
Date Range : 22-OCT-16 thru 21-FEB-17  
For :USD

03/10/2017 08:30:04

Ver: 072011.28a

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Michael Anderson	UE9789	00	Facility Worker	Appointment	26103.50	27-DEC-16
Mark Bahm	UE9768	00	Facility Worker	Appointment	26103.50	28-NOV-16
Sydney Bartunek	UE7309	00	Marketing Specialist	Appointment	41495.20	22-NOV-16
Ilmira Dulyanova	UE8061	05	Adjunct Instructor	Hire Temp Appointment	5420.00	22-JAN-17
Andrew Erickson	QE9690	00	Auxiliary Services Assistant	Appointment	28599.45	29-NOV-16
Julie Fallan	QE9716	16	Program Assistant I	Hire Temp Appointment	125.00	22-DEC-16
Devin Gay	UE9350	00	Facility Worker	Appointment	26103.37	29-NOV-16
Devin Gay	UE9770	00	Storekeeper	Appointment	26623.49	22-DEC-16
Vanessa Gleason	UE9124	00	Law Enforcement Officer	Appointment	47215.09	17-JAN-17
Donald Harris	UE9119	07	Ath Video Prod Scoreboard Tech	Supplemental Appointment	1026.00	22-DEC-16
Sandra Harris	UE7149	00	Facility Worker	Appointment	26103.50	15-FEB-17
Lisa Heiderman	UE9355	00	Custodial Supervisor II	Appointment	38708.06	19-DEC-16
Echo Heinrich	UE7138	00	Facility Worker	Appointment	25625.11	31-OCT-16
Amber Hursell	UE9776	00	Facility Worker	Appointment	25167.52	15-DEC-16
Maelynn Jandreau	UE9350	00	Facility Worker	Appointment	26103.50	29-DEC-16
Fred Johnson	UE9798	00	Custodial Supervisor I	Appointment	35068.13	04-DEC-16
Patrick Johnson	UE9766	00	Custodial Supervisor I	Appointment	35068.13	13-NOV-16
Kody Jones	UE9787	00	Facility Worker	Appointment	25167.52	09-FEB-17
Morgan Kline	UE9759	00	Facility Worker	Appointment	25625.11	27-DEC-16
Shawn Laber	UE7146	00	Facility Worker	Appointment	26103.50	28-NOV-16
Kyle Mohr	UE9705	00	Grounds Keeper	Appointment	25541.91	03-JAN-17
Veronica Murray	QE8731	00	Program Assistant I	Appointment	32759.37	30-JAN-17
Katherine Nelson	UE9888	00	Web Content Editor	Appointment	38333.66	03-JAN-17
Mary Olson	UE9759	00	Facility Worker	Appointment	25163.48	22-OCT-16
Mary Olson	UE9762	00	Facility Worker	Appointment	25163.48	22-DEC-16
Russell Osterberg	UE7150	00	Custodial Supervisor I	Appointment	35068.13	12-DEC-16
Diane Penfield	UE9457	00	Accounting Assistant	Appointment	34735.33	15-DEC-16
Edward Pickett	UE9316	09	SDHSAA FB Chain Gang	Supplemental Appointment	350.00	22-OCT-16
Taylor Pierce	UE9788	00	Facility Worker	Appointment	25625.11	07-NOV-16
Elizabeth Rakness	UE9122	00	Law Enforcement Officer	Appointment	47215.09	17-JAN-17
Levi Reuss	UE9388	01	FB Instant Replay Tech	Supplemental Appointment	112.50	22-NOV-16
Tiffany Roetman	UE9318	00	SR Build Maint- Locksmith	Appointment	34007.35	31-OCT-16
Jaysri Sankaran	UE9279	02	Swim Meets Official/Athletics	Supplemental Appointment	300.00	22-JAN-17
Glen Schmidt	UE9384	00	Facility Worker	Appointment	26103.50	27-DEC-16
Coral Selken	FE9986	00	Program Assistant II	Appointment	41079.21	28-NOV-16
Coral Selken	FE9986	01	Program Assistant II	Appointment	41079.21	22-DEC-16
Jenifer Shaffer	UE9745	00	Program Assistant II	Appointment	42119.19	24-DEC-16
Nicole Smidt	UE9686	00	Senior Secretary	Appointment	36399.30	17-JAN-17
Herbert Ian Solilapsi	QE8993	00	Sr Computer Support Specialist	Appointment	47797.48	23-JAN-17
Spencer Stahly	UE9380	00	Athletics Facility Worker	Appointment	27039.48	09-JAN-17
Jaclyn Stelling	UE7175	00	Grant Specialist I	Appointment	40789.00	09-JAN-17
Pierre-Marie Suarez	UE9320	00	Building Engineer II	Appointment	60000.00	03-JAN-17
Robert Swaney	FE9937	00	Building Manager	Appointment	29119.44	08-FEB-17
Samantha Thompson	FE9982	00	Senior Secretary	Appointment	31719.39	22-DEC-16
Suzan Turnquist	UE9463	00	Program Assistant I	Appointment	35546.52	31-JAN-17
Benjamin Velten	UE9788	00	Facility Worker	Appointment	25625.11	27-DEC-16
Denise Walter	UE9198	00	Facility Worker	Appointment	26103.50	23-NOV-16
Denise Walter	UE9776	00	Facility Worker	Appointment	26103.50	16-NOV-16
Julia Wessel	UE9365	00	Senior Secretary	Appointment	32821.77	22-DEC-16
Julia Wessel	UE9691	00	Senior Secretary	Appointment	27351.47	24-OCT-16
Rebecca Zabel	UE6812	00	Business Development Manager	Appointment	47902.00	21-FEB-17

ATTACHMENT I 125

Career Service Benefit Eligible (CSA1)								
Permanent Salary Adjustment(SP)								
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New
Adj.								
<hr/>								
Hillary Ahmed	UE9612	00	Senior Secretary	End of Probation Adjust	30637.81	32169.70	1531.89	
Caroline Anderberg	UE9746	00	Reference CSA Librarian	Permanent Additional Duties	39720.42	40912.04	1191.62	
Noelle Ballard	UE9764	00	Facility Worker	End of Probation Adjust	26103.50	27147.64	1044.14	
Kyra Blatchford	UE7490	00	Purchasing/Property Mgmt Offic	Change in Overtime Eligibility	43441.46	43441.46	0.00	
Vanessa Carlson	UE9633	00	Senior Secretary	FY Salary Increase	31397.74	31397.74	0.00	
John Carrington	UE9703	00	Grounds Specialist -Irrigation	End of Probation Adjust	29469.26	30942.72	1473.46	
Daniel DeBoer	UE7092	00	Grounds Specialist- Field Tech	End of Probation Adjust	28837.61	30279.43	1441.82	
Nicholas Eicher	UE9773	00	Facility Worker	End of Probation Adjust	25625.11	26906.36	1281.25	
Julie Fallan	QE9716	17	CSA Employee of Month Jan 2017	Salary Enhance/Special Award	150.00			
Alexandra Gallo	UE7074	00	Univ Law Enforcement Officer	Demotion for Cause	44760.74	47215.09	2454.35	

Career Service Benefit Eligible (CSA1)									
Temporary Salary Adjustments(ST)									
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New	
Adj.									
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Jane Munkvold	UE9101	00	BOR HR Generalist I	Temporary Additional Duties	39636.92	1189.11	40826.03		

Career Service Benefit Eligible (CSA1) Terminated					
Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
-----	-----	-----	-----	-----	-----
Rickey Backer	UE6812	00	Business Development Manager	TV001	03-FEB-17
Mark Bahm	UE9768	00	Facility Worker	TI001	03-FEB-17
Ashley Bohlen	UE9463	00	Program Assistant I	TV000	21-DEC-16
Michael Bohm	FE9937	00	Building Manager	TI000	14-DEC-16
Alison Buckman	UE9359	00	Training Specialist	SA017	21-FEB-17
Linda Burcham	UE8998	01	Program Assistant I	TV001	02-DEC-16
Michelle Carlson	QE8690	00	Senior Secretary	TV001	17-NOV-16
Peter Chapman	UE6764	00	Visual Editor & Archivist	TV001	06-JAN-17
Anita Eisenbeis Paz	UE9629	00	Health Assistant	TI001	30-JAN-17
Nancy Frantz	QE9653	00	Senior Secretary	TI000	05-JAN-17
Devin Gay	UE9350	00	Facility Worker	SA011	21-DEC-16
Devin Gay	UE9768	00	Facility Worker	SA017	28-NOV-16
Jamie Hall	UE9122	00	Univ Law Enforcement Officer	TV000	13-JAN-17
Shery Hawley	UE9666	00	Teacher Aide	TI000	14-DEC-16
Lisa Heiderman	UE7150	00	Custodial Supervisor I	SA011	18-DEC-16
Amber Hursell	UE9776	00	Facility Worker	TI001	07-FEB-17
Bryant Jackson	UE9793	00	Univ Law Enforcement Officer	SA011	21-FEB-17
Fred Johnson	UE9762	00	Facility Worker	SA011	03-DEC-16
Patrick Johnson	UE9776	00	Facility Worker	SA011	12-NOV-16
Richard Johnson	UE9124	00	Police Officer	TV000	02-NOV-16
Jared Kuchta	UE9354	00	Facility Worker	SA017	21-FEB-17
Andrew Lemrick	UE6790	00	Graphics Designer	SA017	21-FEB-17
Mary Olson	UE9759	00	Facility Worker	SA017	21-DEC-16
Tonya Olson	UE9718	00	Digital Access Librarian - CSA	TV001	28-DEC-16
Russell Osterberg	UE9789	00	Facility Worker	SA011	11-DEC-16
Diane Penfield	QE8731	00	Program Assistant I	SA017	14-DEC-16
Taylor Pierce	UE9788	00	Facility Worker	TV001	12-DEC-16
Katie Pingrey	UE9686	00	Senior Secretary	TI000	21-DEC-16
Juston Sangster	UE7127	00	University Law Enforcement Off	SA011	21-FEB-17
Glen Schmidt	UE7149	00	Facility Worker	SA017	26-DEC-16
Christina Schroeder	UE9365	01	Senior Secretary	TV001	09-DEC-16
James Schultz	UE9198	00	Facility Worker	SA017	21-NOV-16
Jenifer Shaffer	UE8970	00	Program Assistant II	SA017	23-DEC-16
Joshua Thompson	UE9770	00	Custodial Eq Tech/Storekeeper	TV000	21-DEC-16
Benjamin Velten	UE9384	00	Facility Worker	SA017	26-DEC-16
Benjamin Velten	UE9788	00	Facility Worker	TI000	20-FEB-17

Julia Wessel	UE9691 00	Senior Secretary	SA017	21-DEC-16
Coral Selken	ME9758 00	Asst to Dean Stdts/VP Stdt Dev	SA018	27-NOV-16
Robert Anderson	UE9787 00	Facility Worker	TR001	24-JAN-17
Dustin Baker	UE9741 01	Registration Officer	TV013	21-DEC-16
Ilmira Dulyanova	UE8061 04	Adjunct Instructor	TV013	21-DEC-16
Alexandra Engel	UE9794 00	Security Officer	TV009	21-FEB-17
Lee Engel	UE9125 00	University Law Enforce Super	TV009	21-FEB-17
Julie Fallan	QE9716 16	Program Assistant I	TV013	21-JAN-17
Julie Fallan	QE9716 17	CSA Employee of Month Jan 2017	TV013	21-JAN-17
Catherine Ganschow	UE9683 01	Nov 2016 CSA Employ of Month	TV013	21-DEC-16
Donald Harris	UE9119 07	Ath Video Prod Scoreboard Tech	TV013	21-JAN-17
Joseph Jamison	UE9655 00	Brand Identity/Licensing Off	TV009	06-DEC-16
Danell Kindt	UE9327 01	Dec 2016 CSA Employee of Month	TV013	21-DEC-16
Jeffrey Meyer	UE9380 00	Athletics Facility Worker	TV009	09-DEC-16
Edward Pickett	UE9316 09	SDHSAA FB Chain Gang	TV013	21-NOV-16
Elizabeth Rakness	US8344 02	Ticket Writer	TV012	16-JAN-17
Elizabeth Rakness	US8344 03	Special Events	TV012	16-JAN-17
Levi Reuss	UE9388 01	FB Instant Replay Tech	TV012	21-DEC-16
Jaysri Sankaran	UE9279 02	Swim Meets Official/Athletics	TV013	21-FEB-17
Coral Selken	FE9986 00	Program Assistant II	TV013	21-DEC-16
Spencer Stahly	US7385 00	Ath Facilities/Game Day	TV012	08-JAN-17
Pierre-Marie Suarez	UE8378 00	Temp Build Maint Assist	TV013	21-DEC-16
Darla Tassler	UE9278 01	CSA Employee of Month Oct 2016	TV013	21-NOV-16
Monica Tiaht	UE9348 01	CSA Employ of Month - Feb 2017	TV013	21-FEB-17
Emily Van Gerpen	UE9888 00	Web Content Editor	TV009	23-NOV-16
Denise Walter	UE9776 00	Facility Worker	TV013	21-NOV-16

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Debora Alickson	QE8683	01	NCI Interviewer	Hire Temp Appointment	1300.00	06-FEB-17
Byron Banasiak	UE8495	02	Marketing Temp Videographer	Hire Temp Appointment	7800.00	22-DEC-16
James Brady	UE7261	00	Chain Gang SD HS FB Champ	Hire Temp Appointment	1083.25	10-NOV-16
Ella Brooks	QE9412	00	Assistant	Hire Temp Appointment	42299.40	22-JAN-17
Michael Bryant	UE9776	00	Facility Worker	Hire Temp Appointment	25625.11	22-NOV-16
Debra Bukrey	QE8683	00	NCI Interviewer	Hire Temp Appointment	1300.00	06-FEB-17
Emily Bye	UE8215	00	Head Start Babysitter	Hire Temp Appointment	2222.83	22-OCT-16
Ashley Chick	QE8683	00	NCI Interviewer	Hire Temp Appointment	1300.00	06-FEB-17
Jo Anne Cleveland	QE8683	01	NCI Interviewer	Hire Temp Appointment	1300.00	06-FEB-17
Deborah Cogburn	UE7261	00	Ath Facilities Game Day Staff	Hire Temp Appointment	1733.20	29-DEC-16
Tisha DeGross	QE8683	00	NCI Interviewer	Hire Temp Appointment	1300.00	06-FEB-17
Alicia Dohn	QE8683	00	NCI Interviewer	Hire Temp Appointment	1300.00	06-FEB-17
Jessica Dopheide	UE8468	00	Counselor	Hire Temp Appointment	3640.35	06-DEC-16
Benjamin Dowling	UE8089	02	Math Tutor	Continuing Education/Extension	2400.00	22-DEC-16
Ann Dvorak	QE8683	00	NCI Interviewer	Hire Temp Appointment	1300.00	06-FEB-17
Hailee Eisenbeisz	QE8683	00	NCI Interviewer	Hire Temp Appointment	1300.00	06-FEB-17
Sandra Fahlberg	UE8215	00	Sub Teacher	Hire Temp Appointment	3964.26	22-NOV-16
Gordana Filipovic	UE8179	00	Training Specialist	Hire Temp Appointment	1765.10	22-JAN-17
Daneen Gannon	UE8215	00	HS Sub Long Term Aide	Hire Temp Appointment	1368.00	17-JAN-17
Karen Gerety	UE8486	00	Disability Services Coordinato	Hire Temp Appointment	10920.00	24-OCT-16
Brett Glirbas	QE8683	02	NCI Interviewer	Hire Temp Appointment	1300.00	06-FEB-17
Curtis Haakinson	UE7261	01	SDHSAA FB Chain Gang	Hire Temp Appointment	541.63	10-NOV-16
Beth Haug	QE8683	00	NCI Interviewer	Hire Temp Appointment	1300.00	06-FEB-17
Morgan Herbster	UE8495	00	Marketing Retail Clerk	Hire Temp Appointment	25999.80	08-DEC-16
Amanda Hofland	QE8683	02	NCI Interviewer	Hire Temp Appointment	1300.00	06-FEB-17
Dennis Hook	QE8683	02	NCI Interviewer	Hire Temp Appointment	1300.00	06-FEB-17
Elizabeth Hughes	UE8468	00	Counselor	Hire Temp Appointment	3640.35	06-DEC-16
Brandy Jensen	UE8215	01	HS Sub Teacher Aide	Hire Temp Appointment	782.54	22-JAN-17
Simon Johnson	UE7261	01	SDHSAA FB Chain Gang	Hire Temp Appointment	379.14	10-NOV-16
Veeranjaneyulu Kale	US8037	01	Research Assistant	Hire Temp Appointment	3549.00	23-JAN-17
Veeranjaneyulu Kale	US8308	00	Test Proctor	Hire Temp Appointment	411.64	24-OCT-16
Dalton Kats	UE8513	00	Front Desk Assistant	Hire Temp Appointment	2274.83	15-DEC-16
Dalton Kats	UE8513	01	Personal Trainer	Hire Temp Appointment	3964.70	22-DEC-16
Anita Lyden	QE8683	02	NCI Interviewer	Hire Temp Appointment	1300.00	06-FEB-17
Susan Lyman	UE8324	00	Print Shop Technician	Hire Temp Appointment	4159.68	07-DEC-16
Linda Mattson	QE9457	01	Temp Program Assistant	Hire Temp Appointment	4680.00	22-NOV-16

Lynne Munger	QE8683	01	NCI Interviewer	Hire Temp Appointment	1300.00	06-FEB-17
Kathryn Naylor	QE8667	01	Standardized Patient	Hire Temp Appointment	80.00	22-OCT-16
Kathryn Naylor	QE8667	02	Standardized Patient	Hire Temp Appointment	40.00	22-OCT-16
Kathryn Naylor	QE8667	03	Standardized Patient	Hire Temp Appointment	180.00	22-OCT-16
Kraig Nelson	UE8522	00	Game Day Ticket Office Staff	Hire Temp Appointment	2027.84	22-DEC-16
Sarah Nelson	UE7579	00	PFBA Temp Assistant	Hire Temp Appointment	346.60	22-DEC-16
Glenda Ofstehage	UE7037	00	Int'l Ofc Temp Labor	Hire Temp Appointment	7799.85	12-JAN-17
Troy Osterloo	QE8683	00	NCI Interviewer	Hire Temp Appointment	1300.00	06-FEB-17
Alec Plitzuweit	UE7261	00	Ath Facilities Game Day Staff	Hire Temp Appointment	1733.20	17-JAN-17
Alexis Plitzuweit	UE7261	00	Ath Facilities Game Day Staff	Hire Temp Appointment	1733.20	17-JAN-17
Jeffrey Rarick	UE8179	02	Training Specialist	Hire Temp Appointment	11850.00	22-JAN-17
Michael Rath	UE7261	02	SDHSAA FB Chain Gang	Hire Temp Appointment	541.63	10-NOV-16
Katie Redden	UE8522	00	Game Day Staff/Ticket Office	Hire Temp Appointment	2166.50	28-DEC-16
Allison Reuland	UE8450	01	Sub Childcare Assistant	Hire Temp Appointment	4226.04	22-DEC-16
Lynn Risty	QE8683	00	NCI Interviewer	Hire Temp Appointment	1300.00	06-FEB-17
Elaine Roberts	QE8683	00	NCI Interviewer	Hire Temp Appointment	1300.00	06-FEB-17
James Robertson	UE8116	02	Research Assistant	Hire Temp Appointment	1299.90	22-OCT-16
Melinda Sandau	QE8764	06	Sim Lab Tech - W	Hire Temp Appointment	664.30	22-OCT-16
Melinda Sandau	QE9421	00	Sim Lab Tech - Watertown	Hire Temp Appointment	683.28	22-JAN-17
Sanam Sane	QE9484	03	BBS Temp Post Doc Lab Asst	Hire Temp Appointment	370.80	20-DEC-16
Deven Scott	UE8324	01	Fleet Dispatcher	Hire Temp Appointment	2004.01	22-DEC-16
Trever Serr	UE8513	00	Building Manager	Hire Temp Appointment	6669.00	22-DEC-16
Brenda Smith	QE8683	00	NCI Interviewer	Hire Temp Appointment	1300.00	06-FEB-17
Derek Smith	QE8683	02	NCI Interviewer	Hire Temp Appointment	1300.00	06-FEB-17
Velorise Steinhauer	QE8683	01	NCI Interviewer	Hire Temp Appointment	1300.00	06-FEB-17
Sheila Strobel	QE8683	00	NCI Interviewer	Hire Temp Appointment	1300.00	06-FEB-17
Mary Sutter	QE9295	04	SOM Temp Assistant	Hire Temp Appointment	5823.72	03-JAN-17
Joseph Sweets	FE9975	00	Temp. PT Chem. Tutor	Hire Temp Appointment	5199.60	07-FEB-17
Cindy Taber	QE8683	02	NCI Interviewer	Hire Temp Appointment	1300.00	06-FEB-17
Eagappanath Thiruppathi	UE7515	01	BME Temp	Hire Temp Appointment	6929.21	22-DEC-16
Rhonda Tompkins	QE8683	00	NCI Interviewer	Hire Temp Appointment	1300.00	06-FEB-17
Brittany Tycz	UE8495	00	Creative Services Temp Labor	Hire Temp Appointment	8190.00	22-DEC-16
Kelly Vander Pol	QE8683	02	NCI Interviewer	Hire Temp Appointment	1300.00	06-FEB-17
Brenda Veldkamp	UE8215	00	HS Sub Long Term Aide	Hire Temp Appointment	4680.00	01-FEB-17
Bonnie Wade	QE8683	01	NCI Interviewer	Hire Temp Appointment	1300.00	06-FEB-17
Kevin White	UE7037	01	IEP Part-time Instructor SP17	Hire Temp Appointment	6630.00	09-JAN-17
Hilary Wieck	UE8215	00	HS Sub Teacher	Hire Temp Appointment	1132.65	22-JAN-17
Tana Zwart	QE8683	02	NCI Interviewer	Hire Temp Appointment	1300.00	06-FEB-17

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

Name Adj.	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New
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Emily Bye	UE8215	00	Head Start Babysitter	Minimum Wage Increase	2222.83	2222.83	0.00	
Kiana Dowdell	UE8450	00	Childcare Temp Assistant	Minimum Wage Increase	4445.66	4445.66	0.00	
Erin Gustaf	QE9574	00	Temp Office Assistant	Minimum Wage Increase	7113.26	7113.26	0.00	
Sarah Hamze	UE8215	03	HS Sitter	Minimum Wage Increase	3334.24	3334.24	0.00	
Sarah Hamze	UE8215	04	EHS Sitter	Minimum Wage Increase	3334.24	3334.24	0.00	
Taylor Wingert	QE9484	01	BBS Temp Lab Assistant	Minimum Wage Increase	3334.24	3334.24	0.00	

Career Service Non-Benefit Eligible (CSA2)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
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Michael Bryant	UE9776	00	Facility Worker	TV000	05-DEC-16
James Brady	UE7261	00	Chain Gang SD HS FB Champ	TV013	30-NOV-16
Debra Bukrey	NE9479	01	Student Teacher Sprvsr	TV013	21-DEC-16
Benjamin Dowling	UE8089	01	Math Tutor	TV013	21-DEC-16
Gordana Filipovic	UE8179	00	Training Specialist	TV013	21-FEB-17
Gordana Filipovic	UE9745	00	Law School Accountant	TR001	21-DEC-16
Karen Goblirsch	UE8495	00	Marketing Retail Clerk	TV013	21-FEB-17
Curtis Haakinson	UE7261	01	SDHSAA FB Chain Gang	TV013	12-NOV-16
Simon Johnson	UE7261	01	SDHSAA FB Chain Gang	TV013	12-NOV-16
Travis Jorgensen	FE9941	01	Temp. PT Help Desk Assistant	TV013	21-FEB-17

Veeranjaneyulu Kale	US8308 00	Test Proctor	TV012	30-OCT-16
Dalton Kats	UW7404 00	Wellness Center Fall/Spring WS	TV012	14-DEC-16
John King	UE8495 00	MARKETING RETAIL OPS WORKER	TV013	21-DEC-16
Morgan Kleinsasser	FE9975 00	Tutor	TV013	21-DEC-16
Bethany Latterell	NS9438 00	Stu Pub Reporter \$1./col inch	TV012	21-DEC-16
Bethany Latterell	NS9438 01	Student Archivist for Exponent	TV012	21-DEC-16
Linda Mattson	QE9457 00	Temp Program Assistant	TV013	21-NOV-16
Martese McGregor	FE9975 00	Temp. Part-time Tutor	TV013	21-DEC-16
Cheryl Mockler	UE8495 00	Marketing Retail Clerk	TV013	21-FEB-17
Kathryn Naylor	QE8667 01	Standardized Patient	TV013	21-NOV-16
Kathryn Naylor	QE8667 02	Standardized Patient	TV013	21-NOV-16
Kathryn Naylor	QE8667 03	Standardized Patient	TV013	21-NOV-16
Kraig Nelson	UG7575 01	GAA-Athletics/Ticket Office	TV012	21-DEC-16
Sarah Nelson	UE7579 00	PFBA Temp Assistant	TV013	21-FEB-17
Sarah Nelson	US8199 02	PFBA Student Assistant	TV012	21-DEC-16
Joseph Pessia	FE9941 01	Temp. PT Help Desk Assistant	TV013	21-FEB-17
Michael Rath	UE7261 02	SDHSAA FB Chain Gang	TV013	12-NOV-16
Teresa Rentsch	UE8269 00	Temp Senior Secretary	TV013	21-DEC-16
Teresa Rentsch	UE9691 00	Temp Senior Secretary	TV013	21-DEC-16
Allison Reuland	UE8450 01	Sub Childcare Assistant	TV013	21-DEC-16
James Robertson	UE8116 01	Research Assistant	TV013	21-NOV-16
James Robertson	UE8116 02	Research Assistant	TV013	21-DEC-16
Melinda Sandau	QE8764 06	Sim Lab Tech - W	TV013	21-NOV-16
Sanam Sane	QE9484 02	BBS Temp Post Doc Lab Asst	TV013	19-DEC-16
Deven Scott	UG8711 01	Graduate Teaching Assistant	TV012	21-DEC-16
Deven Scott	US8317 02	Fleet Dispatcher	TV012	21-DEC-16
Trever Serr	UG7468 01	WC Facilities GAA	TV012	21-DEC-16
Mary Sutter	QE9295 04	SOM Temp Assistant	TV013	21-DEC-16
Eagappanath Thiruppathi	UE7515 01	BME Temp	TV013	21-DEC-16
Elizabeth Tong	UE8206 00	Info Specialist-Temp	TV013	21-FEB-17
Brittany Tycz	US8488 01	Print/Graphics Student Wkr II	TV012	21-DEC-16
Ashley Welbig	QE8683 00	Temp Office Assistant	TV013	21-DEC-16
Sophia Wermers	US8010 02	Student Gallery Worker	TV012	07-DEC-16
Kevin White	FE9970 01	Temp. Part-time Secretary	TV013	21-DEC-16
Kevin White	FE9975 00	Temp. Part-time Tutor	TV013	21-DEC-16
Kevin White	UE7037 00	Conversation Lab Leader	TV013	13-DEC-16
Taylor Wingert	QE9484 01	BBS Temp Lab Assistant	TV013	21-JAN-17
Jane Yarbrough	QE9295 01	Temp Secretary	TV013	21-DEC-16

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Joseph Barth	UE8250	03	Instructor	Overload for Teaching	3390.00	22-JAN-17
Joseph Barth	UE9858	00	Education/Disabilities Coordin	Appointment	25433.00	22-NOV-16
Susan Benton	UE9749	00	Head Tech and Collection Svs	Appointment	45010.33	07-NOV-16
Lisa Bonneau	UE7085	00	Assessment Associate	Appointment	68000.00	01-DEC-16
Kevin Brady	QE9936	16	Athletics Game Day Prod Ops	Supplemental Appointment	2718.00	22-NOV-16
Heather Buckley	QE9928	00	Education Coordinator	Appointment	65000.00	21-NOV-16
James Cooper	UE7059	00	Online Enrollment Coordinator	Appointment	37501.68	07-NOV-16
Marisa Cummings	UE6756	00	CARE Program Coordinator	Appointment	45000.00	14-FEB-17
Tyler Dopheide	UE8223	00	Instructor	Overload for Teaching	2260.00	22-JAN-17
De Vee Dykstra	UE8205	00	Professor	Hire Temp Appointment	225.00	22-DEC-16
Courtney Eidem	UE7247	00	HS Teacher	Appointment	9678.00	28-NOV-16
Courtney Eidem	UE8215	01	HS Sub Teacher Aide	Hire Temp Appointment	2913.44	15-NOV-16
Michael Ewald	UE9918	00	Manager of Media Relations	Appointment	50000.00	03-JAN-17
Bruce Fischbach	UE8223	00	Instructor	Overload for Teaching	2260.00	22-JAN-17
Daniel Fitzsimmons	UE7053	01	Adjunct Instructor	Continuing Education/Extension	3390.00	22-JAN-17
John Flack	UE9236	07	Ath Video Board Operator	Supplemental Appointment	2655.00	22-NOV-16
David Gottsleben	UE8223	00	Instructor	Overload for Teaching	5650.00	22-JAN-17
Kimberly Grieve	UE9992	02	VP Student Svs/Dean-Students	Continuing Education/Extension	4146.00	22-JAN-17
Linda Halliburton	UE6787	00	Director of Grad Bus & Exec Ed	Appointment	75000.00	24-OCT-16
Darin Hochstein	UE7040	00	SOE Recruiter	Appointment	38500.00	22-NOV-16
Leo Huber	UE7053	00	Adjunct Instructor	Continuing Education/Extension	3390.00	22-JAN-17
Travis Jensen	UE6824	00	Director, Law School Admission	Appointment	47500.00	07-DEC-16
Darin Jerke	UE7339	06	Education Technology Integrati	Continuing Education/Extension	4520.00	22-JAN-17
Heather Johnson	UE9546	03	Instructor	Continuing Education/Extension	2313.06	22-JAN-17

Anne Kleinhesselink	QE8657	00	Instructor	Appointment	43394.25	22-NOV-16
Eric Kurtz	UE8250	00	Instructor	Overload for Teaching	4146.00	22-JAN-17
Annie Lockwood	UE7131	03	Assistant Coach - Softball	Supplemental Appointment	1225.00	22-DEC-16
Ryan Los	UE7297	02	Education Tech INtegrationist	Continuing Education/Extension	4146.00	22-JAN-17
Jason Mahowald	UE9836	12	Summer Swim Camp Head Coach	Supplemental Appointment	3000.00	22-NOV-16
Gina Mairose	UE8170	01	Law Library Admin Asst	Hire Temp Appointment	1677.00	22-DEC-16
Mark Maxon	UE9910	00	Dir, Cntr Acad & Global Engage	Appointment	55000.00	30-NOV-16
Matthew Middleton	UE8223	00	Instructor	Overload for Teaching	3390.00	22-JAN-17
David Milke	UE7156	00	Director of FB Operations	Appointment	37500.00	09-JAN-17
Kimberly Morecraft	QE9887	11	Fitness Instructor	Supplemental Appointment	562.35	22-DEC-16
Patrick Morrison	UE6870	01	Assist Dir Int'l Student	Continuing Education/Extension	4146.00	22-JAN-17
Eric Mosterd	UE9861	18	Assist Dir, CTL	Continuing Education/Extension	2850.00	22-JAN-17
Justin Noehren	UE7035	00	Assistant Comptroller	Appointment	63000.00	13-FEB-17
Jamie Oyen	UE8223	00	Instructor	Overload for Teaching	3390.00	22-JAN-17
Jennifer Peterson	UE7256	02	Academic Advisor	Continuing Education/Extension	1200.00	22-JAN-17
Jennifer Peterson	UE7256	03	Academic Advisor	Continuing Education/Extension	250.00	22-JAN-17
Soren Peterson	UE7242	00	Global Learning Advisor	Appointment	43000.00	23-JAN-17
Debra Robertson	UE9812	05	Coordinator	Hire Temp Appointment	13560.00	22-JAN-17
Kyle Schoenfelder	UE6757	00	Academic Advisor	Appointment	43500.00	03-JAN-17
Sheryl Scott	UE8940	00	Talent Search Advisor	Appointment	17032.00	05-DEC-16
Lamont Sellers	ME9190	00	Facilitator	Supplemental Appointment	1200.00	22-JAN-17
Kylea Shelley	UE8223	00	Instructor	Overload for Teaching	2260.00	22-JAN-17
Devra Sigle-Hermosilla	UE8178	00	Adjunct Instructor	Hire Temp Appointment	4800.00	22-JAN-17
Connor Singhisen	UE9921	02	WBB Referee	Supplemental Appointment	370.00	22-NOV-16
Connor Singhisen	UE9921	02	WBB Referee	Hire Temp Appointment	370.00	22-JAN-17
Michael Suing	UE6765	02	Yoga Instructor	Supplemental Appointment	1282.50	22-DEC-16
Howard Thomas	UE8151	00	Adjunct Instructor	Hire Temp Appointment	4520.00	22-JAN-17
Wendy Thorson	UE7435	00	Online Enrollment Coordinator	Appointment	41000.00	19-DEC-16
Joseph Thunte	UE8223	00	Instructor	Overload for Teaching	3390.00	22-JAN-17
Amber Tompkins	UE7136	00	Online Enrollment Coordinator	Appointment	38000.00	03-JAN-17
Robert Wagner	UE9838	03	Head Coach - Softball	Supplemental Appointment	2100.00	22-DEC-16
Gary Wald	UE9801	00	Talent Search Advisor	Appointment	31041.71	26-JAN-17
Virginija Wilcox	UE6807	00	Coordinator Global Engagement	Appointment	40500.00	22-DEC-16
Elyce Yelk	UE9854	00	Graduate Recruitment Coord	Appointment	42000.00	08-DEC-16

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.								
Ammara Abdullah	QE8899	00	BBS Postdoctoral Fellow	Sal Adj-Unusual Circumstance	42989.00	47500.00	4511.00	
Linda Anderson	UE9396	00	Advisor	Change in Overtime Eligibility	25693.22	25693.22	0.00	
Babu Baniya	UE7337	00	Postdoctoral Researcher	Salary Enhance/Special Award	40989.60	47500.00	6510.40	
Pamela Berreth	UE8891	00	Talent Search Advisor	Change in Overtime Eligibility	30743.00	30743.00	0.00	
Donald Carrels	UE7290	00	Communications Coordinator	Sal Adj-Unusual Circumstance	47206.37	47500.00	293.63	
Anna Christensen	UE6768	00	Manager of Marketing/External	Permanent Change in FTE	60000.00	28002.00	-31998.00	
James Cooper	UE7059	00	Online Enrollment Coordinator	Change in Overtime Eligibility	37501.68	37501.68	0.00	
Jacob Daughhetee	UE6780	00	Postdoctoral Researcher	Salary Enhance/Special Award	46000.00	47500.00	1500.00	
Clinton Dodge	UE9237	00	Academic Advisor	Title Change	38616.87	38616.87	0.00	
Luci Drapeau	QE9940	00	BRIN Tribal College Coord	Sal Adj-Unusual Circumstance	42445.87	47500.00	5054.13	
Shannon Fairholm	UE9672	01	Test Center Admin/Manager Corr	Sal Adj-Unusual Circumstance	46300.00	47500.00	1200.00	
Lisa Feller	QE9805	00	Associate Professor	Permanent Change in FTE	54408.13			
Lisa Feller	QE9970	00	Acad Program & Site Director	Permanent Change in FTE	108816.27	54408.14	-54408.13	
Daniel Fitzsimmons	UE9827	18	Head Coach - W XC	Salary Enhance/Special Award	1500.00			
Rajeshwary Ghosh	QE8885	00	Post Doc Research Fellow	Sal Adj-Unusual Circumstance	45444.00	47500.00	2056.00	
Lindsay Hayes	UE9329	00	Coord, Stdnt & Inst Assessment	Permanent Additional Duties	46237.50	47500.00	1262.50	
Mary Heiberger	UE7148	00	Education/Disabilities Assist	Change in Overtime Eligibility	29895.00	29895.00	0.00	
Kasie Heiden	UE9231	00	International Student Advisor	Change in Overtime Eligibility	40996.01	40996.01	0.00	
David Herbster	UE9929	09	Director of Athletics	Salary Enhance/Special Award	750.00			
Andrea Herrera	QE8897	00	Postdoctoral Researcher	Sal Adj-Unusual Circumstance	43262.00	47500.00	4238.00	
Shannon Hirsch	QE8895	00	Lab Teaching Coord	Sal Adj-Unusual Circumstance	46435.74	47500.00	1064.26	
Leo Huber	UE9824	12	Dir Track & Field/HC W Track	Salary Enhance/Special Award	1000.00			
Emily Kabeiseman	QE8762	00	Research Associate III	Reclassification	33979.42	47476.00	13496.58	
Jason Kemnitz	QE8711	00	Asst Dean, Acad Dev & Fac Aff	Reclassification	86288.58	94917.00	8628.42	
Anne Kleinhesselink	QE9941	00	Stu Services Coord	Permanent Change in FTE	86788.50	43394.25	-43394.25	
Sujan Lamichhane	UE6894	00	Postdoctoral Research Associate	Salary Enhance/Special Award	42000.00	47500.00	5500.00	
Jia Li	UE7257	00	Post Doctoral Researcher	Sal Adj-Unusual Circumstance	40000.00	47500.00	7500.00	



Yanying Liu	QE9897	01	BBS Postdoctoral Fellow	Sal Adj-Unusual Circumstance	44278.50	47500.00	3221.50
David Lorenz	UE7564	00	Academic Advisor	Change in Overtime Eligibility	26842.42	26842.42	0.00
Wei Lv	UE7570	00	Postdoctoral Research Fellow	Salary Enhance/Special Award	43600.06	47500.00	3899.94
Kathryn Magorian	QE9094	00	Assistant Professor	Permanent Change in FTE	53404.01		
Kathryn Magorian	QE9969	00	Dir, Nursing Vermillion Campus	Permanent Change in FTE	106808.03	53404.02	-53404.01
Gina Mairose	UE7236	00	Advisor	Change in Overtime Eligibility	29998.80	29998.80	0.00
Frank Maue	UE8587	00	Residence Hall Director	Change in Overtime Eligibility	29366.21	29366.21	0.00
Cassidy McFarland	UE8588	00	Residence Hall Director	Change in Overtime Eligibility	29664.00	29664.00	0.00
Annalissa Miller	UE8585	00	Residence Hall Director	Change in Overtime Eligibility	29664.00	29664.00	0.00
Martha Miller	UE8999	00	Advisor	Change in Overtime Eligibility	32349.48	32349.48	0.00
Jiawei Min	QE8898	00	Post Doctoral Researcher	Sal Adj-Unusual Circumstance	42840.00	47500.00	4660.00
Bo Pan	QE9076	00	BBS Postdoctoral Fellow	Sal Adj-Unusual Circumstance	43848.50	47500.00	3651.50
Kelsie Poe	UE8590	00	Residence Hall Director	Change in Overtime Eligibility	29664.00	29664.00	0.00
Tiffany Poor Bear	UE9398	00	Field Advisor-Upward Bound	Change in Overtime Eligibility	36050.00	36050.00	0.00
Sarah Porter-Liddell	UE8586	00	Residence Hall Director	Change in Overtime Eligibility	28807.45	28807.45	0.00
Yupu Qiao	UE6799	00	Post Doc Research II	Sal Adj-Unusual Circumstance	42559.14	47500.00	4940.86
Drew Ritchie	UE9865	00	Director of Student Engagement	Permanent Additional Duties	45000.00	47500.00	2500.00
Courtney Roberts	UE9807	00	Multicultural Recruiting Coord	Change in Overtime Eligibility	36399.30	36399.30	0.00
Laura Roof	UE8889	00	SFL Director	Permanent Additional Duties	46350.00	47500.00	1150.00
Becki Rosane	UE9229	00	Advisor	Change in Overtime Eligibility	25576.63	25576.63	0.00
Michael Runde	UE9828	03	Assistant Coach - Volleyball	Salary Enhance/Special Award	750.00		
Brittany Sage	UE8037	00	Assist Dir, Admissions	Permanent Additional Duties	45025.96	48500.00	3474.04
Keith Thompson	UE9799	01	Assist Manager, Grounds	Sal Adj-Unusual Circumstance	44350.00	47500.00	3150.00
Michele Turner	UE9247	00	Coord Prevention & Counselor	Change in Overtime Eligibility	35280.00	35280.00	0.00
Danielle Vanderlei	UE7179	00	Admissions Counselor	Change in Overtime Eligibility	35199.16	35199.16	0.00
Lynelle Whitebull	UE9805	00	Advisor	Change in Overtime Eligibility	34204.39	34204.39	0.00
Deidra Whiteman	UE6766	00	GearUp Regional Coordinator	Permanent Additional Duties	44000.00	47500.00	3500.00
Leanne Williamson	UE9834	05	Head Coach - Volleyball	Salary Enhance/Special Award	1500.00		
Diane Wirth	UE6836	00	Retail Development Coordinator	Reclassification	43428.23	48000.00	4571.77
Penglong Wu	QE9921	00	Exchange Researcher	Permanent Additional Duties	18000.00	27000.00	9000.00
Peng Xiao	QE9898	00	BBS Postdoctoral Fellow	Sal Adj-Unusual Circumstance	42989.00	47500.00	4511.00
QingQing Yao	UE7568	00	Postdoctoral Research Fellow	Salary Enhance/Special Award	43301.18	47500.00	4198.82

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New
Marcella Hurley	NE9974	13	OCE-BADM-360-NCC01	Shared Employee Agreement	3231.00	3877.20	7108.20	

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Susan Benton	UE9732	00	Library Associate	SA011	06-NOV-16
Matthew Domke	QE9708	00	Research Associate I	TV001	09-NOV-16
Lisa Hanson	FE9994	00	Academic & Career Advisor	TV001	22-DEC-16
Travis Jensen	UE9854	00	Graduate Recruitment Coordinat	TV000	06-DEC-16
Derric Miller	QE8710	00	Director of Info Dissemination	TV001	21-NOV-16
Kelsie Poe	UE8590	00	Residence Hall Director	TV001	13-JAN-17
Kyle Schoenfelder	UE9891	00	Director, MUC	SA017	02-JAN-17
Ethan Thompson	QE9910	00	Research Assistant I	TV001	08-DEC-16
Catherine Wagner	UE9879	00	Director of Planning	TV000	24-OCT-16
Elyce Yelk	UE7136	00	On-Line Graduate Recruiter	TV000	07-DEC-16
Joseph Barth	UE8250	00	Adjunct Instructor	TV013	21-DEC-16
Kevin Brady	QE9936	16	Athletics Game Day Prod Ops	TV013	21-DEC-16
Tyler Dopheide	UE8223	00	Instructor	TV013	21-DEC-16
De Vee Dykstra	UE8205	00	Professor	TV013	21-JAN-17
Courtney Eidem	UE8215	00	HS Sub Teacher	TV013	27-NOV-16
Courtney Eidem	UE8215	01	HS Sub Teacher Aide	TV013	27-NOV-16
Bruce Fischbach	UE8223	00	Instructor	TV013	21-DEC-16
Daniel Fitzsimmons	UE8223	04	Instructor	TV013	21-DEC-16
Daniel Fitzsimmons	UE9827	18	Head Coach - W XC	TV013	21-NOV-16
John Flack	UE9236	07	Ath Video Board Operator	TV013	21-DEC-16
David Gottsleben	UE8223	00	Instructor	TV013	21-DEC-16

Kimberly Grieve	UE8241	00	Lecturer	TV013	21-DEC-16
Lucas Groth	UE7156	00	Director of Football Operation	TV009	13-JAN-17
David Herbster	UE9929	09	Director of Athletics	TV013	21-DEC-16
Leo Huber	UE9824	12	Dir Track & Field/HC W Track	TV013	21-NOV-16
Marcella Hurley	NE9974	12	Adj Instr-Online/Cont Ed	TV013	21-DEC-16
Darin Jerke	UE7339	05	Education Technology Integrat	TV013	21-DEC-16
Wendy Johnson	UE8223	00	Instructor	TV013	21-DEC-16
Eric Kurtz	UE8250	00	Instructor	TV013	21-DEC-16
Annie Lockwood	UE7131	03	Assistant Coach - Softball	TV013	21-JAN-17
Ryan Los	UE7297	01	Education Tech Integrationist	TV013	21-DEC-16
Jason Mahowald	UE9836	12	Summer Swim Camp Head Coach	TV013	21-DEC-16
Gina Mairose	UE8170	01	Law Library Admin Asst	TV013	21-DEC-16
Abby Mettler	UE8938	00	Assistant Athletic Trainer	TV009	03-JAN-17
Kimberly Morecraft	QE9887	11	Fitness Instructor	TV013	21-JAN-17
Eric Peterson	UE8223	00	Instructor	TV013	21-DEC-16
Jennifer Peterson	UE7256	01	Academic Advisor	TV013	21-DEC-16
Jennifer Peterson	UE7256	02	Academic Advisor	TV013	21-FEB-17
Jennifer Peterson	UE7256	03	Academic Advisor	TV013	21-FEB-17
Debra Robertson	UE9812	05	Coordinator	TV013	21-DEC-16
Debra Robertson	UE9812	05	Coordinator	TV013	21-FEB-17
Michael Runde	UE9828	03	Assistant Coach - Volleyball	TV013	21-DEC-16
Lamont Sellers	ME9190	00	Facilitator	TV013	21-FEB-17
Lamont Sellers	UE8160	00	Adjunct Instructor	TV013	21-DEC-16
Kaitlin Shook	UE7247	00	Head Start Center Teacher	TV009	23-NOV-16
Devra Sigle-Hermosilla	UE7129	01	Adjunct Professor	TV013	21-DEC-16
Connor Singhisen	UE9921	02	WBB Referee	TV013	21-DEC-16
Connor Singhisen	UE9921	02	WBB Referee	TV013	21-FEB-17
Arun Kumar Soma	UE7098	00	Postdoctoral Researcher	TV009	21-NOV-16
Michael Suing	UE6765	02	Yoga Instructor	TV013	21-JAN-17
Sean Tuttle	UE7267	00	Director of Compliance - Ath	TV009	21-NOV-16
Robert Wagner	UE9838	03	Head Coach - Softball	TV013	21-JAN-17
Leanne Williamson	UE9834	05	Head Coach - Volleyball	TV013	21-DEC-16
Sarah Wittmuss	UE9232	01	Instructor	TV013	21-DEC-16

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Savannah Aanderud	US8434	00	Desk Worker	Hire Temp Appointment	1499.22	22-JAN-17
Mary Aberle	QS9477	00	BBS Student Lab Assistant	Hire Temp Appointment	1874.02	12-JAN-17
Supun Randil Abe Abeyratne Heru	US8371	01	Temp Building Maint Assist	Hire Temp Appointment	4959.00	22-DEC-16
Ebenezer Adewumi	UG8722	00	Int'l Ofc Graduate Admin Asst	Hire Temp Appointment	5070.20	09-JAN-17
Diing Agany	US7508	00	Research Asst	Hire Temp Appointment	7799.40	06-FEB-17
Christina Amatyia	QG8919	05	Grad Assistant - Research	Hire Temp Appointment	11701.65	22-DEC-16
Taylor Anderson	US8317	00	Car Washer	Hire Temp Appointment	2339.82	27-DEC-16
Zachary Anderson	US8100	00	Chemistry Student Assistant	Hire Temp Appointment	2166.50	31-JAN-17
Zoe Anderson	UW8517	00	Athletics W Study/Facilities	Hire Temp Appointment	1000.00	10-FEB-17
Darko Antevski	US7429	00	Resident Assistant-ACA	Hire Temp Appointment	0.00	03-JAN-17
Darko Antevski	US8434	00	Resident Assistant	Hire Temp Appointment	1686.62	03-JAN-17
Joshua Arens	US7405	00	Tutor	Hire Temp Appointment	1949.85	22-DEC-16
Robyn Axtell	US8208	00	HS Sub Teacher	Hire Temp Appointment	3964.26	22-NOV-16
Robyn Axtell	US8208	01	HS Sub Teacher Aide	Hire Temp Appointment	2738.89	22-NOV-16
Kassitti Balomenos	US8082	04	Student Math Tutor II	Hire Temp Appointment	864.00	09-JAN-17
Peter Banasiak	UW8003	00	Art Assistant	Hire Temp Appointment	1600.00	22-DEC-16
Suneel Bandurupalli	UG7407	01	Graduate Research Assistant	Hire Temp Appointment	5500.00	22-DEC-16
Nile Banks	US8253	00	CPE Student Assistant	Hire Temp Appointment	3632.79	22-OCT-16
Tabitha Bass	UW7985	00	Student Technical Assistant	Hire Temp Appointment	1600.00	18-JAN-17
Mekko Bear Killer	UW8481	00	Jump Start Fall/Spring WS	Hire Temp Appointment	1600.00	22-OCT-16
Eden Bekele	US8208	00	HS Sitter	Hire Temp Appointment	2248.83	25-JAN-17
Eden Bekele	US8208	01	EHS Sitter	Hire Temp Appointment	1499.22	15-FEB-17
Jocelyn Bergh	QS9477	00	BBS Student Lab Assistant	Hire Temp Appointment	1384.00	14-FEB-17
Timarie Bergman	US8082	01	Student Math Tutor II	Hire Temp Appointment	864.00	09-JAN-17
Miles Bergner	US7983	02	Student Technical Assistant	Hire Temp Appointment	2398.82	16-FEB-17
Mollie Bertrand	UW8003	00	Art Photo Assistant	Hire Temp Appointment	1600.00	22-OCT-16
Mark Bethke	UW8481	00	SVRC Fall/Spring Workstudy	Hire Temp Appointment	1600.00	13-JAN-17
Bruce Biegler	US8199	00	Tutor	Hire Temp Appointment	866.50	17-JAN-17
Gretchen Biersbach	US8046	00	Writing Center Tutor	Hire Temp Appointment	899.60	22-JAN-17

Jessica Bivens	UE9891 00	Director of the MUC	Appointment	48000.00	13-FEB-17
Mark Block	US7508 00	Undergraduate Research Asst	Hire Temp Appointment	8977.50	15-DEC-16
Mark Block	US7745 01	Tech Fellow	Hire Temp Appointment	4595.00	22-JAN-17
Jessica Boerner	QS9540 00	Student Driver	Hire Temp Appointment	276.80	01-FEB-17
Lindsey Bouma	QS9477 01	BBS Student Lab Assistant	Hire Temp Appointment	1499.22	30-JAN-17
Tyler Bradley	QS9477 00	BBS Student Lab Assistant	Hire Temp Appointment	1874.00	09-JAN-17
Deanna Bradshaw	US8046 00	Writing Center Tutor	Hire Temp Appointment	899.60	22-JAN-17
Kelly Braghini	US7385 01	Volleyball Camp Counselor	Hire Temp Appointment	1733.20	12-FEB-17
Seth Brick	US7983 00	JCS Pit	Hire Temp Appointment	300.00	22-JAN-17
Nicholas Britten	UG8751 00	Graduate Teaching Assistant	Hire Temp Appointment	16000.00	22-DEC-16
Jessica Brown	QS9459 00	Student Dental Assistant	Hire Temp Appointment	4913.00	22-DEC-16
Laura Brown	US8434 00	Desk Worker	Hire Temp Appointment	1499.22	22-JAN-17
Laura Brown	US8434 01	Mail Clerk	Hire Temp Appointment	1499.22	22-JAN-17
Lindsey Brown	US7385 04	Volleyball Camp Counselor	Hire Temp Appointment	1733.20	12-FEB-17
Nicklaus Brown	US8434 00	Operations Crew	Hire Temp Appointment	2963.77	22-OCT-16
Erin Bruce	US8506 00	Building Manager	Hire Temp Appointment	3033.10	22-NOV-16
Olivia Bruening	UW8264 00	Student Office Assistant	Hire Temp Appointment	1600.00	12-JAN-17
Kristyne Bruggeman	UG7429 02	Grad Instructor of Record	Continuing Education/Extension	3390.00	22-DEC-16
Brennah Brutty	US8461 00	Safe Ride Monitor	Hire Temp Appointment	1299.90	10-FEB-17
Lucas Bryant	US8145 00	Student Worker	Hire Temp Appointment	82.50	22-DEC-16
Levenae Buggs	UG8843 02	Graduate Teaching Assistant	Hire Temp Appointment	4467.50	22-DEC-16
Eugene Buhian	UW8490 00	Marketing Fall/Spring WS	Hire Temp Appointment	462.10	09-JAN-17
Mary Bullerdick	US8488 00	Marketing Social Media Intern	Hire Temp Appointment	3466.40	26-OCT-16
Andrew Burroughs	US8253 00	CPE Student Assistant	Hire Temp Appointment	4632.84	22-DEC-16
Colby Buss	US8506 02	Intramural Supervisor	Hire Temp Appointment	2534.81	01-JAN-17
Sean Callahan	US8082 03	Student Math Tutor II	Hire Temp Appointment	864.00	09-JAN-17
Maria Callegari	QS9477 00	BBS Student Lab Assistant	Hire Temp Appointment	2222.83	22-NOV-16
Tobias Carda	US7385 00	Athletics Facilities Game Day	Hire Temp Appointment	2253.16	25-JAN-17
Katherine Chambers	US8010 00	Gallery Assistant	Hire Temp Appointment	1903.00	24-JAN-17
Derek Chancellor	UG8835 00	Graduate Research Assistant	Hire Temp Appointment	3744.00	22-JAN-17
Cley Charlson	US8082 01	Student Math Tutor II	Hire Temp Appointment	864.00	09-JAN-17
Ajay Chepuru	US8037 01	Research Assistant	Hire Temp Appointment	5492.50	10-JAN-17
Minji Cho	US8308 02	Test Proctor	Hire Temp Appointment	411.64	24-OCT-16
Emily Clark	US8253 00	CPE Student Assistant	Hire Temp Appointment	2464.61	22-DEC-16
Lyndsay Claussen	US8073 00	Student Labor	Hire Temp Appointment	3250.00	22-DEC-16
Nicole Clemen	QS9477 00	BBS Student Lab Assistant	Hire Temp Appointment	2593.30	07-NOV-16
Neeia Cooperwood	UG8752 01	Graduate Teaching Assistant	Hire Temp Appointment	16000.00	22-DEC-16
Casey Crandall	US8208 00	HS Sitter	Hire Temp Appointment	1499.22	15-FEB-17
Michaela Crouch	US7429 00	Resident Assistant-ACA	Hire Temp Appointment	0.00	22-DEC-16
Robin DO	UW8481 00	CDC Fall/Spring Workstudy	Hire Temp Appointment	800.00	31-JAN-17
Allison Daly	US7385 06	Softball Clinic Assistant	Hire Temp Appointment	300.00	22-DEC-16
Eoghan Daly	US7385 00	Athletics Facilities Game Day	Hire Temp Appointment	2253.16	22-JAN-17
Julia Darland	US8253 00	CPE Student Assistant	Hire Temp Appointment	3286.15	07-NOV-16
Amy Davis	QW9479 00	BBS Work Study Lab Asst	Hire Temp Appointment	600.00	10-JAN-17
Amy Davis	QW9479 00	BBS Work Study Lab Asst	Hire Temp Appointment	600.00	15-FEB-17
Lorenzo Davis	US8317 00	Fleet Dispatcher	Hire Temp Appointment	5633.25	09-JAN-17
Shaina Dean	US7409 00	Library Student Assistant	Hire Temp Appointment	2248.83	22-DEC-16
Tatum Dean	UW7985 00	Theatre Fall/Spring Work Study	Hire Temp Appointment	686.00	22-JAN-17
Tatum Dean	UW8490 00	Marketing Fall/Spring WS	Hire Temp Appointment	1096.00	22-OCT-16
Dillon Deffenbaugh	UW8300 00	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	27-OCT-16
Kayla Dejong	US7425 00	Resident Assistant-ACA	Hire Temp Appointment	0.00	03-JAN-17
Kayla Dejong	US8434 01	Resident Assistant	Hire Temp Appointment	1715.87	03-JAN-17
Brandon Derby	US7508 02	Undergraduate Research Asst	Hire Temp Appointment	3120.30	22-DEC-16
Brandon Derby	US7745 01	Tech Fellow	Hire Temp Appointment	4595.00	22-JAN-17
Daniel DiSanto	US8199 02	Tutor	Hire Temp Appointment	866.50	17-JAN-17
Lam Diep	UW8481 00	SVRC Fall/Spring Workstudy	Hire Temp Appointment	1200.00	02-FEB-17
Kellen Dion	US7385 00	Athletics Game Day Production	Hire Temp Appointment	2166.50	11-JAN-17
Melissa Dittberner	QE8664 03	Correspondence Grader	Continuing Education/Extension	600.00	22-JAN-17
Melissa Dittberner	Q88925 00	Grad Teaching Assistant	Hire Temp Appointment	3744.00	22-JAN-17
Sydney Dodd	US8199 00	Tutor	Hire Temp Appointment	866.50	17-JAN-17
David Doss	US8082 03	Student Math Tutor II	Hire Temp Appointment	864.00	09-JAN-17
Hayley Dotseth	US7385 01	Volleyball Camp Counselor	Hire Temp Appointment	1733.20	12-FEB-17
Macey Dozark	QS9477 00	BBS Student Lab Assistant	Hire Temp Appointment	1874.02	19-JAN-17
Thorn Dramstad	US8100 03	Chemistry Student Assistant	Hire Temp Appointment	2708.13	09-JAN-17
Jarren Duffy	US8362 00	Grounds Temp Student Assist	Hire Temp Appointment	10440.00	22-DEC-16
Michael Dzordzormenyoh	UG7889 02	Graduate Research Assistant	Hire Temp Appointment	3744.00	22-JAN-17
Katrina Edson	UW7994 00	Student Office Assistant III	Hire Temp Appointment	2000.00	22-OCT-16
Alyssa Elbert	US7983 00	Student Technical Assistant	Hire Temp Appointment	4149.40	22-OCT-16

Noah Emery	UG8844	01	Graduate Teaching Assistant	Hire	Temp	Appointment	5445.00	22-DEC-16
Noah Engelbrecht	US8425	00	MUC Info DeskWorker	Hire	Temp	Appointment	1499.22	22-JAN-17
Talita Fantauzzi	US7974	00	Library Student Assistant	Hire	Temp	Appointment	3598.23	22-DEC-16
Jillian Farkas	UG7898	00	Graduate Research Assistant	Hire	Temp	Appointment	13000.00	22-DEC-16
Amy Fill	US8010	04	Student Gallery Assistant	Hire	Temp	Appointment	240.00	19-DEC-16
Aaron Fleischer	UW8048	02	Writing Center Tutor	Hire	Temp	Appointment	1400.00	22-JAN-17
Dylan Fox	US7939	00	Tutor	Hire	Temp	Appointment	2729.79	22-OCT-16
Dylan Fox	UW7403	00	Tutor	Hire	Temp	Appointment	1600.00	22-DEC-16
Pedro Frajdrach Chequetti da	RUS8082	04	Student Math Tutor II	Hire	Temp	Appointment	1008.00	09-JAN-17
Pedro Frajdrach Chequetti da	RUS8199	00	Tutor	Hire	Temp	Appointment	866.50	17-JAN-17
Kaylene Franklin	UW8481	00	SVRC Fall/Spring Workstudy	Hire	Temp	Appointment	1200.00	02-FEB-17
Michael Fredrick	US8515	00	Ath Student Game Day Staff	Hire	Temp	Appointment	1733.20	28-DEC-16
Nancy Fregoso	US8253	00	CPE Student Assistant	Hire	Temp	Appointment	2487.14	22-DEC-16
Tanner Fritz	US7385	00	Ath Student Production Staff	Hire	Temp	Appointment	2166.50	18-JAN-17
Austin Fritz	UW8102	00	Chemistry Fall/Spring WS	Hire	Temp	Appointment	1600.00	22-NOV-16
Rebecca Froehlich	US8010	07	Gallery Student Worker	Hire	Temp	Appointment	205.20	14-DEC-16
Rathna Garigipati	UG8772	02	Grad Instructor of Record	Continuing	Education/Extension		3390.00	22-DEC-16
Rathna Garigipati	UG8772	03	Graduate Research Assistant	Hire	Temp	Appointment	1077.50	22-DEC-16
Chesney Garnos	US8073	00	Student Labor	Hire	Temp	Appointment	1039.92	22-OCT-16
Changkuoth Gatchay	UG8550	01	Graduate Research Assistant	Hire	Temp	Appointment	3744.00	22-JAN-17
Brooke Gebhart	UE7260	00	Personal Trainer	Hire	Temp	Appointment	3249.75	27-JAN-17
Brooke Gebhart	US8506	01	Front Desk Assistant	Hire	Temp	Appointment	2112.34	22-JAN-17
Ethan Gette	US8488	00	Marketing Student Videographer	Hire	Temp	Appointment	2593.30	14-NOV-16
Sydney Giese	QS9477	00	BBS Student Lab Assistant	Hire	Temp	Appointment	1874.02	17-JAN-17
Lauren Gilliland	US8082	02	Student Math Tutor II	Hire	Temp	Appointment	864.00	09-JAN-17
Geraldine Gnipieba	US7508	00	Research Asst	Hire	Temp	Appointment	4875.00	01-FEB-17
Jordan Gooding	US8443	02	Childcare Assistant	Hire	Temp	Appointment	5536.00	04-JAN-17
Nickolas Gottleben	UG8565	00	Graduate Research Assistant	Hire	Temp	Appointment	3744.00	22-JAN-17
Tara Gray	US8434	04	Desk Worker	Hire	Temp	Appointment	2352.82	22-NOV-16
Taylor Gubbrud	US8046	00	Writing Center Tutor	Hire	Temp	Appointment	899.60	22-JAN-17
Austin Haack	QS9477	00	BBS Student Lab Assistant	Hire	Temp	Appointment	2222.83	30-NOV-16
Austin Hahn	UG7500	06	Grad Instructor of Record	Continuing	Education/Extension		3390.00	22-DEC-16
Paige Hanisch	US8082	01	Student Math Tutor II	Hire	Temp	Appointment	864.00	09-JAN-17
Cylie Hanson	UG8655	01	GTA	Hire	Temp	Appointment	4913.00	22-DEC-16
Cylie Hanson	US7387	01	Office Assitant Temp	Hire	Temp	Appointment	1249.64	22-OCT-16
Wesley Hanson	US8434	02	Desk Worker	Hire	Temp	Appointment	3373.24	22-DEC-16
Emily Hattouni	UW8445	01	Reading Tutor	Hire	Temp	Appointment	515.42	09-JAN-17
Tommy Hawk Eagle	UW7985	00	Scene Shop Assistant	Hire	Temp	Appointment	1000.00	30-JAN-17
Kathryn Hefta	UG7910	00	Graudate Administrative Assist	Hire	Temp	Appointment	7043.40	22-DEC-16
Kathryn Hefta	US8280	01	Student Assistant	Hire	Temp	Appointment	1912.26	22-NOV-16
Justin Heinrichs	US8434	00	Desk Worker	Hire	Temp	Appointment	1874.02	08-JAN-17
Tia Hemiller	US8506	00	Intramural Official	Hire	Temp	Appointment	3509.73	22-OCT-16
Cole Hensley	US7948	00	Honors Student Worker	Hire	Temp	Appointment	25.00	07-DEC-16
Gabrielle Hensrud	US8199	00	PFBA Student Assistant	Hire	Temp	Appointment	693.20	27-JAN-17
Makenzie Hesse	US7385	00	Volleyball Camp Counselor	Hire	Temp	Appointment	1733.20	12-FEB-17
Anna Hildebrand	US8308	00	Test Proctor	Hire	Temp	Appointment	411.64	24-OCT-16
Meghan Hoben	US8199	00	Tutor	Hire	Temp	Appointment	866.50	17-JAN-17
Tyler Hoebelheinrich	US8488	04	Mktg Graphics Student III	Hire	Temp	Appointment	2166.50	15-NOV-16
Holly Hoelsing	UE8215	00	HS Sub Teacher Aide	Hire	Temp	Appointment	3397.94	18-JAN-17
Rayhan Hossain	UG7532	00	Graduate Research Assistant	Hire	Temp	Appointment	11000.00	22-DEC-16
Md Yeathad Hossan	UG7508	05	Graduate Research Assistant	Hire	Temp	Appointment	12000.00	22-DEC-16
Kelly Howell	US7385	01	Ath Game Day Production Staff	Hire	Temp	Appointment	1733.20	28-DEC-16
Keith Hurly	US8416	00	Admissions - Tour Guide	Hire	Temp	Appointment	666.39	22-OCT-16
Muhammad Hussain	UG7739	00	Graduate Research Assistant	Hire	Temp	Appointment	5500.00	22-DEC-16
Nadeesha Dilrukshi Illeperuma	UG7616	00	Grad Teaching Assistant-IOR	Hire	Temp	Appointment	6250.00	22-DEC-16
Lilia Iokhvidov	UG7888	01	Graduate Research Assistant	Hire	Temp	Appointment	3744.00	22-JAN-17
Khurram Iqbal	US8308	00	Test Proctor	Hire	Temp	Appointment	411.64	24-OCT-16
Loren Isaac	US8434	00	Desk Worker-Central Office	Hire	Temp	Appointment	1874.02	09-JAN-17
Mominul Islam	UG8719	00	Graduate Administrative Assist	Hire	Temp	Appointment	4563.00	22-DEC-16
Mominul Islam	US7389	00	Int'l Ofc Student Ambassador	Hire	Temp	Appointment	74.04	05-JAN-17
Callie Jarman	US8443	00	Teacher Assistant	Hire	Temp	Appointment	3460.00	09-FEB-17
Amy Jazwinski	US7428	00	Resident Assistant-ACA	Hire	Temp	Appointment	0.00	03-JAN-17
Amy Jazwinski	US8434	00	Resident Assistant	Hire	Temp	Appointment	1686.62	03-JAN-17
Amy Jazwinski	US8488	00	Retail Operations Clerk	Hire	Temp	Appointment	1083.50	22-JAN-17
Page Jensen	UW8427	00	MUC Fall/Spring Work Study	Hire	Temp	Appointment	800.00	10-JAN-17
Brittany Jessen	US7385	03	Volleyball Camp Counselor	Hire	Temp	Appointment	1733.20	12-FEB-17
Cindy Johnson	FS9957	00	Temp. Part-time Note Taker	Hire	Temp	Appointment	2079.60	23-JAN-17
Kailyn Johnson	US7428	00	Resident Assistant-ACA	Hire	Temp	Appointment	0.00	03-JAN-17

Kailyn Johnson	US8434 01	Resident Assistant	Hire Temp Appointment	1686.62	03-JAN-17
Jordan Jones	US8506 00	Building Manager	Hire Temp Appointment	3033.10	22-NOV-16
Marlee Jones	US7394 00	Lifeguard	Hire Temp Appointment	2166.50	10-FEB-17
Marlee Jones	US7394 01	Swim Lesson Instructor	Hire Temp Appointment	2383.15	10-FEB-17
Nathan Jones	US7407 00	Student Library Assistant	Hire Temp Appointment	2963.77	26-OCT-16
Hope Justesen	US8046 00	Writing Center Tutor	Hire Temp Appointment	899.60	22-JAN-17
Birendra KC	Q9183 05	Grad Assistant - Research	Hire Temp Appointment	11701.65	22-DEC-16
Casey Kampa	UW8201 00	Work Study	Hire Temp Appointment	1600.00	17-JAN-17
Chandra Karki	US7389 00	Int'l Ofc Student Ambassador	Hire Temp Appointment	74.04	05-JAN-17
Chandra Karki	US7402 00	EH&S Admin Assist	Hire Temp Appointment	6111.44	05-DEC-16
Jasmine Kearney	QS9477 00	BBS Student Lab Assistant	Hire Temp Appointment	1874.02	02-FEB-17
Katelyn Kendall	UW7403 00	Tutor	Hire Temp Appointment	800.00	09-JAN-17
Edward Kennedy	US8506 00	Front Desk Assistant	Hire Temp Appointment	2274.83	22-DEC-16
Joseph Keppen	UG7497 03	Graduate Research Assistant	Hire Temp Appointment	6619.00	22-DEC-16
Meagan Kerns	US7385 01	Volleyball Camp Counselor	Hire Temp Appointment	1733.20	12-FEB-17
Shayla Kiertzner	UW8445 00	Reading Tutor	Hire Temp Appointment	1200.00	09-JAN-17
Alex Kirkvold	US7401 00	Research Assistant	Hire Temp Appointment	3466.80	22-JAN-17
Emily Klein	US8416 01	Admissions Student Worker	Hire Temp Appointment	1874.02	09-JAN-17
Erin Kleiner	US7385 00	Ath/Student Production Staff	Hire Temp Appointment	1733.20	22-JAN-17
Trenton Klimper	US8163 00	Law Library Student Assist	Hire Temp Appointment	2469.81	22-NOV-16
Andrew Koch	US7938 01	Native Services Tutor	Emeritus/Emeriti Appointment	194985.00	22-DEC-16
Kyle Koerner	US8199 01	Tutor	Hire Temp Appointment	866.50	18-JAN-17
Barbora Kollarova	US7385 00	Ath Facilities/Game Day	Hire Temp Appointment	4506.32	04-NOV-16
Mariah Kosidowski	US8443 00	Teacher Assistance	Hire Temp Appointment	3460.00	09-FEB-17
Bethany Kozak	US8046 00	Writing Center Tutor	Hire Temp Appointment	899.60	22-JAN-17
Zachary Kraning	UG7398 00	Graduate Research Assistant	Hire Temp Appointment	3744.00	22-JAN-17
Lauren Kratz	QS9477 00	BBS Student Lab Assistant	Hire Temp Appointment	1874.02	10-JAN-17
Justin Krebs	US7384 00	Personal Trainer	Hire Temp Appointment	5199.60	03-NOV-16
Taylor Kruisselbrink	US8109 01	Research Assistant	Hire Temp Appointment	2058.18	22-DEC-16
Alexa Kruse	US8109 02	Lab Assistant	Hire Temp Appointment	2166.50	22-DEC-16
Tramika LaBranche	UE8017 00	Gallery Assistant	Hire Temp Appointment	1499.48	12-JAN-17
Katie LaCroix	UW7985 00	Scene Shop Assistant	Hire Temp Appointment	800.00	06-FEB-17
Tad Lacey	US8028 00	Student Labor	Hire Temp Appointment	1733.50	22-JAN-17
Amanda Lacroix	US8308 00	Text Proctor	Hire Temp Appointment	411.64	24-OCT-16
Taylor Ladenburger	US8199 00	Tutor	Hire Temp Appointment	866.50	18-JAN-17
Rachel Larsen	QE8726 00	Temp Dental Hygienist	Hire Temp Appointment	240.00	22-OCT-16
Rachel Larsen	QE8726 01	DH Substitute	Hire Temp Appointment	480.00	22-JAN-17
Mackenzie Larson	US7385 00	Athletics Charlie Coyote	Hire Temp Appointment	1733.20	22-JAN-17
Mackenzie Larson	US8479 00	Charlie Coyote	Hire Temp Appointment	2599.80	20-NOV-16
Courtney Lavallie	US8010 00	Gallery Assistant	Hire Temp Appointment	1903.00	24-JAN-17
Kelly Law	US7385 02	Volleyball Camp Counselor	Hire Temp Appointment	1733.20	12-FEB-17
Sean Leapley	UG7396 00	Graduate Research Assistant	Hire Temp Appointment	3744.00	22-JAN-17
April Lee	US8280 00	Cont Ed Student Assistant	Appointment	12960.00	27-DEC-16
Chunghwan Lee	US7389 00	Int'l Ofc Student Ambassador	Hire Temp Appointment	74.04	05-JAN-17
Breanna Lende	US8443 00	Teacher Assistant	Hire Temp Appointment	3460.00	09-FEB-17
Samantha Lenz	US7397 01	AWOL Learning Partner	Hire Temp Appointment	222.13	22-OCT-16
Hanna Leschisin	QS9477 00	BBS Student Lab Assistant	Hire Temp Appointment	2593.30	02-NOV-16
Hanna Leschisin	QS9477 01	Standardized Patient	Hire Temp Appointment	105.00	22-OCT-16
Hanna Leschisin	QS9531 00	Standardized Patient	Hire Temp Appointment	205.00	22-JAN-17
Yangyang Li	US8082 01	Student Math Tutor II	Hire Temp Appointment	576.00	09-JAN-17
Taylor Lockwood	UG7564 00	Grad Admin Assistant	Hire Temp Appointment	5070.20	06-JAN-17
Santina Lokonobei	UW8481 00	CDC Fall/Spring Workstudy	Hire Temp Appointment	800.00	17-JAN-17
Elizabeth Loschen	US7385 00	Volleyball Camp Counselor	Hire Temp Appointment	1733.20	12-FEB-17
Tiffany Lowery	UE8215 00	HS Sub Long Term Teacher	Hire Temp Appointment	5040.00	27-JAN-17
Zhixiu Lu	US7508 01	Undergraduate Research Asst	Hire Temp Appointment	6006.00	09-JAN-17
Abby Lubeck	US8434 01	Desk Worker-Central Office	Hire Temp Appointment	1124.41	01-FEB-17
Lucas Lund	US8046 00	Writing Center Tutor	Hire Temp Appointment	899.60	22-JAN-17
Montana Lunt	US8434 03	Desk Worker	Hire Temp Appointment	3431.74	22-DEC-16
Joseph Mammo	US7401 00	Undergraduate Research	Hire Temp Appointment	2634.46	22-JAN-17
Olivia Mann	US8073 10	Student Labor	Hire Temp Appointment	1050.00	22-JAN-17
Olivia Mann	US8073 11	Student Labor	Hire Temp Appointment	1000.08	22-JAN-17
Siyu Mao	UG7509 01	Graduate Teaching Assistant	Hire Temp Appointment	6111.00	22-DEC-16
Phillip Mark	US8199 00	Tutor	Hire Temp Appointment	866.50	18-JAN-17
Lauren Mattison	US7385 01	Volleyball Camp Counselor	Hire Temp Appointment	1733.20	12-FEB-17
Ellie Mausbach	UG7603 00	Graduate Teaching Assistant	Hire Temp Appointment	160.20	22-JAN-17
Ellie Mausbach	UG7603 01	Grad Instructor of Record	Continuing Education/Extension	3390.00	22-DEC-16
Caitlyn Mayer	QS9459 00	Temp Dental Assistant	Hire Temp Appointment	100.00	22-OCT-16
Rebekah McLaughlin	US7983 00	JCS Pit	Hire Temp Appointment	300.00	22-DEC-16

Molly McManamy	US8443	00	Teacher Assistant	Hire	Temp	Appointment	4152.00	09-JAN-17
Sarah Meirose	UG8653	00	Graduate Teaching Assistant	Hire	Temp	Appointment	5070.20	22-DEC-16
Xianghua Meng	UG7456	07	Graduate Research Assistant	Hire	Temp	Appointment	12000.00	22-DEC-16
Alex Meyer	UG8827	01	GAA-Athletics/Sports Medicine	Hire	Temp	Appointment	11699.10	22-NOV-16
Kiersten Meyer	QS9450	02	Graduate Student Worker	Hire	Temp	Appointment	2230.80	22-JAN-17
Skyler Mickelson	US8362	00	Temp Grounds Assist	Hire	Temp	Appointment	10179.00	22-DEC-16
Matthew Mickley	UG8558	00	Graduate Research Assistant	Hire	Temp	Appointment	3744.00	22-JAN-17
Carrie Minette	US7508	00	Undergraduate Research Asst	Hire	Temp	Appointment	8977.50	15-DEC-16
Kelsey Mitteness	UE8008	01	Art Model	Hire	Temp	Appointment	2080.00	22-JAN-17
Fisher Mollet	US7385	00	Ath Game Day Production Staff	Hire	Temp	Appointment	1733.20	28-DEC-16
Bailey Monson	US8001	00	Student Model	Hire	Temp	Appointment	3200.00	06-FEB-17
Tyler Moore	US7425	00	Resident Assistant-ACA	Hire	Temp	Appointment	0.00	03-JAN-17
Tyler Moore	US8434	00	Resident Assistant	Hire	Temp	Appointment	1686.62	03-JAN-17
Sheldon Moysis	US8299	01	Student Lab Consultant	Hire	Temp	Appointment	4680.18	02-JAN-17
Ericka Muchow	UW8300	00	Wellness Center Fall/Spring WS	Hire	Temp	Appointment	954.25	22-NOV-16
Brianna Mudder	UW8039	00	Work Study	Hire	Temp	Appointment	1600.00	24-OCT-16
Caleb Munce	US8073	00	Student Labor	Hire	Temp	Appointment	2166.50	22-DEC-16
Michelle Muttach	US8443	01	Teacher Assistant	Hire	Temp	Appointment	3460.00	22-JAN-17
Emily Nachtigal	QS9342	00	Student Tutor	Hire	Temp	Appointment	1500.00	22-JAN-17
Byeongmin Nam	UW7958	01	Research Fall/Spring WS	Hire	Temp	Appointment	871.11	22-NOV-16
Charles Nearman	US8109	02	Research Assistant	Hire	Temp	Appointment	2166.50	22-DEC-16
Matthew Nedved	FS9957	00	Temp. Part-time Tutor	Hire	Temp	Appointment	3327.60	22-JAN-17
Halley Nettinga	US8434	00	Desk Worker	Hire	Temp	Appointment	1499.22	22-JAN-17
Lien Nguyen	US7389	00	Int'l Ofc Student Translator	Hire	Temp	Appointment	1874.02	03-JAN-17
Lien Nguyen	US8208	01	HS Sitter	Hire	Temp	Appointment	2758.57	15-NOV-16
Lien Nguyen	US8208	03	EHS Sitter	Hire	Temp	Appointment	2963.77	16-NOV-16
Lien Nguyen	US8308	00	Test Proctor	Hire	Temp	Appointment	411.64	24-OCT-16
Mollie Nickerson	US8443	00	Teacher Assistant	Hire	Temp	Appointment	3460.00	09-FEB-17
Steven Nordberg	UW8481	00	SVRC Fall/Spring Workstudy	Hire	Temp	Appointment	1300.00	30-JAN-17
Samantha Norlin	UE7261	00	Ath Facilities Game Day Staff	Hire	Temp	Appointment	1733.20	29-DEC-16
Samantha Norlin	US7385	00	Ath Facilities Game Day Staff	Hire	Temp	Appointment	1299.90	22-JAN-17
Samantha Norlin	US8461	00	Safe Ride Monitor	Hire	Temp	Appointment	1733.20	17-JAN-17
Michele Norling	UE8215	00	Head Start Sub Teacher	Hire	Temp	Appointment	3964.26	22-NOV-16
Michele Norling	UE8215	01	HS Sub Teacher Aide	Hire	Temp	Appointment	2738.89	22-NOV-16
Brittany Norris	US8434	03	Desk Worker	Hire	Temp	Appointment	392.14	22-DEC-16
Morgan Ohm	UG8648	00	Grad Admin Assistant-Admsns	Hire	Temp	Appointment	5070.20	09-JAN-17
Kanon Olson	US7426	00	Resident Assistant-ACA	Hire	Temp	Appointment	0.00	09-JAN-17
Kanon Olson	US8434	01	Resident Assistant	Hire	Temp	Appointment	1525.22	09-JAN-17
Paige Olson	US8506	01	Front Desk Assistant	Hire	Temp	Appointment	2339.82	22-DEC-16
MD Eashin Patwary	UG7912	00	Graduate Teaching Assistant	Hire	Temp	Appointment	16000.00	22-DEC-16
Megan Peters	US8434	00	Desk Worker	Hire	Temp	Appointment	1499.22	22-JAN-17
Megan Peters	US8434	01	Mail Clerk	Hire	Temp	Appointment	1499.22	22-JAN-17
Samantha Petersen	US8434	00	Desk Worker	Hire	Temp	Appointment	1874.02	08-JAN-17
Mary Peterson	UW8427	00	MUC Fall/Spring Work Study	Hire	Temp	Appointment	1000.00	09-JAN-17
Madilyn Pickering	UW8481	00	SVRC Fall/Spring Workstudy	Hire	Temp	Appointment	1400.00	22-JAN-17
Byron Pillow	US7983	01	JCS Pit	Hire	Temp	Appointment	300.00	22-DEC-16
Jacob Plath	US8199	01	Tutor	Hire	Temp	Appointment	866.50	17-JAN-17
Samuel Platt	UG8864	01	Grad Admin Assist	Hire	Temp	Appointment	7722.30	22-DEC-16
Danielle Portz	US7983	00	JCS Pit	Hire	Temp	Appointment	294.10	22-DEC-16
Devajyothi Potnuru	UG7406	00	Graduate Research Assistant	Hire	Temp	Appointment	3800.00	22-DEC-16
Fangfang Qiao	QG9248	05	Grad Assist - Research	Hire	Temp	Appointment	11701.65	22-DEC-16
Filip Radev	US7939	00	Tutor	Hire	Temp	Appointment	2729.79	22-OCT-16
Erica Ramstad	US7394	00	Lifeguard	Hire	Temp	Appointment	3033.10	22-NOV-16
Anne Rasmussen	US7385	00	Volleyball Camp Counselor	Hire	Temp	Appointment	1733.20	12-FEB-17
Aman Rauniyar	US8208	01	HS Sub Teacher Aide	Hire	Temp	Appointment	2913.44	15-NOV-16
Aman Rauniyar	US8208	02	HS Sitter	Hire	Temp	Appointment	2963.77	17-NOV-16
Aman Rauniyar	US8208	03	EHS Sitter	Hire	Temp	Appointment	2963.77	22-OCT-16
Audrey Reeg	US7385	03	Volleyball Camp Counselor	Hire	Temp	Appointment	1733.20	12-FEB-17
Madison Reeser	US8434	00	Desk Worker	Hire	Temp	Appointment	1499.22	22-JAN-17
Madison Reeser	US8434	01	Mail Clerk	Hire	Temp	Appointment	1499.22	22-JAN-17
Devin Reiners	US8145	00	Student Worker	Hire	Temp	Appointment	52.50	22-DEC-16
Devin Reiners	UW8147	00	Work Study	Hire	Temp	Appointment	1600.00	02-NOV-16
Gabriela Revolorio	UW7985	00	Scene Shop Assistant	Hire	Temp	Appointment	1000.00	16-FEB-17
Samantha Riley	UW8003	00	Art Fall/Spring Work Study	Hire	Temp	Appointment	1999.00	22-JAN-17
Alexis Ritzman	US8082	01	Student Math Tutor II	Hire	Temp	Appointment	864.00	09-JAN-17
Anna Robertson	US8001	00	Student Art Model	Hire	Temp	Appointment	1733.00	12-JAN-17
David Robinson	UW8481	00	SVRC Fall/Spring Workstudy	Hire	Temp	Appointment	2200.00	09-JAN-17
Uver Rodriguez-Argueta	QS9477	00	BBS Student Lab Assistant	Hire	Temp	Appointment	1874.02	09-JAN-17

Spenser Rokahr	US7385	01	Athletics Charlie Coyote	Hire	Temp	Appointment	1733.20	22-JAN-17
Spenser Rokahr	US8479	00	Charlie Coyote	Hire	Temp	Appointment	2599.80	20-NOV-16
Logan Rolle	US8046	00	Writing Center Tutor	Hire	Temp	Appointment	899.60	22-JAN-17
William Roller	UW8481	00	NSS Fall/Spring Workstudy	Hire	Temp	Appointment	1600.00	22-OCT-16
Emily Rose	FS9957	00	Temp. Part-time Note Taker	Hire	Temp	Appointment	2079.60	23-JAN-17
James Rucker	UG8755	00	Graduate Teaching Assistant	Hire	Temp	Appointment	16000.00	22-DEC-16
Jessica Ruiter	UW8481	00	SVRC Fall/Spring Workstudy	Hire	Temp	Appointment	1400.00	22-JAN-17
Thomas Rush	UW8481	00	SVRC Fall/Spring Workstudy	Hire	Temp	Appointment	1000.00	10-JAN-17
Ryan Saeger	US8308	00	Test Proctor	Hire	Temp	Appointment	411.64	24-OCT-16
Vanessa Salgado Perez	US7389	00	Int'l Ofc Student Ambassador	Hire	Temp	Appointment	74.04	05-JAN-17
Eric Sandhurst	SG7723	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	12407.00	09-JAN-17
Dustin Santjer	US8199	03	Tutor	Hire	Temp	Appointment	693.20	30-JAN-17
Kyle Sarringar	US8506	00	Front Desk Assistant	Hire	Temp	Appointment	1895.69	22-JAN-17
Sarah Sauer	UW8201	00	Work Study	Hire	Temp	Appointment	1600.00	20-JAN-17
Rachel Schmidt	US7385	02	Volleyball Camp Counselor	Hire	Temp	Appointment	1733.20	12-FEB-17
Paris Schroeder	UW7403	00	Tutor	Hire	Temp	Appointment	800.00	11-JAN-17
Katie Schuelke	US8308	00	Test Proctor	Hire	Temp	Appointment	411.64	24-OCT-16
Megan Schwartz	UW8427	00	MUC Fall/Spring Work Study	Hire	Temp	Appointment	1200.00	12-JAN-17
Alexis Sejnoha	UW8418	00	Admsns Work-Study Caller	Hire	Temp	Appointment	800.00	13-FEB-17
Marie Severson	QE9484	00	BBS Lab Assistant	Hire	Temp	Appointment	5472.00	01-FEB-17
Basheerunnisa Shaik	UG8744	00	Graduate Teaching Assistant	Hire	Temp	Appointment	4300.00	22-DEC-16
Carmelita Shouldis	QW9479	01	BBS Work Study Student Asst	Hire	Temp	Appointment	1000.00	09-JAN-17
Holly Sidlo	UW7403	00	ACPC Workstudy	Hire	Temp	Appointment	1169.91	07-FEB-17
Ganesh Sigdel	UG8830	00	Grad Teaching Assistant	Hire	Temp	Appointment	5500.00	22-DEC-16
Amanda Simantel	US7983	01	JCS Pit	Hire	Temp	Appointment	400.00	22-DEC-16
Adam Slyter	US8073	23	Student Labor	Hire	Temp	Appointment	866.60	22-JAN-17
Hunter Smith	UG8832	00	Graduate Research Assistant	Hire	Temp	Appointment	3744.00	22-DEC-16
Jordan Smith	UW7976	00	Library Fall/Spring Work Study	Hire	Temp	Appointment	1600.00	09-NOV-16
Spencer Smith	US7992	04	Fall Opera Accompanist	Hire	Temp	Appointment	750.00	22-OCT-16
Spencer Smith	US7992	05	Accompanist for USD Opera	Hire	Temp	Appointment	1007.00	22-JAN-17
Regan Specht	US8208	00	HS Sitter	Hire	Temp	Appointment	2963.77	16-NOV-16
Marguerite Squyer	US8109	02	Research Assistant	Hire	Temp	Appointment	2166.50	22-DEC-16
Lauren Stacks	US7983	00	Student Technical Assistant	Hire	Temp	Appointment	2998.52	11-JAN-17
Hannah Statz	QS9342	00	Student Tutor	Hire	Temp	Appointment	1800.00	22-DEC-16
Lacy Steiger	UW7380	00	Work Study	Hire	Temp	Appointment	1400.00	30-JAN-17
Elizabeth Sterling	UG8602	01	Graduate Teaching Assistant	Hire	Temp	Appointment	5200.00	22-JAN-17
Nathan Stockfleth	UW8481	01	SVRC Fall/Spring Workstudy	Hire	Temp	Appointment	1600.00	07-DEC-16
Michelle Stumpff	US7385	01	Volleyball Clinic Assistant	Hire	Temp	Appointment	300.00	22-JAN-17
Ronald Sully	QE8683	02	NCI Interviewer	Hire	Temp	Appointment	1300.00	06-FEB-17
Zbynek Surovec	US8488	00	Videographer Student WorkerI	Hire	Temp	Appointment	2593.30	22-OCT-16
Kristina Susak	US7385	01	Volleyball Camp Counselor	Hire	Temp	Appointment	1733.20	12-FEB-17
Megan Swets	US8046	00	Writing Center Tutor	Hire	Temp	Appointment	899.60	22-JAN-17
Kali Teasley	US8434	01	Mail Clerk	Hire	Temp	Appointment	1499.22	23-JAN-17
Brice Tewes	US7385	00	Athletics Game Day Prod Staff	Hire	Temp	Appointment	2166.50	14-JAN-17
Taige Tople	US8317	00	Fleet Dispatcher	Hire	Temp	Appointment	5633.25	10-JAN-17
Julia Torgersen	UG8855	00	Graduate Research Assist	Hire	Temp	Appointment	5700.00	22-JAN-17
Kastuv Tuladhar	US8037	00	Research Assistant	Hire	Temp	Appointment	5492.50	13-JAN-17
Derek Tuttle	UG8658	00	Housing GAA	Hire	Temp	Appointment	4501.58	01-JAN-17
Michael Ugrich	US7983	00	JCS Pit	Hire	Temp	Appointment	400.00	22-DEC-16
Jenna Uher	UG7565	01	GAA-Athletics/Sports Medicine	Hire	Temp	Appointment	11699.10	22-NOV-16
Jenna Uher	US7385	00	Volleyball Clinic Trainer	Hire	Temp	Appointment	60.00	22-JAN-17
Brooke Van Gerpen	US8434	00	Desk Worker	Hire	Temp	Appointment	1874.02	11-JAN-17
Chelsea Vang	US7389	00	Int'l Ofc Student Ambassador	Hire	Temp	Appointment	74.04	05-JAN-17
Chelsea Vang	UW8301	00	ITS Fall/Spring Work Study	Hire	Temp	Appointment	1644.08	09-JAN-17
Madeline Vang	US7389	00	Int'l Ofc Student Ambassador	Hire	Temp	Appointment	74.04	05-JAN-17
Madeline Vang	UW8301	00	ITS Fall/Spring Work Study	Hire	Temp	Appointment	1621.77	09-JAN-17
Denis Verbovskiy	UW7380	00	Work Study	Hire	Temp	Appointment	1600.00	17-JAN-17
Amy Vertullo	US8145	00	Student Labor	Hire	Temp	Appointment	135.00	22-NOV-16
Carrie Vitek	UG7410	00	Graduate Research Assistant	Hire	Temp	Appointment	3744.00	22-JAN-17
Tyler Vogel	US7402	00	Student Assistant, IP	Hire	Temp	Appointment	8971.56	15-NOV-16
Stephanie Vonderahe	US8362	00	Temp Grounds Assist	Hire	Temp	Appointment	9918.00	22-DEC-16
Hannah Voudry	UW8409	00	Financial Aid Work-Study	Hire	Temp	Appointment	1600.00	18-JAN-17
Spencer Walker	UG8532	00	Graduate Research Assistant	Hire	Temp	Appointment	3744.00	22-DEC-16
Spencer Walker	UG8532	00	Graduate Research Assistant	Hire	Temp	Appointment	4744.00	22-JAN-17
Timothy Wallick	QS9351	01	Lab Assistant	Hire	Temp	Appointment	87.50	22-DEC-16
Savannah Walter	US8434	00	Desk Worker	Hire	Temp	Appointment	1124.41	30-JAN-17
Xuan Wang	UG7549	00	Graduate Research Assistant	Hire	Temp	Appointment	3800.00	22-DEC-16
Adam Warrix	UG8761	01	Graduate Research Assistatant	Hire	Temp	Appointment	7500.00	22-DEC-16

Lia Washington	US8434	00	Desk Worker	Hire Temp Appointment	1874.02	07-JAN-17
Eva Weddell	US8046	00	Writing Center Tutor	Hire Temp Appointment	899.60	22-JAN-17
Megan Wegher	QS9450	00	Graduate Student Worker	Hire Temp Appointment	2230.80	22-JAN-17
Wenzhao Wei	UG7748	04	Graduate Research Assistant	Hire Temp Appointment	24000.00	22-DEC-16
Amy Weichler	QS9477	01	BBS Student Lab Assistant	Hire Temp Appointment	1760.00	09-JAN-17
Caleb Wenz	US8434	03	Desk Worker-Central Office	Hire Temp Appointment	1176.41	08-FEB-17
Raquel West	US7385	00	Volleyball Camp Counselor	Hire Temp Appointment	1733.20	12-FEB-17
Isaac Westergaard	UW7994	00	Student Office Assistant III	Hire Temp Appointment	1600.00	27-OCT-16
Kallan Westergaard	US8046	00	Writing Center Tutor	Hire Temp Appointment	899.60	22-JAN-17
James Whitcher	UG7945	00	SVRC GAA	Hire Temp Appointment	4501.58	09-JAN-17
Anika Whiting	UW7985	00	Scene Shop Assistant	Hire Temp Appointment	1200.00	16-FEB-17
Derek Wiebers	US8362	00	Temp Grounds Student Assist	Hire Temp Appointment	9918.00	22-DEC-16
Kjerstin Williams	QS9531	00	Standardized Patient	Hire Temp Appointment	170.00	22-JAN-17
Monae Williams	US8434	03	B/M Deskworker	Hire Temp Appointment	2352.82	14-NOV-16
Rachel Willson	UG7503	00	Graudate Research Assistant	Hire Temp Appointment	3744.00	22-JAN-17
Ann Wilson	QE8775	03	OSCE Examiner	Hire Temp Appointment	1600.00	22-JAN-17
Patrick Wilson	QS9477	00	BBS Student Lab Assistant	Hire Temp Appointment	1499.22	22-JAN-17
Kennedy Winterringer	UW8517	01	Athletics Fall/Spring WS	Hire Temp Appointment	1021.50	22-NOV-16
Whitney Wolf	US8001	00	Student Art Model	Hire Temp Appointment	1733.00	12-JAN-17
Xavier Wright	US8434	03	R/O Deskworker	Hire Temp Appointment	2669.13	07-NOV-16
Charlotte Yaw	US7385	00	Ath Facilities/Game Day	Hire Temp Appointment	4506.32	04-NOV-16
Ethan Young	QS9342	00	Pillar II Tutor	Hire Temp Appointment	2100.00	05-DEC-16
Alexander Zephier	US8452	03	Upward Bound Field Advisor	Hire Temp Appointment	3334.50	15-FEB-17
Xianchen Zhao	US7383	01	Test Center Studetn Assistant	Continuing Education/Extension	109.90	22-OCT-16
Bailey Zimmerman	US7428	00	Resident Assistant-ACA	Hire Temp Appointment	0.00	03-JAN-17
Bailey Zimmerman	US8434	00	Resident Assistant	Hire Temp Appointment	1686.62	03-JAN-17
Rachel Demots	UE6904	00	Researcher II	Hire Temp Appointment	28953.60	22-DEC-16

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

Name Adj.	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New
Riley Ackerman	US8416	00	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00	
Nicholas Akins	US7983	00	Student Technical Assistant	Minimum Wage Increase	5334.94	5334.94	0.00	
Sydney Allen	US8434	01	Resident Assistant	Minimum Wage Increase	3334.24	3334.24	0.00	
Hayden Anderson	US8434	00	Resident Assistant	Minimum Wage Increase	3334.24	3334.24	0.00	
Joshua Anderson	US8416	00	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00	
Tuckor Anderson	QW9479	00	BBS Work Study Lab Assistant	Minimum Wage Increase	1600.00	1600.00	0.00	
Kennidy Asche	US8416	03	Admissions Student Worker	Minimum Wage Increase	3334.24	3334.24	0.00	
Madeline Aune	US8416	00	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00	
Emily Badura	UW8264	00	Student Office Assistant	Minimum Wage Increase	1600.00	1600.00	0.00	
Chelsy Bailly	US8434	00	Mail Clerk	Minimum Wage Increase	3334.24	3334.24	0.00	
Haley Baker	US8416	00	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00	
Whitney Barnes	US8416	00	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00	
Mekko Bear Killer	UW8481	00	Jump Start Fall/Spring WS	Minimum Wage Increase	1600.00	1600.00	0.00	
Ethan Beck	US8416	00	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00	
Sophia Beers	UW8445	00	Childcare Assistant	Minimum Wage Increase	1600.00	2600.00	1000.00	
Sophia Beers	UW8445	00	Childcare Assistant	Sal Adj-Unusual Circumstance	2600.00	2600.00	0.00	
Lexus Beesley	UW8481	01	CDC Fall/Spring Workstudy	Minimum Wage Increase	1600.00	1600.00	0.00	
Katy Bergenske	UW8147	01	Work Study	Minimum Wage Increase	1600.00	1600.00	0.00	
Maria Binder	UW8201	00	Work Study	Minimum Wage Increase	1600.00	1600.00	0.00	
Elizabeth Bjorklund	UW8436	00	Housing Fall/Spring WS	Sal Adj-Unusual Circumstance	1600.00	3000.00	1400.00	
Elizabeth Bjorklund	UW8436	00	Housing Fall/Spring WS	Minimum Wage Increase	3000.00	3000.00	0.00	
Josey Blare	US8416	00	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00	
Sydney Bodensteiner	US8416	00	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00	
Rebecca Borkowski	UW8481	00	SVRC Fall/Spring Workstudy	Sal Adj-Unusual Circumstance	1600.00	2800.00	1200.00	
Maria Brady	US8479	02	SGA Office Manager	Minimum Wage Increase	2052.00	2076.00	24.00	
Ashley Brage	US7380	00	Student Library Assistant	Minimum Wage Increase	2964.29	2964.29	0.00	
Ashley Brage	US8299	00	Student Lab Consultant	Minimum Wage Increase	741.03	741.03	0.00	
Brianna Brage	US8416	03	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00	
Nicklaus Brown	US8434	00	Operations Crew	Minimum Wage Increase	2963.77	2963.77	0.00	
Lucas Bryant	US8488	00	Marketing Student Videographer	Minimum Wage Increase	3704.72	3704.72	0.00	
Michael Buchanan	QW9479	00	BBS Work Study Lab Assistant	Minimum Wage Increase	1600.00	1600.00	0.00	
Jonni Buckman	UW7985	01	Student Theatre Assistant	Minimum Wage Increase	1600.00	1600.00	0.00	
Nicole Bussmus	US8416	00	Admissions Student Worker	Minimum Wage Increase	3334.24	3334.24	0.00	
Maria Callegari	QS9477	00	BBS Student Lab Assistant	Minimum Wage Increase	2222.83	2222.83	0.00	



Meghan Cameron	US7983 02	Student Technical Assistant	Minimum Wage Increase	5334.94	5334.94	0.00
Arleny Campillo	UW8517 00	Work Study Athletics/Football	Minimum Wage Increase	1600.00	1600.00	0.00
Tianna Carlson	QW9461 00	Dental Hygiene Work Study	Minimum Wage Increase	1600.00	1600.00	0.00
Erica Carrels	US8416 00	Admsns Student - Tour Guide	Minimum Wage Increase	3334.24	3334.24	0.00
Cristian Castro	UW8147 00	Work Study	Minimum Wage Increase	1600.00	1600.00	0.00
Peyton Christensen	UW8201 00	Work Study	Minimum Wage Increase	1600.00	1600.00	0.00
Annalea Chytka	UW8481 01	NSS Fall/Spring Workstudy	Sal Adj-Unusual Circumstance	1600.00	3050.00	1450.00
Delaney Clark	US8416 01	Admissions Student Worker	Minimum Wage Increase	666.39	666.39	0.00
Emily Clark	US8208 00	HS Sitter	Minimum Wage Increase	3420.00	3420.00	0.00
Emily Clark	US8208 01	EHS Sitter	Minimum Wage Increase	3704.72	3704.72	0.00
Madison Clausen	US8416 01	Admissions Student Worker	Minimum Wage Increase	666.39	666.39	0.00
Nicole Clemen	QS9477 00	BBS Student Lab Assistant	Minimum Wage Increase	2593.30	2593.30	0.00
Katherine Coffeen-Spencer	US8443 00	Childcare Assistant	Minimum Wage Increase	3334.24	3334.24	0.00
Peggy Sue Collins	US8434 00	Desk Worker	Minimum Wage Increase	3334.24	3334.24	0.00
Sean Condon	QS9540 00	Student Driver	Minimum Wage Increase	1539.00	1539.00	0.00
Alexander Connor	UW8264 00	Student Office Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Jenna Corrin	UW7381 00	SASC Fall/Spring WS	Minimum Wage Increase	1600.00	1600.00	0.00
Jeremy Coss	US8434 00	Resident Assistant	Minimum Wage Increase	3334.24	3334.24	0.00
Krista Crook	QW9353 01	Occupational Therapy Workstudy	Sal Adj-Unusual Circumstance	300.00	600.00	300.00
Michaela Crouch	US8434 00	Resident Assistant	Minimum Wage Increase	3334.24	3334.24	0.00
Lucas Crownover	US8434 00	Resident Assistant	Minimum Wage Increase	3334.24	3334.24	0.00
Richard Culver	US8443 01	Childcare Assistant	Minimum Wage Increase	3704.72	3704.72	0.00
Jordan Cushman	US8416 00	Admissions Telecounselor	Minimum Wage Increase	2963.77	2963.77	0.00
Justina Cvach	UW8201 00	Work Study	Minimum Wage Increase	1600.00	1600.00	0.00
Courtney Dahlberg	UW7985 00	Student Technical Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Alex Dangler	QS9477 01	BBS Student Lab Asst	Minimum Wage Increase	3334.24	3334.24	0.00
Mara Davidson	UW8201 00	Work Study	Minimum Wage Increase	1600.00	1600.00	0.00
Jodie Davis	QW9479 00	BBS Work Study Lab Assistant	Minimum Wage Increase	1600.00	2600.00	1000.00
Jodie Davis	QW9479 00	BBS Work Study Lab Assistant	Sal Adj-Unusual Circumstance	2600.00	2600.00	0.00
Makayla Disburg	US8416 01	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00
Mach Dojok	UW7381 00	SASC Fall/Spring WS	Minimum Wage Increase	1600.00	1600.00	0.00
Tanner Drappeau	UW8481 00	NSS Fall/Spring Workstudy	Sal Adj-Unusual Circumstance	1600.00	2650.00	1050.00
Fiona Duncan	US8479 01	Peer Mentor	Minimum Wage Increase	2963.77	2963.77	0.00
Rebecca Earl	UW8418 00	Admissions Telecounselor	Minimum Wage Increase	1600.00	1600.00	0.00
Persephone Eastman	UW8481 00	NSS Fall/Spring Workstudy	Sal Adj-Unusual Circumstance	1600.00	2620.00	1020.00
Miranda Ebach	US8434 00	Resident Assistant	Minimum Wage Increase	3334.24	3334.24	0.00
Olivia Edoff	US8434 00	Resident Assistant	Minimum Wage Increase	3334.24	3334.24	0.00
Austin Eggers	QS9540 00	Student Driver	Minimum Wage Increase	1539.00	1539.00	0.00
Alyssa Elbert	US7983 00	Student Technical Assistant	Minimum Wage Increase	4149.40	4149.40	0.00
Nathan Ellenbecker	US8416 02	Admissions Student Worker	Minimum Wage Increase	666.39	666.39	0.00
Amanda Engbrecht	US8416 00	Admissions Student Worker	Minimum Wage Increase	2963.77	2963.77	0.00
Morgan Engelkes	UW8201 0	Work Study	Minimum Wage Increase	1600.00	1600.00	0.00
Tyler Erck	US8434 00	Resident Assistant	Minimum Wage Increase	3334.24	3334.24	0.00
Molly Ervin	QS9540 00	ICM Student Drived	Minimum Wage Increase	547.20	547.20	0.00
Sydney Esselink	UW7404 00	Wellness Center Fall/Spring WS	Minimum Wage Increase	2600.00	2600.00	0.00
Samantha Everson	QW9479 00	BBS Work Study Lab Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Carol Exendine	UW7985 00	Scene Shop Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Krisztian Fasi	UW8481 01	SVRC Fall/Spring Workstudy	Sal Adj-Unusual Circumstance	1600.00	2100.00	500.00
Taylor Faw	QW9479 00	BBS Work Study Lab Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Megan Feerick	US8434 00	Resident Assistant	Minimum Wage Increase	3334.24	3334.24	0.00
Megan Feerick	US8434 01	Mail Clerk	Minimum Wage Increase	2963.77	2963.77	0.00
Aaron Fest	US8434 02	Desk Worker	Minimum Wage Increase	3334.24	3334.24	0.00
Shampaign Fields	UW8201 00	Work Study	Minimum Wage Increase	1600.00	1600.00	0.00
Marie Fischer	US8434 00	Desk Worker	Minimum Wage Increase	3334.24	3334.24	0.00
Timothy Flynn	UW7403 00	Tutor	Sal Adj-Unusual Circumstance	1600.00	2600.00	1000.00
Ryan Fortney	UG8528 00	Graduate Research Assistant	Title Change	7488.00	7488.00	0.00
Demi Fredericksen	US8443 00	Childcare Assistant	Minimum Wage Increase	3704.72	3704.72	0.00
Hailey Freidel	US8416 01	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00
Rebecca Froehlich	UW8461 00	Prevention Graphic Assistant	Minimum Wage Increase	4075.19	4075.19	0.00
Imrann Gabriel	UW8517 00	Athletics Work Study/Football	Minimum Wage Increase	1600.00	1600.00	0.00
Braeden Garrett	UW7985 02	Student Technical Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Allyson Gartner	US8434 00	Resident Assistant	Minimum Wage Increase	3334.24	3334.24	0.00
Leah Geis	US7983 02	Student Technical Assistant	Minimum Wage Increase	5334.94	5334.94	0.00
Dasashe Gelaw	US8434 00	Resident Assistant	Minimum Wage Increase	3334.24	3334.24	0.00
Benjamin Gerig	US8299 01	ITS Student Computer Sup Spec	Sal Adj-Unusual Circumstance	9360.36	10400.40	1040.04
Ethan Gette	US8488 00	Marketing Student Videographer	Minimum Wage Increase	2593.30	2593.30	0.00
Lauren Giandinoto	QW9479 00	BBS Work Study Office Asst	Sal Adj-Unusual Circumstance	1600.00	2400.00	800.00
Michaela Goldammer	US8416 00	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00

Delia Gonzales	UW7985 00	Student Technical Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Shanel Goranowski	US8416 00	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00
Jubal Grant	US8434 00	Operations Crew	Minimum Wage Increase	3334.24	3334.24	0.00
Peyton Green	UW8201 00	Work Study	Minimum Wage Increase	1600.00	1600.00	0.00
Natalie Gronlund	US8479 01	SGA Business Manger	Minimum Wage Increase	2052.00	2052.00	0.00
Natalie Gronlund	UW8048 00	Work Study	Minimum Wage Increase	1600.00	1600.00	0.00
Marisa Grove	US8434 00	Resident Assistant	Minimum Wage Increase	3334.24	3334.24	0.00
Trenton Guenther	US8434 00	Resident Assistant	Minimum Wage Increase	3334.24	3334.24	0.00
Jade Gunnarson	UW8201 00	Work Study	Minimum Wage Increase	1600.00	1600.00	0.00
Monica Gutierrez	QW9461 00	Dental Hygiene Work Study	Minimum Wage Increase	1600.00	1600.00	0.00
Austin Haack	QS9477 00	BBS Student Lab Assistant	Minimum Wage Increase	2222.83	2222.83	0.00
Ali Haines	QS9540 00	Student Driver	Minimum Wage Increase	1539.00	1539.00	0.00
Brooke Hamilton	US7983 00	Student Technical Assistant	Minimum Wage Increase	5334.94	5334.94	0.00
Duane Hancock	UW8445 00	Childcare Work Study	Minimum Wage Increase	1600.00	2600.00	1000.00
Duane Hancock	UW8445 00	Childcare Work Study	Sal Adj-Unusual Circumstance	2600.00	2600.00	0.00
Wyatt Hansen	UW7985 01	Scene Shop Carp	Minimum Wage Increase	1600.00	1600.00	0.00
Sydney Hardin	US8416 01	Admissions Student Worker	Minimum Wage Increase	3334.24	3334.24	0.00
Jerrel Harris	UW8517 01	Ath Work Study/Facilities	Sal Adj-Unusual Circumstance	2400.00	4500.00	2100.00
Morgan Hartenstein	US8416 01	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00
Mason Hatwan	UW8445 01	Reading Tutor	Minimum Wage Increase	1600.00	2600.00	1000.00
Mason Hatwan	UW8445 01	Reading Tutor	Sal Adj-Unusual Circumstance	2600.00	2600.00	0.00
Dustin Heiden	QW9479 00	BBS Work Study Lab Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Marisa Helm	US8434 00	Resident Assistant	Minimum Wage Increase	3334.24	3334.24	0.00
Kellen Hempel	US8416 01	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00
Cole Hensley	US8416 02	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00
KC Herman	US8416 03	Admissions Student Worker	Minimum Wage Increase	3334.24	3334.24	0.00
Rebecca Herman	UW7403 02	Monitor Study Table	Minimum Wage Increase	1600.00	1600.00	0.00
McKayla Hermanson	US8443 01	Childcare Assistant	Minimum Wage Increase	3704.72	3704.72	0.00
Emily Hill	US8443 00	Childcare Assistant	Minimum Wage Increase	4445.66	4445.66	0.00
Jenna Hill	UW7381 00	Office Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Nicholas Hinkley	US8434 00	Resident Assistant	Minimum Wage Increase	3334.24	3334.24	0.00
Meghan Hoben	US8416 02	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00
Brittany Hodge	UW8445 00	Childcare Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Chelsy Hoffman	UW7421 00	Student Curatorial Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Andrew Holmstrom	QS9360 00	PA Student Driver	Minimum Wage Increase	752.40	752.40	0.00
Noah Holthaus	US8434 00	Resident Assistant	Minimum Wage Increase	3334.24	3334.24	0.00
McKenzie Holton	US8434 02	Desk Worker	Minimum Wage Increase	3334.24	3334.24	0.00
McKenzie Holton	US8479 01	SGA External Comm Mgr	Minimum Wage Increase	2052.00	2052.00	0.00
Allison Howe	UW7985 01	Student Technical Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Taylor Hrupek	US8434 00	Resident Assistant	Minimum Wage Increase	2963.77	2963.77	0.00
Nevada Hughes	QS9540 00	ICM Student Driver	Minimum Wage Increase	547.20	547.20	0.00
Paden Hunt	UW8418 02	Work-Study Admissions Asst.	Minimum Wage Increase	1600.00	1600.00	0.00
Keith Hurly	US8416 00	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00
Keith Hurly	US8434 00	Mail Clerk	Minimum Wage Increase	2963.77	2963.77	0.00
Claudia Ibarra	US8434 00	Resident Assistant	Minimum Wage Increase	3334.24	3334.24	0.00
Marcus Ireland	US8434 00	Resident Assistant	Minimum Wage Increase	3334.24	3334.24	0.00
MD Rabiul Islam	US8434 00	Resident Assistant	Minimum Wage Increase	3334.24	3334.24	0.00
Connor Jallo	US8416 00	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00
Kayla Janke	UW8147 02	Work Study	Minimum Wage Increase	1600.00	1600.00	0.00
Kayla Janke	UW8147 02	Work Study	Sal Adj-Unusual Circumstance	1600.00	2600.00	1000.00
Jong-Ihl Jeong	US8434 01	Desk Worker	Minimum Wage Increase	3334.24	3334.24	0.00
Leah Jeseritz	US8434 00	Resident Assistant	Minimum Wage Increase	3334.24	3334.24	0.00
Courtney Johnson	US8443 00	Childcare Assistant	Minimum Wage Increase	3704.72	3704.72	0.00
Kelvin Jones	UW8481 00	SVRC Fall/Spring Workstudy	Sal Adj-Unusual Circumstance	1600.00	3200.00	1600.00
Nathan Jones	US7407 00	Student Library Assistant	Minimum Wage Increase	2963.77	2963.77	0.00
Tess Jones	UW7985 00	Student Technical Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Tiesha Jones	US8434 00	Resident Assistant	Minimum Wage Increase	3334.24	3334.24	0.00
Robbie Kazi	QS9360 00	PA Student Driver	Minimum Wage Increase	752.40	752.40	0.00
Nathaniel Keane	US7983 00	Student Technical Assistant	Minimum Wage Increase	5334.94	5334.94	0.00
Jasmine Kearney	US8434 00	Resident Assistant	Minimum Wage Increase	2963.77	2963.77	0.00
Trenity Kenobbie	UW8300 02	Wellness Center Fall/Spring WS	Sal Adj-Unusual Circumstance	3600.00	4800.00	1200.00
Benjamin Kielhold	UW8481 01	SVRC Fall/Spring Workstudy	Sal Adj-Unusual Circumstance	1600.00	3200.00	1600.00
Sadie Kinslow	UW7421 00	Student Curatorial Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Sage Kipfer	UW8264 00	Student Office Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Kourtney Kirsch	US8416 00	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00
Hope Knedler	UW7994 00	Student Office Assistant III	Minimum Wage Increase	1600.00	1600.00	0.00
Tyler Koch	US8434 00	Resident Assistant	Minimum Wage Increase	3334.24	3334.24	0.00
Eliza Kolbo	UW8300 02	Wellness Center Fall/Spring WS	Sal Adj-Unusual Circumstance	3600.00	4100.00	500.00

Shaniah Koops	US8416 01	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00
Jessica Krager	US7983 01	Student Technical Assistant	Minimum Wage Increase	5334.94	5334.94	0.00
Lauren Kratz	US8434 00	Resident Assistant	Minimum Wage Increase	3334.24	3334.24	0.00
Taylor Kruisselbrink	US8416 01	Admissions - Tour Guide	Minimum Wage Increase	3334.24	3334.24	0.00
Alyseka Krull	US7983 00	Student Technical Assistant	Minimum Wage Increase	5334.94	5334.94	0.00
Jenna Kruntorad	US8416 02	Admissions Student Worker	Minimum Wage Increase	3334.24	3334.24	0.00
Elizabeth Kubal	US8416 01	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00
Jeremy Kudrna	QS9540 00	Student Driver	Minimum Wage Increase	1539.00	1539.00	0.00
Kathryn Kunkel	US8416 00	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00
Akasha Kurapati	US8434 00	Desk Worker	Minimum Wage Increase	3334.24	3334.24	0.00
Mikayla Lansink	US8434 00	Resident Assistant	Minimum Wage Increase	3334.24	3334.24	0.00
Chunghwan Lee	US8299 00	Student Lab Consultant	Minimum Wage Increase	741.03	741.03	0.00
Derek Lee	QS9540 00	Student Driver	Minimum Wage Increase	1539.00	1539.00	0.00
Payton Lee	UW7404 00	Wellness Center Fall/Spring WS	Minimum Wage Increase	2600.00	2600.00	0.00
Talia Lego	US8416 00	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00
Samantha Lenz	US7397 01	AWOL Learning Partner	Minimum Wage Increase	222.13	222.13	0.00
Hanna Leschisin	QS9477 00	BBS Student Lab Assistant	Minimum Wage Increase	2593.30	2593.30	0.00
Hanna Leschisin	US8416 01	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00
Maria Limon	UW8481 01	NSS Fall/Spring Workstudy	Sal Adj-Unusual Circumstance	1600.00	2000.00	400.00
Haoyu Lin	US8443 00	Student Volunteer Coordinator	Minimum Wage Increase	4445.66	4445.66	0.00
Caitlyn Lint	UW7397 00	ILL Fall/Spring Work Study	Minimum Wage Increase	1600.00	1600.00	0.00
Clay Lippert	US8434 00	Resident Assistant	Minimum Wage Increase	3334.24	3334.24	0.00
Kristi Livermont	US8416 02	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00
Shelby Loffelmacher	UW7408 00	Fall/Spring Library Workstudy	Minimum Wage Increase	1600.00	1600.00	0.00
Francois Lokenye	UW7403 00	Tutor	Sal Adj-Unusual Circumstance	1600.00	2600.00	1000.00
Christopher Loutsch	UW8463 00	SCC Fall/Spring Workstudy	Minimum Wage Increase	1600.00	1600.00	0.00
Abby Lubeck	US8434 00	Resident Assistant	Minimum Wage Increase	3334.24	3334.24	0.00
Levi Ludens	US8434 01	Resident Assistant	Minimum Wage Increase	3334.24	3334.24	0.00
Kriston Lynn	UW7958 01	Sponsored Programs Work Study	Sal Adj-Unusual Circumstance	1600.00	4100.00	2500.00
Brinkley Lyon	US8434 00	Resident Assistant	Minimum Wage Increase	3334.24	3334.24	0.00
Shamly Mackey	US8479 01	CDC Student Assistant	Minimum Wage Increase	3334.24	3334.24	0.00
Mason Madsen	US8416 00	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00
Joseph Mammo	US8434 00	Resident Assistant	Minimum Wage Increase	3334.24	3334.24	0.00
Abby Maresh	UW8418 01	Work-Study Admissions Asst.	Minimum Wage Increase	1600.00	1600.00	0.00
Phillip Mark	US8416 01	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00
Diego Marquez Gomez	US8416 04	Admissions Student Worker	Minimum Wage Increase	3334.24	3334.24	0.00
Kyra Martens	US8434 00	Resident Assistant	Minimum Wage Increase	3334.24	3334.24	0.00
Kyra Martens	US8443 00	Childcare Assistant	Minimum Wage Increase	3704.72	3704.72	0.00
Sara Martin	UW8201 00	Work Study	Minimum Wage Increase	1600.00	1600.00	0.00
Casey Matthiesen	US7415 00	Janklow Student Lib Assistant	Minimum Wage Increase	3334.24	3334.24	0.00
Joshua Max	UW8481 01	NSS Fall/Spring Workstudy	Sal Adj-Unusual Circumstance	1600.00	2450.00	850.00
Michael Mayrose	UW8481 00	SVRC Fall/Spring Workstudy	Sal Adj-Unusual Circumstance	1600.00	3200.00	1600.00
Robert McCauley	US8416 02	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00
Madison McCleerey	US8416 00	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00
Theodora McMahon	UW8201 00	Work Study	Minimum Wage Increase	1600.00	1600.00	0.00
Elizabeth McMillen	UW7985 01	Student Theatre Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Madison Michels	UW8418 01	Admissions Student Worker	Minimum Wage Increase	1600.00	1600.00	0.00
Madison Michels	UW8418 01	Admissions Student Worker	Sal Adj-Unusual Circumstance	1600.00	2800.00	1200.00
Jacie Miller	US8434 01	Desk Worker	Minimum Wage Increase	3334.24	3334.24	0.00
Rush Milne	US8416 01	Admissions Student Worker	Minimum Wage Increase	3334.24	3334.24	0.00
Kylie Minske	US8434 00	Resident Assistant	Minimum Wage Increase	3334.24	3334.24	0.00
Dusan Mirkovic	US8416 00	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00
Jordan Mitchell	UW7985 00	Student Technical Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Lauren Moeller	US8443 00	Childcare Assistant	Minimum Wage Increase	3704.72	3704.72	0.00
Shekendra Morgan	UW7985 01	Student Technical Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Mara Morrill	US8434 00	Desk Worker	Minimum Wage Increase	3334.24	3334.24	0.00
Ericka Muchow	UW8300 00	Wellness Center Fall/Spring WS	Sal Adj-Unusual Circumstance	954.25	2100.00	1145.75
Brianna Mudder	UW8039 00	Work Study	Minimum Wage Increase	1600.00	1600.00	0.00
Cuinsey Murphy	UW7421 00	Student Curatorial Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Cori Nath	UW8418 00	Admissions Telecounselor	Minimum Wage Increase	1100.00	1100.00	0.00
Alexandra Newcomb-Weiland	US7983 00	Student Technical Assistant	Minimum Wage Increase	5334.94	5334.94	0.00
Rachel Newville	US8434 00	Resident Assistant	Minimum Wage Increase	3334.24	3334.24	0.00
Lien Nguyen	US8208 01	HS Sitter	Minimum Wage Increase	2758.57	2758.57	0.00
Lien Nguyen	US8208 03	EHS Sitter	Minimum Wage Increase	2963.77	2963.77	0.00
Brendan Norris	US8434 01	Desk Worker	Minimum Wage Increase	3334.24	3334.24	0.00
Michelle Novak	US8479 01	SGA Vice President	Minimum Wage Increase	2736.00	2736.00	0.00
Samanda Nunnery	US7983 03	Student Technical Assistant	Minimum Wage Increase	5334.94	5334.94	0.00
Tania Nuno	US8208 00	Head Start Sitter	Minimum Wage Increase	769.50	769.50	0.00

Tania Nuno	US8208 01	Early Head Start Sitter	Minimum Wage Increase	769.50	769.50	0.00
Zoey O'Brien	US8434 00	Resident Assistant	Minimum Wage Increase	3334.24	3334.24	0.00
Raelee Oberg	US8443 00	Childcare Assistant	Minimum Wage Increase	3704.72	3704.72	0.00
Chizoba Obiozor	US8443 00	Childcare Assistant	Minimum Wage Increase	3704.72	3704.72	0.00
Morgan Ohm	US8443 00	Childcare Assistant	Minimum Wage Increase	3704.72	3704.72	0.00
Megan Olson	UW8300 01	Wellness Center Fall/Spring WS	Sal Adj-Unusual Circumstance	3600.00	3600.00	0.00
Megan Olson	UW8300 01	Wellness Center Fall/Spring WS	Sal Adj-Unusual Circumstance	3600.00	4800.00	1200.00
Michaela Olson	US8443 00	Childcare Assistant	Minimum Wage Increase	3704.72	3704.72	0.00
Selena Olvera	UW8481 00	NSS Fall/Spring Workstudy	Sal Adj-Unusual Circumstance	1600.00	3100.00	1500.00
Presley Pasco	UW8418 00	Admissions Telecounselor	Minimum Wage Increase	1600.00	1600.00	0.00
Brock Peterson	US8416 03	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00
Alyx Phillips	US8443 00	Childcare Assistant	Minimum Wage Increase	3704.72	3704.72	0.00
Melanie Picklesimer	US8262 00	Student Office Assistant	Minimum Wage Increase	3704.72	3704.72	0.00
Melanie Picklesimer	US8443 00	Childcare Assistant	Minimum Wage Increase	3704.72	3704.72	0.00
Morgan Piehl	US8416 02	Admissions Student Worker	Minimum Wage Increase	3334.24	3334.24	0.00
Christian Pollema	US8416 00	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00
Hannah Poppens	US8416 00	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00
Morgan Porter	US7983 02	Student Technical Assistant	Minimum Wage Increase	5334.94	5334.94	0.00
Jessica Powell	QS9360 00	PA Student Driver	Minimum Wage Increase	752.40	752.40	0.00
Preston Pratt	US8416 01	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00
Jordan Preuss	UW8300 01	Wellness Center Fall/Spring WS	Sal Adj-Unusual Circumstance	3600.00	4800.00	1200.00
Filip Radev	QW9479 02	BBS Work Study Lab Assistant	Sal Adj-Unusual Circumstance	3100.00	4300.00	1200.00
Reddi Manikanta Ramannagari	US7974 01	Library Student Assistant	Minimum Wage Increase	5927.72	5927.72	0.00
Abby Rank	UW7397 00	Fall/Spring Work Study	Minimum Wage Increase	1600.00	1600.00	0.00
Aman Rauniyar	US8208 02	HS Sitter	Minimum Wage Increase	2963.77	2963.77	0.00
Aman Rauniyar	US8208 03	EHS Sitter	Minimum Wage Increase	2963.77	2963.77	0.00
Devin Reiners	UW8147 00	Work Study	Minimum Wage Increase	1600.00	1600.00	0.00
Kaci Reiser	UW8264 00	Student Office Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Gabriela Revolorio	UW8436 00	Housing Fall/Spring WS	Sal Adj-Unusual Circumstance	1600.00	2600.00	1000.00
Kursta Rische	US8443 00	Childcare Assistant	Minimum Wage Increase	3704.72	3704.72	0.00
Vanessa Rise	US8299 00	ITS Student Lab Consultant	Minimum Wage Increase	3704.72	3704.72	0.00
Anna Robertson	UW7985 00	Student Technical Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Meggin Robertson	US7974 01	Library Student Assistant	Minimum Wage Increase	3704.72	3704.72	0.00
Mason Rogers	US8416 00	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00
Desiree Rohrbach	US8434 00	Resident Assistant	Minimum Wage Increase	3334.24	3334.24	0.00
Kelsey Rokahr	UW8445 00	Childcare Assistant	Minimum Wage Increase	1600.00	2500.00	900.00
Kelsey Rokahr	UW8445 00	Childcare Assistant	Sal Adj-Unusual Circumstance	2500.00	2500.00	0.00
Katie Rosenstengel	UW7404 00	Wellness Center Fall/Spring WS	Minimum Wage Increase	1600.00	1600.00	0.00
Ellen Roufs	UW7403 00	Tutor	Sal Adj-Unusual Circumstance	1600.00	2600.00	1000.00
A L M Salahuddin	US8434 00	Operations Crew	Minimum Wage Increase	2963.77	2963.77	0.00
Richard Sauer	US8434 02	Resident Assistant	Minimum Wage Increase	3334.24	3334.24	0.00
Kiah Schaeffer	US7983 00	Student Technical Assistant	Minimum Wage Increase	5334.94	5334.94	0.00
Samantha Schartz	UW8084 01	Student Math Tutor II	Sal Adj-Unusual Circumstance	1600.00	3000.00	1400.00
Merrissa Schlichte	UW8445 00	Reading Tutor	Minimum Wage Increase	1600.00	1600.00	0.00
Alanna Schmeichel	UW8264 00	Student Office Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Kristie Schmidt	QS9477 05	BBS Student Lab Assistant	Minimum Wage Increase	4104.00	4104.00	0.00
Taylor Schoenfelder	US8416 02	Admissions Student Worker	Minimum Wage Increase	3334.24	3334.24	0.00
Quinn Schroeder	US8443 00	Childcare Assistant	Minimum Wage Increase	3704.72	3704.72	0.00
McKinley Schubert	UW8129 00	Work Study	Minimum Wage Increase	1600.00	1600.00	0.00
Rebecca Schuster	US7983 02	Student Technical Assistant	Minimum Wage Increase	5334.94	5334.94	0.00
Adam Scofield	QS9360 00	PA Student Driver	Minimum Wage Increase	752.40	752.40	0.00
Nicole Scotting	UW7985 00	Student Technical Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Tyler Seidel	UW8111 00	Lab Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Benjamin Severson	US8461 00	Student Prevention Assistant	Minimum Wage Increase	6579.23	6579.23	0.00
Kasha Shear	QW9479 00	BBS Work Study Lab Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Jackson Shriver	QS9477 00	BBS Student Lab Asst	Minimum Wage Increase	4075.19	4075.19	0.00
Jackson Shriver	US8416 02	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00
Sydney Skogen	UW8517 01	Ath Work Study/Football	Minimum Wage Increase	3200.00	3200.00	0.00
Jordan Smith	UW7976 00	Library Fall/Spring Work Study	Minimum Wage Increase	1600.00	1600.00	0.00
Tyler Smith	UW8517 02	Ath Work Study/Strength & Cond	Sal Adj-Unusual Circumstance	4000.00	5000.00	1000.00
Alexis Soldatke	US8208 00	HS Sitter	Minimum Wage Increase	3420.00	3420.00	0.00
Alexis Soldatke	US8208 01	EHS Sitter	Minimum Wage Increase	3704.72	3704.72	0.00
Brittany Spader	US8416 02	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00
Brianna Sparks	UW8201 00	Work Study	Minimum Wage Increase	1600.00	1600.00	0.00
Regan Specht	US8208 00	HS Sitter	Minimum Wage Increase	2963.77	2963.77	0.00
Maddie Stanek	US8443 00	Childcare Assistant	Minimum Wage Increase	3704.72	3704.72	0.00
Ebrin Stanley	UW7985 02	Student Technical Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Payton Steele	US8434 01	Desk Worker	Minimum Wage Increase	3334.24	3334.24	0.00

Sawyer Stevens	US8416 00	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00
Jena Stewart	US7974 00	Library Student Assistant	Minimum Wage Increase	5927.72	5927.72	0.00
Shandra Stillion	US7389 00	Student Worker Airport Pickup	Minimum Wage Increase	3704.72	3704.72	0.00
Eunice Straight Head	US8416 00	Admissions Telecounselor	Minimum Wage Increase	2963.77	2963.77	0.00
Lane Suing	UW8418 01	Admissions - Tour Guide	Minimum Wage Increase	1600.00	1600.00	0.00
Zbynek Surovec	US8488 00	Videographer Student WorkerI	Minimum Wage Increase	2593.30	2593.30	0.00
Kali Teasley	US8434 00	Resident Assistant	Minimum Wage Increase	3334.24	3334.24	0.00
Madelyn Thein	US8416 02	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00
Trevor Thompson	US8434 00	Operations Crew	Minimum Wage Increase	3334.24	3334.24	0.00
Andrea Tostado	UW7985 01	Student Technical Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Paige Tracey	UW8418 00	Admissions Telecounselor	Minimum Wage Increase	1600.00	1600.00	0.00
Tien Tran	US8299 00	Student Lab Consultant	Minimum Wage Increase	7410.29	7410.29	0.00
Karly Treiber	US8443 00	Childcare Assistant	Minimum Wage Increase	3704.72	3704.72	0.00
Amy Trivedi	US7974 00	Library Student Assistant	Minimum Wage Increase	5927.72	5927.72	0.00
Katrina Tsosie	UW8481 01	NSS Fall/Spring Workstudy	Sal Adj-Unusual Circumstance	1600.00	2300.00	700.00
Dana Turgeon	US8416 03	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00
Brittany Two Elk	UW8481 00	NSS Fall/Spring Workstudy	Sal Adj-Unusual Circumstance	1600.00	2720.00	1120.00
Haley Unzen	UW8264 00	Student Office Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Rebecca Vaca	UW8048 00	Work Study	Minimum Wage Increase	1600.00	1600.00	0.00
Allison Verry	US7983 02	Student Technical Assistant	Minimum Wage Increase	5334.94	5334.94	0.00
Austin Vetter	US7983 01	Student Technical Assistant	Minimum Wage Increase	5334.94	5334.94	0.00
Shannon Volker	US8443 00	Childcare Assistance	Minimum Wage Increase	3334.24	3334.24	0.00
Brennan Vote	UW8201 00	Work Study	Minimum Wage Increase	1600.00	1600.00	0.00
Tanner Waddell	UW8517 00	Athletics Work Study/Football	Minimum Wage Increase	1600.00	1600.00	0.00
Amanda Wagemann	US8416 03	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00
Amanda Wagemann	US8443 00	Childcare Assistant	Minimum Wage Increase	3704.72	3704.72	0.00
Jazmin Waite	US8479 00	Peer Mentor	Minimum Wage Increase	2963.77	2963.77	0.00
Morgan Walters	US8443 00	Childcare Assistant	Minimum Wage Increase	3704.72	3704.72	0.00
Erica Wankum	UW7421 03	Student Curatorial Assistant	Sal Adj-Unusual Circumstance	1600.00	3700.00	2100.00
Blake Warner	UW8463 01	SCC Fall/Spring Workstudy	Sal Adj-Unusual Circumstance	1600.00	2600.00	1000.00
Kelsey Watterson	US8443 00	Childcare Assistance	Minimum Wage Increase	3704.72	3704.72	0.00
Amy Weichler	US8443 00	Childcare Assistant	Minimum Wage Increase	3704.72	3704.72	0.00
Rachel Weinandt	QS9360 00	PA Student Driver	Minimum Wage Increase	752.40	752.40	0.00
Dakota Weisbecker	US8416 00	Admissions - Tour Guide	Minimum Wage Increase	666.39	666.39	0.00
Laura Weiss	UW8418 00	Admissions Student Worker	Minimum Wage Increase	1600.00	1600.00	0.00
Caleb Wenz	UW8436 00	Housing Fall/Spring WS	Sal Adj-Unusual Circumstance	1600.00	2600.00	1000.00
Abigail Wiebers	UW8264 00	Student Office Assistant	Minimum Wage Increase	1600.00	1600.00	0.00
Morgan Wieman	US8443 00	Childcare Assistant	Minimum Wage Increase	3704.72	3704.72	0.00
Monae Williams	UW8436 01	Housing Fall/Spring WS	Sal Adj-Unusual Circumstance	1600.00	2600.00	1000.00
Macenzie Wood	UW8418 00	Admissions - Tour Guide	Minimum Wage Increase	1600.00	1600.00	0.00
Andrew Yevugah	US8434 00	Resident Assistant	Minimum Wage Increase	3334.24	3334.24	0.00
Anastasia Zabel	US8010 00	Student Gallery Assistant	Minimum Wage Increase	4617.00	4617.00	0.00
Stanton Zaczek	US8434 00	Resident Assistant	Minimum Wage Increase	3334.24	3334.24	0.00
Brad Zwart	QS9477 03	BBS Student Lab Assistant	Minimum Wage Increase	3334.24	3334.24	0.00

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Aafaque Aafaque	UG8744	00	Graduate Research Assistant	TV012	21-DEC-16
Arianne Aasen	US8434	05	Desk Worker	TV012	21-DEC-16
Supun Randil Abe Abeyratne Heru	US8371	01	Temp Building Maint Assist	TV012	21-DEC-16
Supun Randil Abe Abeyratne Heru	US8371	01	Temp Building Maint Assist	TV012	21-JAN-17
Adewunmi Adekola	US7428	00	Resident Assistant-ACA	TV012	21-DEC-16
Adewunmi Adekola	US8434	02	Resident Assistant	TV012	21-DEC-16
Ebenezer Adewumi	US7426	00	Resident Assistant-ACA	TV012	06-JAN-17
Ebenezer Adewumi	US8434	00	Resident Assistant	TV012	06-JAN-17
Ebenezer Adewumi	US8434	01	Mail Clerk	TV012	06-JAN-17
Nicholas Akins	US8001	01	Student Model	TV012	21-DEC-16
Tess Albright	US8434	01	Desk Worker	TV012	21-DEC-16
Christina Amatya	QG8919	04	Grad Assist - Research	TV012	21-DEC-16
Tylor Audino	US8506	01	Intramural Official	TV012	21-NOV-16
Anna Bahnson	QS9540	01	Student Driver	TV013	31-DEC-16
Kassitti Balomenos	US8082	03	Student Math Tutor II	TV012	21-DEC-16
Suneel Bandarupalli	UG7407	00	Graduate Research Assistant	TV012	21-DEC-16
Rachel Barclay	US7938	01	Tutor	TV012	21-DEC-16

Rachel Barclay	US8199 00	Tutor	TV012	21-DEC-16
John Becker	US8100 03	Chemistry Student Assistant	TV012	21-DEC-16
Jamie Bell	US8344 02	Ticket Writer	TV012	21-DEC-16
Jamie Bell	US8344 03	Special Events	TV012	21-DEC-16
Timarie Bergman	US8082 00	Student Math Tutor II	TV012	21-DEC-16
Deshawn Bible	UW7994 00	Student Office Assistant III	TV012	21-DEC-16
Jessica Bivens	UE9891 00	Director of the MUC	TV013	21-FEB-17
Rachel Blanchard	US8434 04	Desk Worker	TV012	21-DEC-16
Arthur Boose	US8506 01	Intramural Official	TV012	21-NOV-16
Tyler Bradley	US8309 01	Note Taker	TV013	21-JAN-17
Seth Brick	US7983 00	JCS Pit	TV012	21-FEB-17
Jessica Brown	QS9459 00	Student Dental Assistant	TV012	21-JAN-17
Nicklaus Brown	US8434 00	Operations Crew	TV012	21-FEB-17
Paul Brown	UG7503 00	Graduate Research Assistant	TV012	21-DEC-16
Erin Bruce	UW8300 01	Wellness Center Fall WS	TV012	21-NOV-16
Olivia Bruening	UW8264 00	Student Office Assistant	TV012	21-DEC-16
Kristyne Bruggeman	UG7429 01	Grad Instructor of Record	TV013	21-DEC-16
Lucas Bryant	US8145 00	Student Worker	TV012	21-JAN-17
Levenae Buggs	UG8843 00	Graduate Reserach Assistant	TV012	21-DEC-16
Levenae Buggs	UG8843 01	Grad Instructor of Record	TV013	21-DEC-16
Eugene Buhian	UW8436 00	Housing Fall/Spring WS	TV012	19-DEC-16
Saydae Bures	US8082 03	Student Assistant I	TV012	21-DEC-16
Christina Bushinger	US8082 04	Student Assistant I	TV012	21-DEC-16
Colby Buss	US8506 01	Intramural Supervisor	TV012	31-DEC-16
Sean Callahan	US8082 02	Student Math Tutor II	TV012	21-DEC-16
Mei Kwan Chan	US8299 00	Student Lab Consultant	TV012	21-DEC-16
Derek Chancellor	UG7886 00	Graduate Research Assistant	TV012	21-DEC-16
Cley Charlson	US8082 00	Student Math Tutor II	TV012	21-DEC-16
Ajay Chepuru	US8037 00	Research Assistant	TV012	21-DEC-16
Ajay Chepuru	US8344 00	Ticket Writer	TV012	17-JAN-17
Ajay Chepuru	US8344 01	Special Events	TV012	17-JAN-17
Minji Cho	US8308 02	Test Proctor	TV012	30-OCT-16
Leslie Claussen	US8046 05	Writing Center Tutor	TV012	21-DEC-16
Allison Daly	US7385 06	Softball Clinic Assistant	TV012	21-JAN-17
Amy Davis	QW9479 00	BBS Work Study Lab Asst	TV012	23-JAN-17
Sheila Davis	UG7910 01	Graduate Administrative Assist	TV012	21-DEC-16
Kaela DeJong	UW7994 02	Student Office Assistant III	TV012	02-FEB-17
Zachary DeZeeuw	UW8165 00	Dean's Suite Student Worker	TV012	21-DEC-16
Shaina Dean	US7409 00	Library Student Assistant	TV012	21-DEC-16
Tatum Dean	UW8490 00	Marketing Fall/Spring WS	TV012	21-DEC-16
Brandon Derby	UW8481 00	Jump Start Fall/Spring WS	TV012	21-DEC-16
Jake Deutz	US8100 00	Chemistry Student Assistant	TV012	21-DEC-16
Daniel DiSanto	US8199 01	Tutor	TV012	21-DEC-16
Hanna Distel	QS9540 01	Student Driver	TV013	31-DEC-16
Melissa Dittberner	QE8664 03	Correspondence Grader	TV013	21-FEB-17
Melissa Dittberner	QG8925 00	Grad Teaching Assistant	TV012	21-DEC-16
Natalia Dohman	US7938 00	Tutor	TV012	10-DEC-16
David Doss	US8082 02	Student Math Tutor II	TV012	21-DEC-16
Thorn Dramstad	US8100 02	Chemistry Student Assistant	TV012	21-DEC-16
Jarren Duffy	US8362 00	Grounds Temp Student Assist	TV013	21-DEC-16
Liam Duffy	QS9540 01	Student Driver	TV013	31-DEC-16
Michael Dzordzormenyoh	UG7889 01	Graduate Teaching Assistant	TV012	21-DEC-16
Julie Eclov	QG9242 00	MDPHD Student	TV012	21-DEC-16
Noah Emery	UG8844 00	Graduate Teaching Assistant	TV012	21-DEC-16
Jillian Farkas	UG7616 00	Grad Teaching Assist - IOR	TV012	21-DEC-16
Amy Fill	US8010 04	Student Gallery Assistant	TV012	09-JAN-17
Aaron Fleischer	QS9477 01	BBS Student Lab Assistant	TV012	08-JAN-17
Jade Fostvedt	US8100 04	Chemistry Studen Assistant	TV012	21-DEC-16
Dylan Fox	US7939 00	Tutor	TV012	21-NOV-16
Pedro Frajdrach Chequetti da	RUS8082 03	Student Math Tutor II	TV012	21-DEC-16
Rebecca Froehlich	US8010 07	Gallery Student Worker	TV012	09-JAN-17
Rathna Garigipati	UG8772 01	Graduate Research Assistant	TV012	21-DEC-16
Chesney Garnos	US8073 00	Student Labor	TV012	21-NOV-16
Changkuoth Gatchay	UG8550 00	Graduate Teaching Assistant	TV012	21-DEC-16
Matthew Gerlach	QS9540 01	Student Driver	TV013	31-DEC-16
Lauren Gilliland	US8082 01	Student Math Tutor II	TV012	21-DEC-16
Amanuel Gnorie	UW7403 00	Tutor	TV012	22-DEC-16
Julia Gorham	US7938 00	Tutor	TV012	12-DEC-16

Tara Gray	UW8436	01	Housing Fall/Spring WS	TV012	21-NOV-16
Brian Griffin	US7381	00	Admin Assistant	TV012	21-DEC-16
Natalie Gubbels	UG7398	00	Graduate Research Assistant	TV012	21-DEC-16
Taylor Gustafson	US7405	00	Tutor	TV012	10-DEC-16
Austin Hahn	UG7500	05	Grad Instructor of Record	TV013	21-DEC-16
Paige Hanisch	US8082	00	Student Math Tutor II	TV012	21-DEC-16
Cylie Hanson	US7387	01	Office Assistant Temp	TV013	21-DEC-16
Christopher Hartmann	UW8300	01	Wellness Center Fall/Spring WS	TV012	21-JAN-17
Daniel Harts	UG8734	02	Graduate Teaching Assistant	TV012	21-JAN-17
Emily Hattouni	UW7403	00	Tutor	TV012	10-DEC-16
Aron Haug	UW8075	00	Student Labor	TV012	21-DEC-16
Kathryn Hefta	US8280	01	Student Assistant	TV012	08-JAN-17
Cole Hensley	US7948	00	Honors Student Worker	TV012	08-DEC-16
Anna Hildebrand	US8308	00	Test Proctor	TV012	30-OCT-16
Bridget Hively	UG8614	01	Grad Admin Asst	TV012	21-JAN-17
Lindsey Hodges	UG8636	00	Grad Admin Assist	TV012	21-DEC-16
Brian Hokeness	QS9540	01	Student Driver	TV013	31-DEC-16
Carly Horst	UW8499	00	HR Fall/Spring WS	TV012	21-DEC-16
Md Yeathad Hossan	UG7508	04	Graduate Research Assistant	TV012	21-DEC-16
Dylan Huggins	US8488	00	Marketing Assistant-Writer	TV012	21-DEC-16
Morgan Huss	US8299	01	ITS Student Lab Consultant	TV012	21-DEC-16
Muhammad Hussain	UG7648	00	Graduate Research Assistant	TV012	21-DEC-16
Lillia Iokhvidov	UG7888	00	Graduate Research Assistant	TV012	21-DEC-16
Khurram Iqbal	US8308	00	Test Proctor	TV012	30-OCT-16
Loren Isaac	US8434	00	Desk Worker-Central Office	TV012	21-JAN-17
Mohammad Islam	UG8658	00	Housing GAA	TV012	14-DEC-16
Mominul Islam	US7389	00	Int'l Ofc Student Ambassador	TV012	06-JAN-17
Mominul Islam	US8362	00	Grounds Temp Student Assist	TV013	21-DEC-16
Matthew Iverson	US7385	02	Ath Student Production	TV012	21-DEC-16
Pradeep Jayaraman	US7402	00	Student Assistant IP	TV012	10-DEC-16
Amy Jazwinski	UW8490	00	Marketing Retail Clerk	TV012	21-DEC-16
Shannen Jennings	US8082	00	Student Math Tutor II	TV012	21-DEC-16
Abby Jensen	US8344	02	Ticket Writer	TV012	21-JAN-17
Abby Jensen	US8344	03	Special Events	TV012	21-JAN-17
Sophie Johnson	UG8835	01	Graduate Teaching Assistant	TV012	21-DEC-16
Jordan Jones	UW8300	02	Wellness Center Fall/Spring WS	TV012	21-NOV-16
Birendra KC	QG9183	04	Grad Assist - Research	TV012	21-DEC-16
Toni Kafton	US7425	02	Resident Assistant-ACA	TV012	21-DEC-16
Toni Kafton	US8434	02	Resident Assistant	TV012	21-DEC-16
Tomas Kamenik	UG8722	00	Graduate Admin Asst-Int'l Ofc	TV012	21-DEC-16
Lydia Kanz	US8001	00	Student Model	TV012	21-DEC-16
Chandra Karki	US7389	00	Int'l Ofc Student Ambassador	TV012	07-JAN-17
Joseph Keppen	UG7497	02	Graduate Research Assistant	TV012	21-DEC-16
Jordan Kimball	UW8102	00	Chemistry Fall/Spring WS	TV012	21-DEC-16
Emily Klein	US8344	00	Ticket Writer	TV012	21-JAN-17
Emily Klein	US8416	01	Admissions Student Worker	TV012	21-JAN-17
Trenton Klimper	UW8165	01	Law Library Student Worker	TV012	21-NOV-16
Andrew Koch	US7938	00	Tutor	TV012	21-DEC-16
David Koch	US7425	01	Resident Assistant-ACA	TV012	21-DEC-16
David Koch	US8434	02	Resident Assistant	TV012	21-DEC-16
David Koch	US8434	03	Desk Worker	TV012	21-DEC-16
Shawna Koch	UW8436	00	Housing Fall/Spring WS	TV012	21-DEC-16
Madison Koehler	UW8300	02	Wellness Center Fall WS	TV012	14-DEC-16
Kyle Koerner	US8199	00	Tutor	TV012	21-DEC-16
Brittany Kolbeck	UW7994	01	Student Office Assistant III	TV012	17-FEB-17
Kyler Kooi	US7939	00	Tutor	TV012	21-NOV-16
Taylor Kruisselbrink	US8109	00	Research Assistant	TV012	21-DEC-16
Alexa Kruse	US8109	01	Lab Assistant	TV012	21-DEC-16
Tramika LaBranche	UW8003	04	Art Assistant	TV012	21-DEC-16
Tad Lacey	US7938	00	Tutor	TV012	10-DEC-16
Amanda Lacroix	US8308	00	Text Proctor	TV012	30-OCT-16
Rachel Larsen	QE8726	00	Temp Dental Hygienist	TV013	21-NOV-16
Rachel Larsen	QE8726	01	DH Substitute	TV013	21-FEB-17
Mark Larson	QS9540	01	Student Driver	TV013	31-DEC-16
April Lee	US7383	01	Test Administrator	TV012	23-DEC-16
Chunghwan Lee	US7389	00	Int'l Ofc Student Ambassador	TV012	06-JAN-17
Shilo Lemmon	US8082	03	Student Assistant I	TV012	21-DEC-16
Breanna Lende	US8443	00	Teacher Assistant	TV012	21-FEB-17

Samantha Lenz	US7397 01	AWOL Learning Partner	TV012	22-JAN-17
Rhye Leonard	UW8048 01	Work Study	TV012	21-FEB-17
Hanna Leschisin	QS9477 01	Standardized Patient	TV013	21-NOV-16
Hanna Leschisin	QS9531 00	Standardized Patient	TV013	21-FEB-17
Yangyang Li	US8082 00	Student Math Tutor II	TV012	21-DEC-16
Lejla Lisinovic	UG7945 00	SVRC GAA	TV012	20-DEC-16
Taylor Lockwood	UE8522 00	Ath Tkt Office/Game Day Staff	TV013	31-DEC-16
Montana Lunt	US7429 00	Resident Assistant-ACA	TV012	21-DEC-16
Montana Lunt	US8434 02	Resident Assistant	TV012	21-DEC-16
Montana Lunt	US8434 03	Desk Worker	TV012	21-DEC-16
Joseph Mammo	US7938 01	Tutor	TV012	26-OCT-16
Olivia Mann	US8073 09	Student Labor	TV012	21-DEC-16
Siyu Mao	UG7509 00	Graduate Research Assistant	TV012	21-DEC-16
Caitlyn Mayer	QS9459 00	Temp Dental Assistant	TV012	21-NOV-16
Kacie McCauley	US8082 02	Student Assistant I	TV012	21-DEC-16
Emily McClelland	UW8409 03	Financial Aid Work-Study Asst.	TV012	14-DEC-16
Rebekah McLaughlin	US7983 00	JCS Pit	TV012	21-JAN-17
Sarah Meirose	US8046 00	Writing Center Tutor	TV012	21-DEC-16
Aryn Menard	UW8418 00	Admissions Fall/Spring WS	TV012	21-NOV-16
Xianghua Meng	UG7456 06	Graduate Research Assistant	TV012	21-DEC-16
Gabrielle Metzger	US8046 02	Writing Center Tutor	TV012	21-FEB-17
Kiersten Meyer	QG8975 00	Graduate Assistant	TV013	21-DEC-16
Skyler Mickelson	US8362 00	Temp Student Grounds Assit	TV013	21-DEC-16
Abdelmouguit Mikadam	US7938 00	Tutor	TV012	10-DEC-16
Abdelmouguit Mikadam	US8028 01	Student Labor	TV012	14-DEC-16
Kelsey Mitteness	UE8008 00	Art Model	TV013	21-DEC-16
Nicholas Monahan	UG8558 00	Graduate Research Assistant	TV012	21-DEC-16
Ava Mowery-Carlson	US8010 01	Gallery Student Worker	TV012	21-DEC-16
Ericka Muchow	UW8499 00	HR Fall/Spring WS	TV012	21-NOV-16
Byeongmin Nam	UW8427 01	MUC Fall/Spring Work Study	TV012	21-NOV-16
Charles Nearman	US8109 01	Research Assistant	TV012	21-DEC-16
Matthew Nedved	FS9957 00	Temp. Part-time Tutor	TV012	21-FEB-17
Lien Nguyen	US8308 00	Test Proctor	TV012	30-OCT-16
Samantha Niemann	UW8481 00	SVRC Fall/Spring Workstudy	TV012	21-DEC-16
Samantha Norlin	UE7261 00	Ath Facilities Game Day Staff	TV013	21-JAN-17
Brittany Norris	US8434 03	Desk Worker	TV012	21-DEC-16
Brittany Norris	US8434 03	Desk Worker	TV012	21-JAN-17
Jennifer Norton	US8253 00	CPE Student Assistant	TV012	21-DEC-16
Kathryn ONeal	UG8736 00	Graduate Teaching Assistant	TV012	28-OCT-16
Morgan Ohm	US8416 03	Admissions Student Worker	TV012	21-DEC-16
Morgan Ohm	US8443 00	Childcare Assistant	TV012	21-JAN-17
Paige Olson	UW8300 00	Wellness Center Fall/Spring WS	TV012	21-DEC-16
SooYeon Park	UG7551 00	Graduate Teaching Assistant	TV012	09-JAN-17
Presley Pasco	UW8418 00	Admissions Telecounselor	TV012	21-JAN-17
Emily Pauli	US7939 00	Tutor	TV012	21-DEC-16
Daniel Pfeifle	QS9540 01	Student Driver	TV013	31-DEC-16
Sarah Pieper	UG8565 00	Graduate Research Assistant	TV012	21-DEC-16
Byron Pillow	US7983 01	JCS Pit	TV012	21-JAN-17
Jacob Plath	US8199 00	Tutor	TV012	21-DEC-16
Samuel Platt	UG8864 00	Grad Admin Asst	TV012	21-DEC-16
Danielle Portz	US7983 00	JCS Pit	TV012	21-JAN-17
Devajyothi Potnuru	US8299 00	Student Lab Consultant	TV012	21-DEC-16
Elizabeth Price	UW8300 00	Wellness Center Fall/Spring WS	TV012	21-FEB-17
Fangfang Qiao	QG9248 04	Grad Assist - Research	TV012	21-DEC-16
Devin Reiners	US8145 00	Student Worker	TV012	21-JAN-17
Gabriela Revolorio	UW8436 00	Housing Fall/Spring WS	TV012	21-DEC-16
Samantha Riley	UW8300 00	Wellness Center Fall/Spring WS	TV012	21-JAN-17
Alexis Ritzman	US8082 00	Student Math Tutor II	TV012	21-DEC-16
Spenser Rokahr	UW8517 01	Work Study/Athletics Football	TV012	19-NOV-16
William Roller	UW8481 00	NSS Fall/Spring Workstudy	TV012	21-JAN-17
Joshua Rolling	UW7994 01	Student Office Assistant III	TV012	14-DEC-16
Tyler Rosenbaum	US7385 01	Athletics Student Production	TV012	21-DEC-16
Elizabeth Runia	US8253 00	CPE Student Assistant	TV012	21-DEC-16
Justin Sadler	US8371 00	Temp Build Maint Assist	TV012	21-DEC-16
Ryan Saeger	US8308 00	Test Proctor	TV012	30-OCT-16
Vanessa Salgado Perez	US7389 00	Int'l Ofc Student Ambassador	TV012	06-JAN-17
Dustin Santjer	US8199 02	Tutor	TV012	21-DEC-16
Kyle Sarringar	UW8300 00	Wellness Center Fall/Spring WS	TV012	21-JAN-17



Sarah Sauer	UW8201 00	Work Study	TV012	21-DEC-16
Katie Schuelke	US8308 00	Test Proctor	TV012	30-OCT-16
Nicole Seekamp	US7385 04	Athletics Facilities Assistant	TV012	21-DEC-16
Lindsey Selemaea	UW7430 00	Work Study	TV012	21-FEB-17
Nicholas Severson	QW9479 00	BBS Work Study Lab Assistant	TV012	21-DEC-16
Amanda Simantel	US7983 01	JCS Pit	TV012	21-JAN-17
Adam Slyter	US8073 22	Student Labor	TV012	21-DEC-16
Madeline Smith	US8253 00	CPE Student Assistant	TV012	21-DEC-16
Spencer Smith	US7992 04	Fall Opera Accompanist	TV012	21-NOV-16
Ryan Sousek	UG8789 00	Graduate Teaching Assistant	TV012	21-DEC-16
Jessica Speiser	US8109 01	Research Assistant	TV012	21-DEC-16
Marguerite Squyer	US8109 01	Research Assistant	TV012	21-DEC-16
Prashanth Sreepathi	US8037 00	Research Assistant	TV012	21-DEC-16
Matthew Stassel	QW9479 00	BBS Work Study Lab Assistant	TV012	21-NOV-16
Nicolas Steilen	UG7576 00	Graduate Admin Assistant	TV012	21-JAN-17
Elizabeth Sterling	UG8602 00	Graduate Teaching Assistant	TV012	21-JAN-17
Kylie Stevens	UG8653 00	Graduate Teaching Assistant	TV012	21-DEC-16
Michelle Stumpff	US7385 01	Volleyball Clinic Assistant	TV012	21-FEB-17
Muhammad Ali Suria	US8199 02	Tutor	TV012	21-DEC-16
Alexander Thomason	US8362 00	Temp Student Grounds Assist	TV013	21-DEC-16
Taige Tople	SS8090 00	student hrly returning CA	TV012	21-DEC-16
Paige Tracey	UW8418 00	Admissions Telecounselor	TV012	21-JAN-17
Dana Turgeon	QS9477 00	BBS Student Lab Assistant	TV012	08-JAN-17
Brittany Two Elk	UW8481 00	NSS Fall/Spring Workstudy	TV012	02-FEB-17
Michael Ugrich	US7983 00	JCS Pit	TV012	21-JAN-17
Jenna Uher	US7385 00	Volleyball Clinic Trainer	TV012	21-FEB-17
Karlie Vande Hoef	UG7410 01	Graduate Program Assistant	TV012	21-DEC-16
Seth Vandenhemel	UW8201 00	Work Study	TV012	21-NOV-16
Chelsea Vang	US7389 00	Int'l Ofc Student Ambassador	TV012	06-JAN-17
Chelsea Vang	UW8481 00	CDC Fall/Spring Workstudy	TV012	21-DEC-16
Madeline Vang	US7389 00	Int'l Ofc Student Ambassador	TV012	06-JAN-17
Madeline Vang	UW8481 00	CDC Fall/Spring Workstudy	TV012	21-DEC-16
Amy Vertullo	US8145 00	Student Labor	TV012	21-DEC-16
Stephanie Vonderahe	US8362 00	Grounds Temp Student Assist	TV012	21-DEC-16
Timothy Wallick	QS9351 01	Lab Assistant	TV013	21-JAN-17
Xuan Wang	UG8746 00	Graduate Teaching Assistant	TV012	21-DEC-16
Adam Warrix	UG8761 00	Grad Teaching Assist - IOR	TV012	21-DEC-16
Dasha Weatherman	UG7714 01	Graduate Research Assistant	TV012	21-DEC-16
Eva Weddell	US8046 00	Writing Center Tutor	TV012	21-FEB-17
Lane Weeman	US7428 00	Resident Assistant-ACA	TV012	21-DEC-16
Lane Weeman	US8434 00	Resident Assistant	TV012	21-DEC-16
Abigail Wegehaupt	QS9540 01	Student Driver	TV012	31-DEC-16
Megan Wegher	QG8915 00	Graduate Research Assistant	TV012	21-DEC-16
Jennifer Welu	US7405 00	Tutor	TV012	10-DEC-16
Caleb Wenz	UW8436 00	Housing Fall/Spring WS	TV012	07-FEB-17
Kallan Westergaard	US7428 02	Resident Assistant-ACA	TV012	21-DEC-16
Kallan Westergaard	US8434 02	Resident Assistant	TV012	21-DEC-16
Derek Wiebers	US8362 00	Temp Student Worker	TV012	21-DEC-16
Kjerstin Williams	QS9531 00	Standardized Patient	TV013	21-FEB-17
Monae Williams	UW8436 01	Housing Fall/Spring WS	TV012	13-NOV-16
Ann Wilson	QE8775 03	OSCE Examiner	TV013	21-FEB-17
Kennedy Winterringer	UW8300 01	Wellness Center Fall/Spring WS	TV012	21-NOV-16
Laura Wolf	US7385 00	Athletics - Charlie Coyote	TV012	21-JAN-17
Yiman Zhang	US7385 00	Athletics Student Production	TV012	21-DEC-16
Xianchen Zhao	UG7396 00	Graduate Research Assistant	TV012	21-DEC-16
Prosper Zongo	UG8655 03	Grad Admin Assist	TV012	21-DEC-16
Samantha Zoss	UE8080 00	Temp Assistant	TV012	21-DEC-16

Faculty Benefit Eligible (FAC1) Appointments(AA)					
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal. Effective Date
Haifa Abou Samra	QE8653	00	Professor	Appointment	33000.00 22-JAN-17
Amanda Adamson	QE9818	00	Assistant Professor	Appointment	80000.00 09-JAN-17
Alan Aldrich	UE9543	01	Alma/Primo Migration	Hire Temp Appointment	4560.94 22-JAN-17
Chet Barney	UE9501	16	Assistant Professor	Continuing Education/Extension	8810.72 22-JAN-17
Kelly Bass	QE8909	01	Associate Professor	Continuing Education/Extension	3000.00 22-NOV-16
Kelly Bass	QE8909	02	Associate Professor	Hire Temp Appointment	6000.00 22-DEC-16
Teresa Bellis	UE9196	07	Professor	Summer Research Appointment	830.50 22-DEC-16
Kathryn Birkeland	UE9016	23	Assistant Professor	Hire Temp Appointment	225.00 22-DEC-16
Kathryn Birkeland	UE9016	24	Assistant Professor	Continuing Education/Extension	7979.28 22-JAN-17
Darlene Bogenpohl	QE8732	07	Lecturer	Hire Temp Appointment	700.00 22-OCT-16
Ann Brunick	QE9861	18	Professor	Hire Temp Appointment	1500.00 22-OCT-16
Vonda Cotton	UE7036	00	Visiting Lecturer	Hire Temp Appointment	56000.00 22-DEC-16
Susan Curtin	UE7381	01	CTL CDF	Supplemental Appointment	250.00 22-NOV-16
Tyler Custis	UE9184	02	Instructor	Hire Temp Appointment	225.00 22-DEC-16
Ali Dag	UE6763	01	Assistant Professor	Hire Temp Appointment	9200.00 22-JAN-17
Ali Dag	UE6763	02	Asst Professor-Sanford Researc	Hire Temp Appointment	308.33 22-JAN-17
Danielle Dejager-Loftus	BE9478	00	Adj Inst LIBM 222	Hire Temp Appointment	2152.00 22-JAN-17
Pallav Deka	QE9748	00	Assistant Professor	Appointment	74825.00 22-DEC-16
Jacqueline Faulhaber	UE6830	11	Instructor	Continuing Education/Extension	1750.00 22-JAN-17
Brittney Fischer	QE9762	00	Instructor	Appointment	56170.00 09-JAN-17
Carol Geu	UE7352	36	Instructor	Continuing Education/Extension	2250.00 22-JAN-17
Carol Geu	UE7352	37	Instructor	Continuing Education/Extension	4146.00 22-JAN-17
Susan Gray	UE9175	30	Commencement Organist	Hire Temp Appointment	60.00 22-NOV-16
Julia Hellwege	UE7381	02	CTL CDF	Supplemental Appointment	250.00 22-NOV-16
Thomas Horton	UE9128	15	JCS Pit	Hire Temp Appointment	300.00 22-DEC-16
Joshua Houy	UE6801	09	Lecturer	Continuing Education/Extension	7850.00 22-OCT-16
Joshua Houy	UE6801	10	Lecturer	Continuing Education/Extension	4000.00 22-JAN-17
Joshua Houy	UE6801	11	Lecturer	Continuing Education/Extension	9200.00 22-JAN-17
Gregory Huckabee	UE9168	19	Associate Professor	Hire Temp Appointment	450.00 22-DEC-16
Noel Pavel Jeutang	UE7445	05	Assistant Professor	Hire Temp Appointment	225.00 22-DEC-16
Shannon Kortan	UE7281	14	Instructor	Continuing Education/Extension	6975.56 22-JAN-17
Shannon Kortan	UE7281	15	Instructor	Continuing Education/Extension	2121.13 22-JAN-17
Angela Landeen	QE8906	01	Instructor	Appointment	66500.00 03-JAN-17
Clayton Lehmann	UE9039	19	JCS Pit	Hire Temp Appointment	300.00 22-DEC-16
Ashleigh Lingo	QE9742	00	Clinical Instructor	Appointment	56150.00 03-JAN-17
Paul Lombardi	UE9088	17	Assistant Professor	Continuing Education/Extension	3000.00 22-OCT-16
Paul Lombardi	UE9088	18	Assistant Professor	Continuing Education/Extension	3450.00 22-JAN-17
Paul Lombardi	UE9088	19	Assistant Professor	Continuing Education/Extension	4146.00 22-JAN-17
Whitney Lucas Molitor	QE8680	01	Instructor	Continuing Education/Extension	3992.20 22-JAN-17
Angela MacCabe	QE9828	01	Assistant Professor	Continuing Education/Extension	3200.00 22-JAN-17
Angela MacCabe	UE7381	01	CTL CDF	Supplemental Appointment	250.00 22-NOV-16
Kristen Maxon	UE7593	37	Instructor	Appointment	450.00 22-JAN-17
Kristen Maxon	UE7593	38	Instructor	Continuing Education/Extension	4250.00 22-JAN-17
Kristen Maxon	UE7593	39	Instructor	Continuing Education/Extension	6780.00 22-JAN-17
Ashleigh McCain	UE6785	00	Low Inc Tax Clinic Director	Appointment	60000.00 01-FEB-17
J Memmott	QE9815	14	Associate Professor	Continuing Education/Extension	6000.00 22-NOV-16
J Memmott	QE9815	15	Professor	Continuing Education/Extension	6000.00 22-DEC-16
J Memmott	QE9815	16	Associate Professor	Continuing Education/Extension	7039.12 22-JAN-17
David Moskowitz	UE9158	33	Professor	Continuing Education/Extension	10890.48 22-JAN-17
David Moskowitz	UE9158	34	Professor	Continuing Education/Extension	1800.00 22-JAN-17
Daniel Mourlam	UE7381	04	CTL CDF	Supplemental Appointment	270000.00 22-NOV-16
Erik Mutterer	QE9846	04	Lecturer	Continuing Education/Extension	2000.00 22-NOV-16
Chad Newswander	UE7626	24	Associate Professor	Hire Temp Appointment	5949.88 22-JAN-17
Erin Nielsen Ogdahl	QE8903	39	Instructor	Continuing Education/Extension	4708.76 22-JAN-17
Erin Nielsen Ogdahl	QE8903	40	Instructor	Continuing Education/Extension	1400.00 22-JAN-17
Shane Nordyke	UE9413	38	Associate Professor	Hire Temp Appointment	2793.00 22-OCT-16
Jason Porter	UE7444	07	Associate Professor	Hire Temp Appointment	225.00 22-DEC-16
Srinivasan Ragothaman	UE9022	22	Professor	Continuing Education/Extension	11999.92 22-JAN-17
Srinivasan Ragothaman	UE9022	23	Professor-Sanford Research	Hire Temp Appointment	308.33 22-JAN-17
Joseph Raiche	UE7194	07	Lecturer	Continuing Education/Extension	150.00 22-JAN-17
Katherine Rasmussen	UE9560	22	Instructor	Continuing Education/Extension	4713.28 22-JAN-17
Katherine Rasmussen	UE9560	23	Instructor	Continuing Education/Extension	450.00 22-JAN-17

Kristine Reed	UE9429	17	Associate Professor	Continuing Education/Extension	1500.00	22-OCT-16
Carissa Regnerus	QE9734	21	Instructor	Hire Temp Appointment	1300.00	22-OCT-16
Margarite Reinert	QE8656	00	Instructor	Appointment	65000.00	03-JAN-17
Marcella Remund	UE9559	06	Instructor	Hire Temp Appointment	75.00	22-DEC-16
Jeannie Rossow	QE9743	00	Instructor	Appointment	56170.00	09-JAN-17
Samer Sarofim	UE7381	01	CTL CDF	Supplemental Appointment	250.00	22-NOV-16
Michael Seminara	UE6762	00	Project Archivist	Appointment	47500.00	09-JAN-17
Shane Semmler	UE9588	05	Commencement Reader	Hire Temp Appointment	150.00	22-NOV-16
Demetrios Sengos	QE9742	07	Instructor	Hire Temp Appointment	607.27	22-OCT-16
Gemma Skillman	UE6813	15	Lecturer	Continuing Education/Extension	4146.00	22-JAN-17
John Smith	QE9816	25	Dentist	Hire Temp Appointment	2450.00	22-OCT-16
John Smith	QE9816	25	Dentist	Hire Temp Appointment	2100.00	22-NOV-16
John Smith	QE9816	25	Dentist	Hire Temp Appointment	2799.96	22-DEC-16
Martha Steil	QE9046	18	Instructor	Hire Temp Appointment	292.08	22-JAN-17
Teresa Stephenson	UE9069	03	Professor	Hire Temp Appointment	225.00	22-DEC-16
Holly Straub	UE9131	24	Fitness Instructor	Supplemental Appointment	293.63	22-DEC-16
Thomas Tiahrt	UE9156	06	Assistant Professor	Hire Temp Appointment	7055.00	22-JAN-17
Robert Turner	UE9562	07	Assistant Professor	Continuing Education/Extension	1000.00	22-DEC-16
Lisa Varenhorst	QE9749	00	Instructor	Appointment	56170.00	22-NOV-16
Luis Viquez Cordoba	UE9014	01	Assistant Professor	Appointment	47152.40	09-JAN-17
Gabriela Walker	UE7381	05	CTL CDF	Supplemental Appointment	250.00	22-NOV-16
Gabriela Walker	UE7588	04	LEND Discipline Head	Hire Temp Appointment	4888.87	22-OCT-16
Mandie Weinandt	UE7217	25	Instructor	Hire Temp Appointment	225.00	22-DEC-16
Bridget Welch	UE7381	01	CTL CDF	Supplemental Appointment	250.00	22-NOV-16
Rand Wergin	UE9441	22	Associate Professor	Hire Temp Appointment	9848.76	22-JAN-17
Jing Williams	UE7381	01	CTL CDF	Supplemental Appointment	250.00	22-NOV-16
Katie Williams	QE9039	9	Lecturer	Continuing Education/Extension	3000.00	22-NOV-16
Clyde Willman	UE9410	00	ActingChair,English/Assoc Prof	Department Chair/Dean Duties	68546.93	08-JAN-17
Clyde Willman	UE9410	03	Acting Chair English	Hire Temp Appointment	1600.02	22-DEC-16
Carole Winter	UE9193	06	Assistant Professor	Hire Temp Appointment	6509.96	22-JAN-17
Carole Winter	UE9193	07	Asst Professor-Sanford Researc	Hire Temp Appointment	308.33	22-JAN-17
Mark Yockey	UE9406	38	Associate Professor	Hire Temp Appointment	9414.48	22-JAN-17

Faculty Benefit Eligible (FAC1) Permanent Salary Adjustment(SP)								
Name Adj.	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New
Haifa Abou Samra	QE9983	00	Chair, Nursing	Permanent Change in FTE	165000.00	132000.00	-33000.00	
Denise Arrick	QE9769	00	Instructor	Permanent Change in FTE	51200.00	60235.29	9035.29	
Kevin Reins	UE9428	00	Associate Professor	Sal Adj-Unusual Circumstance	67506.43	67555.12	48.69	
Samer Sarofim	UE8900	00	Assistant Professor	Salary Enhance/Special Award	105000.00	115000.00	10000.00	
Kelsey Stevens	QE8660	00	Instructor	Permanent Change in FTE	51200.00	60235.29	9035.29	
Garreth Zalud	UE9470	00	Professor	Sal Adj-Unusual Circumstance	90817.22	90882.67	65.45	
Chao Zhang	UE7316	00	Research Assistant Professor	Permanent Change in FTE	53399.69	13349.92	-40049.77	

Faculty Benefit Eligible (FAC1) Temporary Salary Adjustments(ST)								
Name Adj.	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New
William Schweinle III	QE8955	01	IRB Chair	Temporary Additional Duties	3256.95	3908.34	7165.29	

Faculty Benefit Eligible (FAC1) Leave of Absence(LA)						
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
John Banasiak	UE9080	00	Professor	Sabbatical Leave	82940.28	08-JAN-17
Darlene Farabee	UE9474	00	Associate Professor	Sabbatical Leave	63440.71	08-JAN-17
Darlene Farabee	UE9954	00	Chair, English	Sabbatical Leave	21146.91	08-JAN-17
Jacob Kerby	UE8945	00	Associate Professor	Sabbatical Leave	79686.22	08-JAN-17

Faculty Benefit Eligible (FAC1)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Haifa Abou Samra	QE9925	00	Assoc Chair Res/Evd-Based Prac	TV000	21-NOV-16
Karen Pawelek	QE9762	00	Lecturer	TV001	21-DEC-16
Demetrios Sengos	QE9742	00	Instructor	TV001	21-DEC-16
Luis Viquez Cordoba	UE9014	00	Assistant Professor	TV000	09-DEC-16
Haifa Abou Samra	QE9925	03	Interim Chair	TV013	21-NOV-16
Kelly Bass	QE8909	01	Associate Professor	TV013	21-DEC-16
Teresa Bellis	UE9196	07	Professor	TV013	21-JAN-17
Kathryn Birkeland	UE9016	23	Assistant Professor	TV013	21-JAN-17
Darlene Bogenpohl	QE8732	07	Lecturer	TV013	21-NOV-16
Barbara Brockevelt	QE9830	33	Professor	TV013	21-DEC-16
Ann Brunick	QE9861	18	Professor	TV013	21-NOV-16
Susan Curtin	UE7381	01	CTL CDF	TV013	21-DEC-16
Tyler Custis	UE9184	02	Instructor	TV013	21-JAN-17
Ali Dag	UE6763	02	Asst Professor-Sanford Researc	TV013	21-FEB-17
Dana Elliott	UE7242	00	Instructor	TV009	21-DEC-16
Jacqueline Faulhaber	UE6830	11	Instructor	TV013	21-FEB-17
Carol Geu	UE7352	36	Instructor	TV013	21-FEB-17
Susan Gray	UE9175	30	Commencement Organist	TV013	21-DEC-16
Timothy Heaton	UE9050	22	Professor	TV013	21-DEC-16
Julia Hellwege	UE7381	02	CTL CDF	TV013	21-DEC-16
Thomas Horton	UE9128	15	JCS Pit	TV013	21-JAN-17
Joshua Houy	UE6801	09	Lecturer	TV013	21-NOV-16
Joshua Houy	UE6801	11	Lecturer	TV013	21-FEB-17
Gregory Huckabee	UE9168	19	Associate Professor	TV013	21-JAN-17
Noel Pavel Jeutang	UE7445	05	Assistant Professor	TV013	21-JAN-17
Shannon Kortan	UE7281	15	Instructor	TV013	21-FEB-17
Angela Landeen	QE8906	00	Temp Instructor	TV013	21-DEC-16
Clayton Lehmann	UE9039	19	JCS Pit	TV013	21-JAN-17
Paul Lombardi	UE9088	16	Assistant Professor	TV013	21-DEC-16
Paul Lombardi	UE9088	17	Assistant Professor	TV013	21-NOV-16
Angela MacCabe	UE7381	01	CTL CDF	TV013	21-DEC-16
Kristen Maxon	UE7593	37	Instructor	TV013	21-FEB-17
Kristen Maxon	UE7593	39	Instructor	TV013	21-FEB-17
J Memmott	QE9815	14	Associate Professor	TV013	21-DEC-16
J Memmott	QE9815	15	Professor	TV013	21-JAN-17
David Moskowitz	UE9158	32	Professor	TV013	21-DEC-16
David Moskowitz	UE9158	34	Professor	TV013	21-FEB-17
Daniel Mourlam	UE7381	04	CTL CDF	TV013	21-DEC-16
Erik Mutterer	QE9846	04	Lecturer	TV013	21-DEC-16
Erin Nielsen Ogdahl	QE8903	40	Instructor	TV013	21-FEB-17
Shane Nordyke	UE9413	38	Associate Professor	TV013	21-NOV-16
Debra Norris	QE9776	10	LEND Discipline Head	TV013	21-DEC-16
Jason Porter	UE7444	07	Associate Professor	TV013	21-JAN-17
Timothy Pyles	UE9171	01	Fall 2016 Overload	TV013	21-DEC-16
Srinivasan Ragothaman	UE9022	23	Professor-Sanford Research	TV013	21-FEB-17
Joseph Raiche	UE7194	07	Lecturer	TV013	21-FEB-17
Katherine Rasmussen	UE9560	21	Instructor	TV013	21-DEC-16
Katherine Rasmussen	UE9560	23	Instructor	TV013	21-FEB-17
Kristine Reed	UE9429	17	Associate Professor	TV013	21-NOV-16
Carissa Regnerus	QE9734	21	Instructor	TV013	21-NOV-16
Marcella Remund	UE9559	06	Instructor	TV013	21-JAN-17
Jeannie Rossow	SE6708	04	Temporary Clinical Assistant	TV013	21-DEC-16
Samer Sarofim	UE7381	01	CTL CDF	TV013	21-DEC-16
William Schweinle III	QE8955	01	IRB Chair	TV013	21-DEC-16
Shane Semmler	UE9588	05	Commencement Reader	TV013	21-DEC-16
Demetrios Sengos	QE9742	07	Instructor	TV013	21-NOV-16
John Smith	QE9816	25	Dentist	TV013	21-NOV-16
John Smith	QE9816	25	Dentist	TV012	21-DEC-16
John Smith	QE9816	25	Dentist	TV013	21-JAN-17
Veronica Son	UE9144	00	Assistant Professor	TV009	21-DEC-16
Martha Steil	QE9046	18	Instructor	TV013	21-FEB-17

Teresa Stephenson	UE9069 03	Professor	TV013	21-JAN-17
Holly Straub	UE9131 24	Fitness Instructor	TV013	21-JAN-17
Daniel Tracy	UE9024 31	Professor	TV013	21-DEC-16
Robert Turner	UE9562 07	Assistant Professor	TV013	21-JAN-17
Carson Walker	UE8151 02	Adjunct Instructor	TV013	21-DEC-16
Gabriela Walker	UE7381 05	CTL CDF	TV013	21-DEC-16
Mandie Weinandt	UE7217 24	Assistant Professor	TV013	21-DEC-16
Mandie Weinandt	UE7217 25	Instructor	TV013	21-JAN-17
Bridget Welch	UE7381 01	CTL CDF	TV013	21-DEC-16
Jing Williams	UE7381 01	CTL CDF	TV013	21-DEC-16
Katie Williams	QE9039 9	Lecturer	TV013	21-DEC-16
Carole Winter	UE9193 07	Asst Professor-Sanford Researc	TV013	21-FEB-17

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Basil Aboul-Enein	QE8664	01	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-17
Frederick Aderhold	UE7053	00	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-17
Robyn Adler	QE8727	07	ASN Clinical Faculty - W	Hire Temp Appointment	1134.00	22-DEC-16
Shari Alarie	QE9393	01	BSN Clinical Faculty - SF	Hire Temp Appointment	930.00	22-OCT-16
Shari Alarie	QE9393	02	BSN Clinical Faculty - SF	Hire Temp Appointment	2201.00	22-DEC-16
Melissa Allen	QE8664	02	Adjunct Instructor	Continuing Education/Extension	8292.00	22-JAN-17
Michael Amolins	UE8250	00	Adjunct Instructor	Hire Temp Appointment	4146.00	22-JAN-17
Dawn Anderson	UE7120	04	Adjunct Instructor	Hire Temp Appointment	3390.00	22-JAN-17
Mark Baas	UE7053	00	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-17
Rebecca Bailey	UE7989	00	Theatre Adjunct	Hire Temp Appointment	8292.00	22-DEC-16
Ashley Baker	UE7053	02	Adjunct Instructor	Continuing Education/Extension	3390.00	22-JAN-17
Kimberly Bartling	UE7054	01	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-17
Bradley Beauvais	QE8664	01	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-17
Michael Berhow	UE7056	01	Adjunct Instructor	Continuing Education/Extension	13560.00	22-JAN-17
Gregory Bertsch	UE7055	01	Adjunct Instructor	Continuing Education/Extension	4000.00	22-JAN-17
Bridgett Block	QE9393	03	BSN Clinical Faculty - SF	Hire Temp Appointment	1658.50	22-JAN-17
Alison Boughn	UE8007	01	Adjunct Instructor	Hire Temp Appointment	2830.00	22-DEC-16
Christin Broscha	QE9393	00	BSN Clinical Faculty - Verm	Hire Temp Appointment	1379.50	22-OCT-16
Michael Burgeson	UE8079	00	Adjunct Instructor	Hire Temp Appointment	3390.00	22-JAN-17
Terryl Cadwell	UE7056	01	Adjunct Instructor	Continuing Education/Extension	3390.00	22-JAN-17
Jill Cahill	QE9393	04	BSN Clinical Faculty - SF	Hire Temp Appointment	2480.00	22-DEC-16
Jane Carlson	UE8268	00	Student Teacher Supervisor	Hire Temp Appointment	1000.00	22-NOV-16
James Castleberry	UE7475	09	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-17
Nichole Christensen	UE7056	00	Adjunct Instructor	Continuing Education/Extension	3390.00	22-JAN-17
Candice Climer	UE7053	01	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-17
Shannon Cole	UE8052	01	Adjunct Instructor	Hire Temp Appointment	6780.00	22-JAN-17
William Cooper	UE7056	02	Adjunct Instructor	Continuing Education/Extension	3390.00	22-JAN-17
Lucien Costley	QE8664	01	Adjunct Instructor	Continuing Education/Extension	12438.00	22-JAN-17
Rachel Cox	UE7056	00	Adjunct Instructor	Continuing Education/Extension	6780.00	22-JAN-17
Rachel Cox	UE7056	01	Adjunct Instructor	Continuing Education/Extension	1900.00	22-JAN-17
Terry Crandall	UE8259	00	Adjunct Instructor	Hire Temp Appointment	6780.00	22-JAN-17
Iris Craver	QE8664	01	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-17
Asli Dag	UE7055	00	Adjunct Instructor	Continuing Education/Extension	4200.00	22-JAN-17
Marshall Damgaard	UE7056	00	Adjunct Instructor	Continuing Education/Extension	3390.00	22-JAN-17
Marshall Damgaard	UE8079	11	Adjunct Instructor	Hire Temp Appointment	3000.00	22-JAN-17
Jeff Danielson	UE7053	00	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-17
Charles Dibley	UE8268	00	Student Teacher Supervisor	Hire Temp Appointment	500.00	22-NOV-16
Carol Dreke	QE9393	02	BSN Clinical Faculty - SF	Hire Temp Appointment	1440.00	22-JAN-17
Amanda Dullerud	QE9393	01	BSN Clinical Faculty - SF	Hire Temp Appointment	1550.00	22-JAN-17
Heidi Durband	QE9393	04	BSN Clinical Faculty - Verm	Hire Temp Appointment	954.00	22-OCT-16
Tracie Erdmann	UE8259	00	Adjunct Instructor	Hire Temp Appointment	3390.00	22-JAN-17
David Erickson	UE7056	02	Correspondence Grader	Continuing Education/Extension	1650.00	22-JAN-17
David Erickson	UE7056	03	Adjunct Instructor	Continuing Education/Extension	3390.00	22-JAN-17
Beth Etler-Thornton	UE7475	00	Adjunct Instructor	Continuing Education/Extension	3390.00	22-JAN-17
Henry Evans	UE8178	01	Adjunct Professor	Hire Temp Appointment	3200.00	22-JAN-17
Barry Feinstein	UE8178	00	Adjunct Professor	Hire Temp Appointment	5000.00	22-JAN-17
Barry Feinstein	UE8205	00	Beacom Scholar Series Lecturer	Hire Temp Appointment	1000.00	22-JAN-17
Jenny Ferguson	UE7056	02	Adjunct Instructors	Continuing Education/Extension	12438.00	22-JAN-17
Samantha Fischbach	QE8727	03	ASN Clinical Faculty - W	Hire Temp Appointment	696.00	22-OCT-16
Samantha Fischbach	QE8727	04	ASN Clinical Faculty - W	Hire Temp Appointment	378.00	22-JAN-17

Jeff Fisher	UE7054 01	Adjunct Instructor	Continuing Education/Extension	3390.00	22-JAN-17
Jeff Fisher	UE7054 02	Adjunct Instructor	Continuing Education/Extension	800.00	22-JAN-17
Scott Fleming	UE7053 02	Adjunct Instructor	Continuing Education/Extension	8292.00	22-JAN-17
Mary Ann Francis	UE7056 02	Adjunct Instructor	Continuing Education/Extension	9276.69	22-JAN-17
Julie Fuelberth	QE9393 08	BSN Clinical Faculty - Verm	Hire Temp Appointment	3708.00	22-DEC-16
Rachel Gangle	QE8664 01	Adjunct Instructor	Continuing Education/Extension	2850.00	22-JAN-17
Steven Garelik	UE8124 00	Adjunct Instructor	Hire Temp Appointment	3390.00	22-JAN-17
Erica Goembel	QE9393 04	BSN Clinical Faculty - Verm	Hire Temp Appointment	1860.00	22-JAN-17
Angela Gordon	QE9393 01	BSN Clinical Faculty - SF	Hire Temp Appointment	558.00	22-JAN-17
Emily Gray	QE9393 00	BSN Clinical Faculty - Verm	Hire Temp Appointment	403.00	22-OCT-16
Shelly Grinde	UE8142 03	Adjunct Instructor	Hire Temp Appointment	420.00	22-DEC-16
Shelly Grinde	UE8142 04	Adjunct Instructor	Hire Temp Appointment	3390.00	22-JAN-17
Patricia Hall	QE9393 00	BSN Clinical Faculty - Verm	Hire Temp Appointment	1705.00	22-OCT-16
Sara Hanson	QE9393 03	BSN Clinical Faculty - SF	Hire Temp Appointment	2480.00	22-JAN-17
John Hegg	UE7053 01	Adjunct Instructor	Continuing Education/Extension	3390.00	22-JAN-17
Marci Heine	QE8664 00	Adjunct Instructor	Continuing Education/Extension	1500.00	22-JAN-17
Jeffrey Henry	QE8663 01	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-17
Michael Hilson	UE7998 27	Adjunct Guitar Lessons	Hire Temp Appointment	9675.00	22-JAN-17
Jonelle Hook	QE8664 00	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-17
Marcus Howard	QE8727 01	ASN Clinical Faculty - W	Hire Temp Appointment	325.50	22-DEC-16
Nicholas Hruby	UE7054 02	Adjunct Instructor	Continuing Education/Extension	6780.00	22-JAN-17
Nicholas Hruby	UE8007 01	Art Adjunct	Hire Temp Appointment	1382.00	22-DEC-16
Nicholas Hruby	UE8007 02	Art Adjunct	Hire Temp Appointment	1382.00	22-JAN-17
Abigail Hubbling	QE9393 00	BSN Clinical Faculty - Verm	Hire Temp Appointment	558.00	22-NOV-16
Joshua Hughes	QE8664 00	Adjunct Instructor	Continuing Education/Extension	12438.00	22-JAN-17
Joshua Hughes	QE8773 01	Instructor	Hire Temp Appointment	5562.00	22-DEC-16
Laura Huls	QE9393 00	BSN Clinical Faculty - Verm	Hire Temp Appointment	821.50	22-NOV-16
Lynne Hunter	QE8664 01	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-17
Ann Huss Mollman	QE8664 00	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-17
Ann Huss Mollman	QE8664 01	Adjunct Instructor	Continuing Education/Extension	450.00	22-JAN-17
Megan Ibach	QE9393 02	BSN Clinical Faculty - SF	Hire Temp Appointment	7610.50	22-DEC-16
Linda Jackson	QE9393 05	BSN Clinical Faculty - Verm	Hire Temp Appointment	3720.00	22-DEC-16
Sachin Jain	UE7053 01	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-17
Karen Jensen	QE8664 01	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-17
Marilyn Jensen	UE7475 05	Adjunct Instructor	Continuing Education/Extension	1130.00	22-JAN-17
Marilyn Jensen	UE8268 00	Student Teacher Supervisor	Hire Temp Appointment	2500.00	22-NOV-16
Kerri Johnston	QE8671 03	Instructor Lecturer	Hire Temp Appointment	350.00	22-OCT-16
Robert Joyce	UE7054 01	Adjunct Instructor	Continuing Education/Extension	3390.00	22-JAN-17
Jennifer Kassing	UE7053 02	Adjunct Instructor	Continuing Education/Extension	3390.00	22-JAN-17
Leo Keiser	UE8268 00	Student Teacher Supervisor	Hire Temp Appointment	500.00	22-NOV-16
Rosanne Kirts	UE8268 00	Student Teacher Supervisor	Hire Temp Appointment	1250.00	22-NOV-16
Matthew Knutson	QE9465 12	Temp Dentist	Hire Temp Appointment	100.00	22-NOV-16
Lori Kober	UE8142 03	Adjunct Instructor	Hire Temp Appointment	1000.00	22-JAN-17
Stephanie Kocher	UE7998 32	Adjunct Flute Lessons	Hire Temp Appointment	2025.00	22-JAN-17
Laura Kruger	UE7053 02	Adjunct Instructor	Continuing Education/Extension	5650.00	22-JAN-17
Laura Kruger	UE8223 00	Adjunct Instructor	Hire Temp Appointment	3390.00	22-JAN-17
Audrey Larsen	UE7056 00	Adjunct Instructor	Continuing Education/Extension	3390.00	22-JAN-17
Christopher Larson	UE7989 03	Theatre Accompanist	Hire Temp Appointment	12480.50	22-DEC-16
Michelle Laughlin	UE7055 02	Adjunct Instructor	Continuing Education/Extension	4500.00	22-JAN-17
Tamara Lee	UE8178 00	Visiting Lecturer	Hire Temp Appointment	21500.00	03-JAN-17
Kristi Leisinger	QE8664 02	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-17
David Levine	UE8052 01	Adjunct Instructor	Hire Temp Appointment	5650.00	22-JAN-17
Debra Limoges	UE8268 00	Student Teacher Supervisor	Hire Temp Appointment	750.00	22-NOV-16
Mark Lindell	UE7475 00	Adjunct Instructor	Continuing Education/Extension	3390.00	22-JAN-17
Heidi Linngren	UE7056 01	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-17
John Manahan	UE7475 00	Adjunct Instructor	Continuing Education/Extension	5000.00	22-JAN-17
Aaron Mayer	UE7056 00	Adjunct Instructor	Continuing Education/Extension	3390.00	22-JAN-17
Aaron Mayer	UE7056 01	Adjunct Instructor	Continuing Education/Extension	1000.00	22-JAN-17
Aaron Mayer	UE8071 00	Lab Assistant	Hire Temp Appointment	250.00	22-JAN-17
Nathalie Meyer	UE7475 10	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-17
John Michels	UE7475 08	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-17
Lisa Millen	UE7056 02	Adjunct Instructor	Continuing Education/Extension	10170.00	22-JAN-17
Lisa Millen	UE7056 03	Adjunct Instructor	Continuing Education/Extension	3390.00	22-JAN-17
Stephen Miller	UE8097 12	Adjunct Instructor	Hire Temp Appointment	6780.00	22-JAN-17
David Moen	UE8205 00	Adjunct	Hire Temp Appointment	5250.00	22-JAN-17
Sarah Molina	UE7056 02	Adjunct Instructor	Continuing Education/Extension	3390.00	22-JAN-17
Sandra Mollman	UE7054 04	Adjunct Instructor	Continuing Education/Extension	3390.00	22-OCT-16
Sandra Mollman	UE7054 05	Adjunct Instructor	Continuing Education/Extension	10170.00	22-JAN-17

Sandra Mollman	UE7054 06	Adjunct Instructor	Continuing Education/Extension	4800.00	22-JAN-17
Brian Molyneaux	UE7056 00	Adjunct Instructor	Continuing Education/Extension	6546.00	22-JAN-17
Allison Mueller	QE9393 04	BSN Clinical Faculty - Verm	Hire Temp Appointment	2201.00	22-DEC-16
Allison Mueller	QE9393 05	BSN Clinical Faculty - Verm	Hire Temp Appointment	1929.75	22-JAN-17
Joelle Mulder	QE9393 00	BSN Clinical Faculty - Verm	Hire Temp Appointment	1658.50	22-NOV-16
Richard Muller	UE7055 01	Adjunct Instructor	Hire Temp Appointment	1800.00	22-NOV-16
Richard Muller	UE7055 02	Adjunct Instructor	Continuing Education/Extension	5000.00	22-JAN-17
Richard Muller	UE7055 03	Adjunct Instructor	Continuing Education/Extension	2400.00	22-JAN-17
Connie Nelsen	UE7056 03	Adjunct Instructor	Continuing Education/Extension	3390.00	22-JAN-17
Robert Nelson	QE9054 06	Clinic Labor	Hire Temp Appointment	480.00	22-NOV-16
Kendra Neugebauer	UE8142 01	Adjunct Instructor	Hire Temp Appointment	2764.00	22-JAN-17
Julie Ohl	UE7055 01	Adjunct Instructor	Continuing Education/Extension	4000.00	22-JAN-17
Kristi Oskar-Groen	UE8250 00	Adjunct Instructor	Hire Temp Appointment	4146.00	22-JAN-17
Cynthia Ostrom	UE7056 01	Adjunct Instructor	Continuing Education/Extension	3390.00	22-JAN-17
Xavier Pastrano	UE7475 01	Adjunct Instructor	Continuing Education/Extension	6780.00	22-JAN-17
Thomas Penisten	UE7055 01	Independent Study Instructor	Hire Temp Appointment	750.00	22-NOV-16
Thomas Penisten	UE8205 05	Adjunct	Hire Temp Appointment	4500.00	22-JAN-17
Beth Peterson	QE9393 02	BSN Clinical Faculty - SF	Hire Temp Appointment	1550.00	22-JAN-17
Joleen Pietrzak	UE7056 03	Correspondence Grader	Continuing Education/Extension	1200.00	22-OCT-16
Joleen Pietrzak	UE7056 04	Correspondence Grader	Continuing Education/Extension	3900.00	22-JAN-17
Joleen Pietrzak	UE7056 05	Adjunct Instructor	Continuing Education/Extension	3390.00	22-JAN-17
Joleen Pietrzak	UE8070 02	Adjunct Instructor	Hire Temp Appointment	6780.00	22-JAN-17
Amy Pokela-Hinrichs	UE7056 00	Adjunct Instructor	Continuing Education/Extension	3390.00	22-JAN-17
Mark Ponstein	QE9384 00	Lab Assistant	Hire Temp Appointment	150.00	22-OCT-16
Mark Ponstein	QE9384 00	Lab Assistant	Hire Temp Appointment	75.00	22-NOV-16
Mark Ponstein	QE9384 00	Lab Assistant	Hire Temp Appointment	585.00	22-DEC-16
Michael Powers	UE7056 00	Adjunct Instructor	Continuing Education/Extension	8292.00	22-JAN-17
Tanya Rasmussen	UE7053 01	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-17
Amanda Reed	UE8124 00	Adjunct Instructor	Hire Temp Appointment	4146.00	22-JAN-17
Michelle Resene	UE7056 00	Adjunct Instructor	Continuing Education/Extension	6780.00	22-JAN-17
Paige Rock	QE9393 00	BSN Clinical Faculty - Verm	Hire Temp Appointment	1209.00	22-JAN-17
Mary Rogers	QE8664 02	Adjunct Instructor	Continuing Education/Extension	12438.00	22-JAN-17
Mary Rogers	QE8664 03	Adjunct Instructor	Continuing Education/Extension	150.00	22-JAN-17
Richard Rognstad	UE7998 01	Adjunct Double Bass Lessons	Hire Temp Appointment	1125.00	22-JAN-17
Ann Rowenhorst	QE9393 04	BSN Clinical Faculty - SF	Hire Temp Appointment	1922.00	22-JAN-17
Matthew Rumsey	UE8142 03	Adjunct Instructor	Hire Temp Appointment	2764.00	22-JAN-17
Dawn Sawtell	QE9393 01	BSN Clinical Faculty - Verm	Hire Temp Appointment	1627.00	22-OCT-16
Dawn Sawtell	QE9393 02	BSN Clinical Faculty - Verm	Hire Temp Appointment	2588.50	22-JAN-17
Stacy Schepel	QE8664 01	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-17
Amber Schleusner	QE8727 05	ASN Clinical Faculty - W	Hire Temp Appointment	378.00	22-JAN-17
Bo Schoenwald	UE7056 01	Adjunct Instructor	Continuing Education/Extension	6780.00	22-JAN-17
Sarah Schuldt	QE9393 04	BSN Clinical Faculty - SF	Hire Temp Appointment	434.00	22-OCT-16
Sarah Schuldt	QE9393 05	BSN Clinical Faculty - SF	Hire Temp Appointment	1379.50	22-JAN-17
Elizabeth Schumacher	UE7056 02	Correspondence Grader	Continuing Education/Extension	150.00	22-JAN-17
Molly Scott	UE7998 00	Oboe Instructor	Hire Temp Appointment	280.00	22-OCT-16
Molly Scott	UE7998 01	Adjunct Oboe Lessons	Hire Temp Appointment	525.00	22-JAN-17
John Seabolt	QE8664 01	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-17
John Seabolt	QE8773 00	Instructor	Hire Temp Appointment	4991.89	22-JAN-17
Spencer Seager	UE7056 02	Adjunct Instructor	Continuing Education/Extension	13915.01	22-JAN-17
Aimee Shea	UE7053 04	Correspondence Grader	Continuing Education/Extension	150.00	22-OCT-16
Aimee Shea	UE7053 05	Adjunct Instructor	Continuing Education/Extension	3390.00	22-OCT-16
Aimee Shea	UE7053 06	Adjunct Instructor	Continuing Education/Extension	6780.00	22-JAN-17
Heather Siebert	UE7056 02	Adjunct Instructor	Continuing Education/Extension	6780.00	22-JAN-17
Elizabeth Simons	FE9974 18	OLLI Instructor	Hire Temp Appointment	210.00	22-NOV-16
Elizabeth Simons	FE9974 19	OLLI Instructor	Hire Temp Appointment	210.00	22-DEC-16
Elizabeth Simons	FE9974 20	OLLI Instructor	Hire Temp Appointment	420.00	22-JAN-17
Mark Skaff	UE7056 01	Adjunct Instructor	Continuing Education/Extension	3390.00	22-JAN-17
Michael Slabaugh	UE7056 02	Adjunct Instructor	Continuing Education/Extension	6955.61	22-JAN-17
Michael Slabaugh	UE7056 02	Adjunct Instructor	Continuing Education/Extension	6955.61	22-JAN-17
Thomas Sorensen	UE7056 02	Correspondence Grader	Continuing Education/Extension	3300.00	22-JAN-17
John Soubik	UE7056 02	Correspondence Grader	Continuing Education/Extension	450.00	22-JAN-17
John Stavick	UE7055 03	Adjunct Instructor	Continuing Education/Extension	4000.00	22-JAN-17
Erin Stephens	QE9393 01	BSN Clinical Faculty - SF	Hire Temp Appointment	837.00	22-OCT-16
Erin Stephens	QE9393 02	BSN Clinical Faculty - SF	Hire Temp Appointment	1100.50	22-DEC-16
John Stoddard	QE8664 03	Adjunct Instructor	Continuing Education/Extension	3390.00	22-JAN-17
William Stoops	UE8178 02	Adjunct Faculty	Hire Temp Appointment	5500.00	22-JAN-17
Daniela Syed	UE7053 01	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-17
Loretta Thomas	UE7998 26	Adjunct Bassoon Lessons	Hire Temp Appointment	225.00	22-JAN-17

Tyra Thomas-Moore	UE7056 01	Adjunct Instructor	Continuing Education/Extension	6780.00	22-JAN-17
Tyra Thomas-Moore	US8461 00	SCC Counselor	Hire Temp Appointment	1624.88	01-FEB-17
Sandra Thorson	QE9393 00	BSN Clinical Faculty - Verm	Hire Temp Appointment	1404.00	22-JAN-17
Tyler Tigges	UE8178 02	Adjunct Professor	Hire Temp Appointment	3200.00	22-JAN-17
Keri Tisher	UE8250 00	Adjunct Instructor	Hire Temp Appointment	4146.00	22-JAN-17
Marilyn Trefz	UE8178 01	Adjunct Professor	Hire Temp Appointment	3840.00	22-JAN-17
Marilyn Trefz	UE8178 02	Adjunct Professor	Hire Temp Appointment	960.00	22-DEC-16
Kenneth Tusha	QE9054 00	Temp Dentist	Hire Temp Appointment	375.00	22-OCT-16
Kenneth Tusha	QE9054 00	Temp Dentist	Hire Temp Appointment	600.00	22-NOV-16
Kenneth Tusha	QE9054 00	Temp Dentist	Hire Temp Appointment	600.00	22-JAN-17
Richard Van Lente	UE7056 03	Correspondence Grader	Continuing Education/Extension	150.00	22-OCT-16
Richard Van Lente	UE7056 04	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-17
Margaret Vandemore Gillespie	UE8178 01	Adjunct Professor	Hire Temp Appointment	3200.00	22-JAN-17
Anna Vorhes Sandberg	UE7054 01	Adjunct Instructor	Continuing Education/Extension	3390.00	22-JAN-17
Margaret Walker	QE8664 01	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-17
Heidi Waters	QE9393 00	BSN Clinical Faculty - Verm	Hire Temp Appointment	8262.00	22-DEC-16
Heidi Waters	QE9393 01	BSN Clinical Faculty - Verm	Hire Temp Appointment	6951.60	22-JAN-17
Robert Welch	UE7831 00	Adjunct Faculty	Hire Temp Appointment	4146.00	22-JAN-17
Katie Westra	UE7056 01	Adjunct Instructor	Continuing Education/Extension	6780.00	22-JAN-17
Steven Wise	UE7056 01	Adjunct Instructor	Continuing Education/Extension	5100.00	22-JAN-17
Sandra Wollan	QE9393 03	BSN Clinical Faculty - SF	Hire Temp Appointment	2201.00	22-DEC-16
Eskeidar Yimer	QE9393 00	BSN Clinical Faculty - SF	Hire Temp Appointment	558.00	22-JAN-17
Adam Zellmer	UE7053 02	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-17
Stuart Zephier	UE7053 01	Correspondence Grader	Continuing Education/Extension	1050.00	22-JAN-17
Heather Zweifel	UE7056 01	Adjunct Instructor	Continuing Education/Extension	4146.00	22-JAN-17
Heather Zweifel	UE7056 02	Adjunct Instructor	Continuing Education/Extension	1000.00	22-JAN-17
Travis Letellier	UE9584 04	Assistant Professor	Hire Temp Appointment	5191.20	22-JAN-17
Mark Madsen	UE7077 12	Instructor	Continuing Education/Extension	450.00	22-JAN-17
Mark Madsen	UE7077 13	Instructor	Continuing Education/Extension	1200.00	22-JAN-17
Chelsea Wesner	UE7381 01	CTL CDF	Supplemental Appointment	250.00	22-NOV-16

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New
Christopher Lozensky	UE6902	00	Instructor	Permanent Change in FTE	22882.50	24408.00	1525.50	

Faculty Non-Benefit Eligible (FAC2)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Basil Aboul-Enein	QE8664	00	Adjunct Instructor	TV013	21-DEC-16
Robyn Adler	QE8727	06	BSN Clinical Faculty - W	TV013	21-NOV-16
Robyn Adler	QE8727	07	ASN Clinical Faculty - W	TV013	21-FEB-17
Robyn Adler	SE6708	04	Temporary Clinical Assistant	TV013	21-NOV-16
Shari Alarie	QE9393	01	BSN Clinical Faculty - SF	TV013	21-NOV-16
Anna Allen	QE8664	01	Adjunct Instructor	TV013	21-DEC-16
Anna Allen	QE9393	01	BSN Clinical Faculty - RC	TV013	21-DEC-16
Melissa Allen	QE8664	00	Adjunct Instructor	TV013	21-DEC-16
Melissa Allen	QE8664	01	Adjunct Instructor	TV013	21-DEC-16
Dawn Anderson	UE7120	03	Adjunct Instructor	TV012	21-DEC-16
Timothy Anderson	UE7055	01	Adjunct Instructor	TV013	21-DEC-16
Maria Azpeitia	QE9393	00	BSN Clinical Faculty - Verm	TV013	21-NOV-16
Rebecca Bailey	UG8532	01	Graduate Teaching Assistant	TV012	21-DEC-16
Ashley Baker	UE7053	01	Adjunct Instructor	TV013	21-DEC-16
Ashley Baker	UE7053	02	Adjunct Instructor	TV013	21-FEB-17
Kimberly Bartling	UE7054	00	Adjunct Instructor	TV013	21-DEC-16
Bradley Beauvais	QE8664	00	Adjunct Instructor	TV013	21-DEC-16
Jonathan Benson	QE9393	03	BSN Clinical Faculty - Verm	TV013	21-DEC-16
Heather Berard	QE8664	00	Adjunct Instructor	TV013	21-DEC-16
Michael Berhow	SE6105	00	Instructor	TV013	21-DEC-16
Michael Berhow	UE7056	00	Adjunct Instructor	TV013	21-DEC-16
Michael Berhow	UE7056	00	Adjunct Instructor	TV013	21-JAN-17
Gregory Bertsch	UE7055	00	Adjunct Instructor	TV013	21-DEC-16



Bridgett Block	QE9393 02	BSN Clinical Faculty - SF	TV013	21-NOV-16
Alison Boughn	UE8007 00	Adjunct Instructor	TV013	21-DEC-16
Katie Brockberg	QE9393 02	BSN Clinical Faculty - SF	TV013	21-NOV-16
Christin Broscha	QE9393 00	BSN Clinical Faculty - Verm	TV013	21-DEC-16
Terryl Cadwell	UE7056 00	Adjunct Instructor	TV013	21-DEC-16
Jill Cahill	QE9393 03	BSN Clinical Faculty - Verm	TV013	21-NOV-16
Jane Carlson	UE8268 00	Student Teacher Supervisor	TV013	21-DEC-16
Timothy Case	UE7989 00	Theatre Adjunct	TV013	21-DEC-16
Teresa Cass	QE8727 03	ASN Clinical Faculty - W	TV013	21-NOV-16
Candice Climer	UE7053 00	Adjunct Instructor	TV013	21-DEC-16
Shannon Cole	UE8052 00	Adjunct Instructor	TV013	21-DEC-16
William Cooper	UE7056 01	Adjunct Instructor	TV013	21-DEC-16
Lucien Costley	QE8664 00	Adjunct Instructor	TV013	21-DEC-16
Timothy Cowman	UE8160 02	Adjunct Instructor Research	TV013	21-DEC-16
Rachel Cox	UE7056 01	Adjunct Instructor	TV013	21-FEB-17
Terry Crandall	UE8259 00	Adjunct Instructor	TV013	21-DEC-16
Marshall Damgaard	UE8079 10	Adjunct Instructor	TV013	21-DEC-16
Charles Dibley	UE8268 00	Student Teacher Supervisor	TV013	21-DEC-16
Alisha Donahue	QE9393 03	BSN Clinical Faculty - Verm	TV013	21-DEC-16
Abby Doorn	UE8205 00	Adjunct	TV013	21-DEC-16
Carol Dreke	QE9393 01	BSN Clinical Faculty - SF	TV013	21-NOV-16
Amanda Dullerud	QE9393 00	BSN Clinical Faculty - SF	TV013	21-DEC-16
Jodi Dumler	QE8664 00	Adjunct Instructor	TV013	21-DEC-16
Heidi Durband	QE9393 04	BSN Clinical Faculty - Verm	TV013	21-DEC-16
Amy Etter	QE9393 05	BSN Clinical Adjunct - Verm	TV013	21-DEC-16
Barry Feinstein	UE8178 00	Adjunct Professor	TV013	21-FEB-17
Barry Feinstein	UE8205 00	Beacom Scholar Series Lecturer	TV013	21-FEB-17
Jonathan Feiock	QE8664 00	Adjunct Instructor	TV013	21-DEC-16
Jenny Ferguson	UE7056 01	Adjunct Instructor	TV013	21-DEC-16
Samantha Fischbach	QE8727 03	ASN Clinical Faculty - W	TV013	21-NOV-16
Samantha Fischbach	QE8727 04	ASN Clinical Faculty - W	TV013	21-FEB-17
Jeff Fisher	UE7054 00	Adjunct Instructor	TV013	21-DEC-16
Jeff Fisher	UE7054 02	Adjunct Instructor	TV013	21-FEB-17
Scott Fleming	UE7053 01	Adjunct Instructor	TV013	21-DEC-16
Mary Ann Francis	UE7056 01	Adjunct Instructor	TV013	21-DEC-16
Julie Fuelberth	QE9393 07	BSN Clinical Faculty - Verm	TV013	21-DEC-16
Rachel Gangle	QE8664 00	Adjunct Instructor	TV013	21-DEC-16
Steven Garelik	UE7056 01	Adjunct Instructor	TV013	21-DEC-16
Judson Gary	UE7475 04	Adjunct Instructor	TV013	21-DEC-16
Erica Goembel	QE9393 03	BSN Clinical Faculty - SF	TV013	21-NOV-16
Angela Gordon	QE9393 01	BSN Clinical Faculty - SF	TV013	21-FEB-17
Emily Gray	QE9393 00	BSN Clinical Faculty - Verm	TV013	21-NOV-16
Shelly Grinde	UE8142 03	Adjunct Instructor	TV013	21-JAN-17
Patricia Hall	QE9393 00	BSN Clinical Faculty - Verm	TV013	21-NOV-16
Adam Hardy	UE8259 00	Adjunct Instructor	TV013	21-DEC-16
John Hegg	UE7053 00	Adjunct Instructor	TV013	21-DEC-16
Kevin Heineman	UE8079 07	Adjunct Instructor	TV012	21-DEC-16
Jeffrey Henry	QE8663 00	Adjunct Instructor	TV013	21-DEC-16
Michael Hilson	UE7998 25	Adjunct Instructor	TV013	21-DEC-16
Michael Hilson	UE7998 26	Adjunct Instructor Guitar	TV013	21-DEC-16
John Hinrichs	UE7056 00	Adjunct Instructor	TV013	21-DEC-16
Nicole Holmberg	QE9393 01	BSN Clinical Faculty - SF	TV013	21-DEC-16
Jonelle Hook	UE7475 07	Adjunct Instructor	TV013	21-DEC-16
Marcus Howard	QE8727 00	ASN Clinical Faculty - W	TV013	21-NOV-16
Marcus Howard	QE8727 01	ASN Clinical Faculty - W	TV013	21-JAN-17
Nicholas Hruby	UE7054 01	Adjunct Instructor	TV013	21-DEC-16
Abigail Hubbling	QE9393 00	BSN Clinical Faculty - Verm	TV013	21-DEC-16
Joshua Hughes	QE8663 00	Adjunct Instructor	TV013	21-DEC-16
Joshua Hughes	QE8773 00	Instructor	TV013	21-DEC-16
Laura Huls	QE9393 00	BSN Clinical Faculty - Verm	TV013	21-DEC-16
Lynne Hunter	QE8664 00	Adjunct Instructor	TV013	21-DEC-16
Ann Huss Mollman	QE8664 01	Adjunct Instructor	TV013	21-FEB-17
Megan Ibach	QE9393 01	BSN Clinical Faculty - SF	TV013	21-DEC-16
Kyle Irvin	UE8178 00	Adjunct Professor	TV013	21-DEC-16
Linda Jackson	QE9393 04	BSN Clinical Faculty - Verm	TV013	21-DEC-16
Sachin Jain	UE7053 00	Adjunct Instructor	TV013	21-DEC-16
Karen Jensen	QE8664 00	Adjunct Instructor	TV013	21-DEC-16
Marilyn Jensen	UE7475 0	Adjunct Instructor	TV013	21-DEC-16

Marilyn Jensen	UE8268 00	Student Teacher Supervisor	TV013	21-DEC-16
Kerri Johnston	QE8671 03	Instructor Lecturer	TV013	21-NOV-16
Robert Joyce	UE7054 00	Adjunct Instructor	TV013	21-DEC-16
Christopher Karr	UE7055 01	Adjunct Instructor	TV013	21-DEC-16
Jennifer Kassing	UE7053 01	Adjunct Instructor	TV013	21-DEC-16
Leo Keiser	UE8268 00	Student Teacher Supervisor	TV013	21-DEC-16
Rosanne Kirts	UE8268 00	Student Teacher Supervisor	TV013	21-DEC-16
Matthew Knutson	QE9465 12	Temp Dentist	TV013	21-DEC-16
Stephanie Kocher	UE7998 31	Adjunct Instructor Flute	TV013	21-DEC-16
Benjamin Kohls	UE7053 00	Adjunct Instructor	TV013	21-DEC-16
Kelli Korstjens	QE8727 01	ASN Clinical Faculty - W	TV013	21-NOV-16
Laura Kruger	UE7053 01	Adjunct Instructor	TV013	21-DEC-16
Laura Kruger	UE8223 00	Adjunct Instructor	TV013	21-DEC-16
Audrey Larsen	UE8052 13	Adjunct Instructor	TV013	21-DEC-16
Christopher Larson	UE7989 02	Theatre Accompanist	TV013	21-DEC-16
Michelle Laughlin	UE7055 01	Adjunct Instructor	TV013	21-DEC-16
Kristi Leisinger	QE8664 01	Adjunct Instructor	TV013	21-DEC-16
David Levine	UE8052 00	Adjunct Instructor	TV013	21-DEC-16
Debra Limoges	UE8268 00	Student Teacher Supervisor	TV013	21-DEC-16
Heidi Linngren	BE9619 00	Adj Inst Polis	TV013	21-DEC-16
Heidi Linngren	UE7056 00	Adjunct Instructor	TV013	21-DEC-16
Malene Little	UE7056 00	Adjunct Instructor	TV013	21-DEC-16
Christopher Lozensky	UE7056 00	Instructor	TV013	21-DEC-16
Cody Lukkes	UE7053 00	Adjunct Instructor	TV013	21-DEC-16
Sara Madden	QE9393 02	BSN Clinical Faculty - RC	TV013	21-DEC-16
Dawn Manning	QE9393 08	BSN Clinical Faculty - Verm	TV013	21-DEC-16
Aaron Mayer	UE7056 01	Adjunct Instructor	TV013	21-FEB-17
Aaron Mayer	UE8071 00	Lab Assistant	TV013	21-FEB-17
Michelle Mayes	QE9393 03	BSN Clinical Faculty - Verm	TV013	21-DEC-16
Nathalie Meyer	UE7475 09	Adjunct Instructor	TV013	21-DEC-16
Lisa Millen	UE7056 01	Adjunct Instructor	TV013	21-DEC-16
Lisa Millen	UE7056 03	Adjunct Instructor	TV013	21-FEB-17
Stephen Miller	UE8097 11	Adjunct Instructor	TV013	21-DEC-16
Sarah Molina	UE7056 01	Adjunct Instructor	TV013	21-DEC-16
Sandra Mollman	UE7054 03	Adjunct Instructor	TV013	21-DEC-16
Sandra Mollman	UE7054 04	Adjunct Instructor	TV013	21-DEC-16
Sandra Mollman	UE7054 06	Adjunct Instructor	TV013	21-FEB-17
Martha Muellenberg	UE8259 00	Adjunct Instructor	TV013	21-DEC-16
Allison Mueller	QE9393 03	BSN Clinical Faculty - SF	TV013	21-DEC-16
Allison Mueller	QE9393 04	BSN Clinical Faculty - Verm	TV013	21-JAN-17
Joelle Mulder	QE9393 00	BSN Clinical Faculty - Verm	TV013	21-DEC-16
Lynn Muller	UE8205 01	Adjunct	TV013	21-DEC-16
Richard Muller	UE7055 00	Adjunct Instructor	TV013	21-DEC-16
Richard Muller	UE7055 01	Adjunct Instructor	TV013	21-DEC-16
Richard Muller	UE7055 03	Adjunct Instructor	TV013	21-FEB-17
Connie Nelsen	UE7056 01	Adjunct Instructor	TV013	21-DEC-16
Robert Nelson	QE9054 06	Clinic Labor	TV013	21-DEC-16
Kendra Neugebauer	UE8142 00	Adjunct Instructor	TV013	21-DEC-16
Julie Ohl	UE7055 00	Adjunct Instructor	TV013	21-DEC-16
Kristi Oskar-Groen	UE8250 00	Adjunct Instructor	TV013	21-DEC-16
Cynthia Ostrom	UE7056 00	Adjunct Instructor	TV013	21-DEC-16
Xavier Pastrano	UE7475 00	Adjunct Instructor	TV013	21-DEC-16
Thomas Penisten	UE7055 01	Independent Study Instructor	TV013	21-DEC-16
Beth Peterson	QE9393 01	BSN Clinical Faculty - SF	TV013	21-DEC-16
Joleen Pietrzak	UE7056 03	Correspondence Grader	TV013	21-NOV-16
Joleen Pietrzak	UE7056 04	Correspondence Grader	TV013	21-FEB-17
Joleen Pietrzak	UE8070 01	Adjunct Faculty	TV013	21-DEC-16
Nathan Pifer	UE7053 00	Adjunct Instructor	TV013	21-DEC-16
Mark Ponstein	QE8664 00	Adjunct Instructor	TV013	21-DEC-16
Mark Ponstein	QE9384 00	Lab Assistant	TV013	21-NOV-16
Mark Ponstein	QE9384 00	Lab Assistant	TV013	21-DEC-16
Mark Ponstein	QE9384 00	Lab Assistant	TV013	21-JAN-17
Frank Pope	UE7475 00	Adjunct Instructor	TV013	21-DEC-16
Tanya Rasmussen	UE7053 00	Adjunct Instructor	TV013	21-DEC-16
Crystal Reitsma	QE9393 03	BSN Clinical Faculty - Verm	TV013	21-NOV-16
Michelle Resene	UE8052 00	Adjunct Instructor	TV013	21-DEC-16
Paige Rock	QE9393 00	BSN Clinical Faculty - Verm	TV013	21-FEB-17
Mary Rogers	QE8664 01	Adjunct Instructor	TV013	21-DEC-16

Mary Rogers	QE8664 03	Adjunct Instructor	TV013	21-FEB-17
Richard Rognstad	UE7998 00	Music Adjunct	TV013	21-DEC-16
Richard Rognstad	UE7998 00	Music Adjunct	TV013	21-JAN-17
Ann Rowenhorst	QE9393 03	BSN Clinical Faculty - Verm	TV013	21-DEC-16
Matthew Rumsey	UE8142 02	Adjunct Instructor	TV013	21-DEC-16
Mark Salter	UE8178 03	Adjunct Professor	TV013	21-DEC-16
Joshua Sanger	UE8052 08	Adjunct Instructor	TV013	21-DEC-16
Dawn Sawtell	QE9393 01	BSN Clinical Faculty - Verm	TV013	21-DEC-16
Jayme Schefelker	QE9393 00	BSN Clinical Faculty - Verm	TV013	21-NOV-16
Stacy Schepel	QE8664 00	Adjunct Instructor	TV013	21-DEC-16
Amber Schleusner	QE8727 04	ASN Clinical Faculty - W	TV013	21-NOV-16
Amber Schleusner	QE8727 05	ASN Clinical Faculty - W	TV013	21-FEB-17
Tracy Schmidt	QE9393 04	BSN Clinical Faculty - Verm	TV013	21-NOV-16
Megan Schmitz	QE9393 00	BSN Clinical Faculty - P	TV013	21-DEC-16
Bo Schoenwald	UE7056 00	Adjunct Instructor	TV013	21-DEC-16
Nicole Schuiteman	QE9393 03	BSN Clinical Faculty - SF	TV013	21-DEC-16
Sarah Schuldt	QE9393 04	BSN Clinical Faculty - SF	TV013	21-NOV-16
Elizabeth Schumacher	UE7056 02	Correspondence Grader	TV013	21-FEB-17
Molly Scott	UE7998 00	Oboe Instructor	TV013	21-DEC-16
John Seabolt	QE8664 00	Adjunct Instructor	TV013	21-DEC-16
Spencer Seager	UE7056 01	Adjunct Instructor	TV013	21-DEC-16
Jennifer Senge	QE9393 05	BSN Clinical Faculty - SF	TV013	21-DEC-16
Aimee Shea	UE7053 03	Adjunct Instructor	TV013	21-DEC-16
Aimee Shea	UE7053 04	Correspondence Grader	TV013	21-NOV-16
Aimee Shea	UE7053 05	Adjunct Instructor	TV013	21-DEC-16
Heather Siebert	UE7056 01	Adjunct Instructor	TV013	21-DEC-16
Elizabeth Simons	FE9974 18	OLLI Instructor	TV013	21-DEC-16
Elizabeth Simons	FE9974 19	OLLI Instructor	TV013	21-JAN-17
Elizabeth Simons	FE9974 20	OLLI Instructor	TV013	21-FEB-17
Mark Skaff	UE7056 00	Adjunct Instructor	TV013	21-DEC-16
Marilyn Slaathaugh	UE8250 00	Adjunct Instructor	TV013	21-DEC-16
Michael Slabaugh	UE7056 01	Adjunct Instructor	TV013	21-DEC-16
Michael Slabaugh	UE7056 01	Adjunct Instructor	TV013	21-DEC-16
James Smith	UE8178 00	Adjunct Professor	TV013	21-DEC-16
Traci Smith	UE8178 00	Adjunct Professor	TV013	21-DEC-16
Michael Snell	UE7055 01	Adjunct Instructor	TV013	21-DEC-16
Thomas Sorensen	UE7056 02	Correspondence Grader	TV013	21-FEB-17
John Soubik	UE7056 02	Correspondence Grader	TV013	21-FEB-17
Dawn Spurlin	QE9393 06	BSN Clinical Faculty - Verm	TV013	21-NOV-16
John Stavick	UE7055 02	Adjunct Instructor	TV013	21-DEC-16
Erin Stephens	QE9393 01	BSN Clinical Faculty - SF	TV013	21-DEC-16
John Stoddard	QE8664 02	Adjunct Instructor	TV013	21-DEC-16
Scott Swier	UE8178 00	Adjunct Professor	TV013	21-DEC-16
Loretta Thomas	UE7998 25	Bassoon Lessons	TV013	21-DEC-16
Tyra Thomas-Moore	UE7056 00	Adjunct Instructor	TV013	21-DEC-16
Sandra Thorson	QE9393 00	BSN Clinical Faculty - Verm	TV013	21-FEB-17
Marilyn Trefz	UE8178 02	Adjunct Professor	TV013	21-JAN-17
Kenneth Tusha	QE9054 00	Temp Dentist	TV013	21-NOV-16
Kenneth Tusha	QE9054 00	Temp Dentist	TV013	21-DEC-16
Kenneth Tusha	QE9054 00	Temp Dentist	TV013	21-FEB-17
Richard Van Lente	UE7056 01	Adjunct Instructor	TV013	21-DEC-16
Richard Van Lente	UE7056 03	Correspondence Grader	TV013	21-NOV-16
Barry Vickrey	UE8178 01	Professor/Dean Emeritus	TV013	21-DEC-16
Christopher Vondracek	SE7763 00	Instructor	TV013	21-DEC-16
Christopher Vondracek	UE7056 00	Adjunct Instructor	TV013	21-DEC-16
Anna Vorhes Sandberg	UE7054 00	Adjunct Instructor	TV013	21-DEC-16
Margaret Walker	QE8664 00	Adjunct Instructor	TV013	21-DEC-16
Heidi Waters	QE9393 00	BSN Clinical Faculty - Verm	TV013	21-JAN-17
Katie Westra	UE7056 00	Adjunct Instructor	TV013	21-DEC-16
Charles Williams	UE8178 00	Adjunct Professor	TV013	21-DEC-16
Steven Wise	UE7056 00	Adjunct Instructor	TV013	21-DEC-16
Sandra Wollan	QE9393 02	BSN Clinical Faculty - SF	TV013	21-NOV-16
Aaron Woodard	UE7056 00	Adjunct Instructor	TV013	21-DEC-16
Eskeadar Yimer	QE9393 00	BSN Clinical Faculty - SF	TV013	21-FEB-17
Adam Zellmer	UE7053 01	Adjunct Instructor	TV013	21-DEC-16
Stuart Zephier	UE7053 01	Correspondence Grader	TV013	21-FEB-17
Heather Zweifel	UE7056 00	Adjunct Instructor	TV013	21-DEC-16
Heather Zweifel	UE7056 02	Adjunct Instructor	TV013	21-FEB-17

Mark Madsen	UE7077 10	Instructor	TV013	21-DEC-16
Mark Madsen	UE7077 12	Instructor	TV013	21-FEB-17
Mark Madsen	UE7077 13	Instructor	TV013	21-FEB-17
Chelsea Wesner	UE7381 01	CTL CDF	TV013	21-DEC-16

#### ECLS 45 Volunteers

Banner ID	Name	Department	Institution
A00156961	Alec Janusz	Biology	USD
A00157938	Kathryn Veiga	Biology	USD
A00211342	Isaac Hanson	Biomedical Engineering	USD
A00212232	Marcus Destin	Center for Acad & Global Engagement	USD
A00201644	Taylor Milbrath	Center for Acad & Global Engagement	USD
A00209208	Tanner Redlin	Center for Acad & Global Engagement	USD
A00212227	Madison Stahl	Center for Acad & Global Engagement	USD
A00210388	Viviana Palos Barba	Chemistry	USD
A00191895	Blair Altman	Child Care Services	USD
A00156950	Erica Beare	Child Care Services	USD
A00209134	Rachel Brandner	Child Care Services	USD
A00212106	Alyssa Brewer	Child Care Services	USD
A00194702	Alyssa Brown	Child Care Services	USD
A00212105	Angela Burke	Child Care Services	USD
A00194073	Brook Clark	Child Care Services	USD
A00211976	McKenzie Cole	Child Care Services	USD
A00208335	Mark Demuth	Child Care Services	USD
A00189986	Mallory Fine	Child Care Services	USD
A00180937	Stephen Gemar	Child Care Services	USD
A00211977	Kristine Hunt	Child Care Services	USD
A00211972	Mackenzie Jensen	Child Care Services	USD
A00195267	Madison Kenney	Child Care Services	USD
A00184519	Cassandra Luetje	Child Care Services	USD
A00187768	Parker Messerli	Child Care Services	USD
A00177371	Mitchell Mueller	Child Care Services	USD
A00187049	Tori Nelsen	Child Care Services	USD
A00212104	Jennifer Nelson	Child Care Services	USD
A00206803	Aeron Peters	Child Care Services	USD
A00211969	Megan Popma	Child Care Services	USD
A00196566	Margaret Rosburg	Child Care Services	USD
A00201498	John Schmidt	Child Care Services	USD
A00209562	Amanda Schwartz	Child Care Services	USD
A00209563	Benjamin Stange	Child Care Services	USD
A00204321	Kylie Temple	Child Care Services	USD
A00203575	Kellee Willer	Child Care Services	USD
A00012205	Ladonna Rodvold	Continuing Education	USD
A00209270	Robert Keys	Dean of Health Sciences	USD
A00192220	Danielle Brown	Dean of the Med - Basic Biomed Sc	USD
A00212069	Kaci Clement	Dean of the Med - Basic Biomed Sc	USD
A00182180	Alexandra Dolezal	Dean of the Med - Basic Biomed Sc	USD
A00191466	Nathaniel Dusini	Dean of the Med - Basic Biomed Sc	USD
A00194707	Drew Keuck	Dean of the Med - Basic Biomed Sc	USD
A00163165	Miranda Ruiter	Dean of the Med - Basic Biomed Sc	USD
A00003377	Evelyn Schlenker	Dean of the Med - Basic Biomed Sc	USD
A00211356	Jacob Simmons	Dean of the Med - Basic Biomed Sc	USD
A00209676	Scott Boyens	Family Medicine	USD
A00210889	Richard Briggs	Family Medicine	USD
A00209037	Crista Few	Family Medicine	USD
A00074645	Emily Gaster	Family Medicine	USD
A00209517	Paul Grow	Family Medicine	USD
A00209541	Kathleen Haight	Family Medicine	USD
A00209542	Karla Ivy	Family Medicine	USD
A00209984	Heather Kleeman	Family Medicine	USD
A00209543	Annie Lee	Family Medicine	USD
A00209544	Michael Luckow	Family Medicine	USD
A00209545	Jessica Mackey	Family Medicine	USD
A00148733	Paul Mallory	Family Medicine	USD
A00002505	Catherine Mitchel	Family Medicine	USD
A00209550	Matthew Nielsen	Family Medicine	USD
A00209551	Peter Ostler	Family Medicine	USD
A00209552	Giovanni Paoli	Family Medicine	USD

A00209553	Carson Phillips	Family Medicine	USD
A00209372	Karla Polito	Family Medicine	USD
A00051836	Shaina Riggs	Family Medicine	USD
A00095296	Karsten Rohlf	Family Medicine	USD
A00209555	Mona Saini	Family Medicine	USD
A00042990	Larissa Sanger	Family Medicine	USD
A00209556	Matthew Schaffer	Family Medicine	USD
A00042384	Na Smith	Family Medicine	USD
A00209557	Austin Spronk	Family Medicine	USD
A00104288	Rachel Sunne	Family Medicine	USD
A00098436	Joseph Swedzinski	Family Medicine	USD
A00209558	Katie Thompson	Family Medicine	USD
A00120373	Christopher Wenger	Family Medicine	USD
A00209565	Megan Wetzel	Family Medicine	USD
A00209566	Muthanna Yacoub	Family Medicine	USD
A00183491	Nicholas Anglin	Head start	USD
A00211580	Wendy Bernard	Head start	USD
A00211574	Alyssa Bogue	Head start	USD
A00209614	Lana Boon	Head start	USD
A00206319	Cooper Brunsting	Head start	USD
A00013509	Amanda Engel	Head start	USD
A00209613	Kasandra Gunhammer	Head start	USD
A00201462	Andrew Hartman	Head start	USD
A00197165	Raven Hill	Head start	USD
A00163715	Abbie Johannesen	Head start	USD
A00195078	Maria Lehmen	Head start	USD
A00209341	Jenna Lewandowski	Head start	USD
A00209615	Miguel Lopez	Head start	USD
A00211573	Micaela McGeorge	Head start	USD
A00194714	Nickona Monkelien	Head start	USD
A00180699	Mikaela Moore	Head start	USD
A00211626	Erica Praster	Head start	USD
A00211451	Kyle Rattling Leaf	Head start	USD
A00211452	Natasha Rattling Leaf	Head start	USD
A00197678	Brianna Samuelson	Head start	USD
A00208894	Darcey Spates	Head start	USD
A00135906	Samantha Unger	Head start	USD
A00211453	Alyssa Venegas	Head start	USD
A00156845	Rion Venegas	Head start	USD
A00211449	Rebekah Wagner	Head start	USD
A00211454	Wesley Wagner	Head start	USD
A00209138	Gwen Youngberg	Head start	USD
A00209612	Skye Zephier	Head start	USD
A00046920	Jeremy Petersen	ID Weeks Library	USD
A00162160	Kelsey Biltoft	Intercolleg Athletics	USD
A00167362	Greysen Hertting	Intercolleg Athletics	USD
A00210471	Carter Oyen	Intercolleg Athletics	USD
A00177401	Cora Ruzicka	Intercolleg Athletics	USD
A00211863	Mohammed Alzoubaidi	Internal Medicine	USD
A00209032	Ayham Deeb	Internal Medicine	USD
A00018336	Samuel Durr	Internal Medicine	USD
A00209522	James Engelbrecht	Internal Medicine	USD
A00074244	Kelly Evans-Hullinger	Internal Medicine	USD
A00209515	Magdalene Fiddler	Internal Medicine	USD
A00209536	Marioara Gavozdea Barna	Internal Medicine	USD
A00211864	Aiham Jbeli	Internal Medicine	USD
A00211865	Shahjahan Khan	Internal Medicine	USD
A00211867	Scott Kindle	Internal Medicine	USD
A00209983	Jenna King	Internal Medicine	USD
A00209518	Bhaveshkumar Patel	Internal Medicine	USD
A00209535	Christine Pocha	Internal Medicine	USD
A00209519	Bhaskar Purushottam	Internal Medicine	USD
A00209985	Naila Qazi	Internal Medicine	USD
A00211871	Maryam Sheikh	Internal Medicine	USD
A00209539	Asma Syed	Internal Medicine	USD
A00211872	Nadia Wesche	Internal Medicine	USD
A00211866	Jae Kim	Neurosciences	USD
A00211869	Maria Recio	Neurosciences	USD

A00211870	Divyajot Sandhu	Neurosciences	USD
A00071044	Catherine Brockmeier	Obstetrics-Gynecology	USD
A00186073	Helen Frederickson	Obstetrics-Gynecology	USD
A00209554	Erin Royer	Obstetrics-Gynecology	USD
A00209033	Amy Fairchild	Pathology	USD
A00073988	Erin Quist	Pathology	USD
A00043205	Bailey Reindl	Pathology	USD
A00067695	Catherine Stoos	Pathology	USD
A00211460	Shelly Bulatao	Pediatrics	USD
A00001064	Helen Fiechtner	Pediatrics	USD
A00209532	Amit Jain	Pediatrics	USD
A00209880	Michael Kareta Jr	Pediatrics	USD
A00211868	Peter Paul Lim	Pediatrics	USD
A00209538	Jessica Olcott	Pediatrics	USD
A00209534	Ashley Sandeen	Pediatrics	USD
A00210903	Erin Schroeder	Pediatrics	USD
A00154561	Travis Bolstad	Physical Therapy	USD
A00189467	Emily Johnson	Physical Therapy	USD
A00151019	Colton Ketelhut	Physical Therapy	USD
A00125601	Tarkenton Kingsbury	Physical Therapy	USD
A00189471	Emily Lesser	Physical Therapy	USD
A00212231	Skyler Poppen	Physical Therapy	USD
A00107264	Samson Ptacek	Physical Therapy	USD
A00138958	Lance Ranek	Physical Therapy	USD
A00212230	Ben Salestrom	Physical Therapy	USD
A00189479	Lucas Seehafer	Physical Therapy	USD
A00189632	Natalie Stueven	Physical Therapy	USD
A00152038	Hans Tvedt	Physical Therapy	USD
A00079674	April Ahrendt	Physician Assistant	USD
A00065164	Kevin Brown	Physician Assistant	USD
A00060027	Julie Cox	Physician Assistant	USD
A00207989	David Faldmo	Physician Assistant	USD
A00208966	Kristi Glanzer	Physician Assistant	USD
A00208967	Cy Haatvedt	Physician Assistant	USD
A00208968	Kendra Kamnitz	Physician Assistant	USD
A00209271	Elizabeth Lavelle	Physician Assistant	USD
A00208970	Bonnie Murtha	Physician Assistant	USD
A00209912	Meghan Torgerson	Physician Assistant	USD
A00209913	Troy Van Overbeke	Physician Assistant	USD
A00208972	Wayne Wetzberger	Physician Assistant	USD
A00211465	Julia Alzoubaidi	Psychiatry	USD
A00211462	Matt Eggers	Psychiatry	USD
A00209540	Anu Gupta	Psychiatry	USD
A00209548	Ann Makar	Psychiatry	USD
A00209521	Rebecca Palugyay	Psychiatry	USD
A00077365	Seth Parsons	Psychiatry	USD
A00209533	Sandra Peynado	Psychiatry	USD
A00111237	Amber Reints	Psychiatry	USD
A00209564	Renu Velisetty	Psychiatry	USD
A00185483	Andrew Crawford	School of Business	USD
A00186311	Mackenzie Vander Woude	School of Education	USD
A00186312	Paige Wright	School of Education	USD
A00212233	Jessica Chalcraft	Social Work	USD
A00040768	Megan Danner	Social Work	USD
A00208975	Andrea Denke	Social Work	USD
A00208977	Bobbie Jacobs	Social Work	USD
A00208978	Ondrea Patzlaff	Social Work	USD
A00162716	Kelly Quist	Social Work	USD
A00208974	Kristin Schroeder	Social Work	USD
A00211463	Ahmad Bashar Abdulkarim	Surgery	USD
A00209975	Akram Ahmed	Surgery	USD
A00019328	Brandt Becker	Surgery	USD
A00211353	Lisa MacFadden	Surgery	USD
A00209549	Travis Menge	Surgery	USD
A00209991	Jeffrey Stevens	Surgery	USD

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South Dakota Board of Regents  
BOR Routine  
Date Range : 22-OCT-16 thru 21-FEB-17  
For :SDSD

03/10/2017 08:31:14

Ver: 072011.28a

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Janna Hannahs	HE9954	00	Sen Sec - Labor	Hire Temp Appointment	5310.00	13-FEB-17

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South Dakota Board of Regents

BOR Routine

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Date Range : 22-OCT-16 thru 21-FEB-17  
For :SDSBVI

Ver: 072011.28a

Career Service Benefit Eligible (CSA1)  
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Tessa Riggs	VE9971	00	Student Health Nurse	Appointment	32759.37	03-JAN-17
Kendra Terkildsen	VE9956	00	House Parent	Appointment	17518.46	03-JAN-17

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New
Kandi Sampson	VE9970	00	Senior Secretary	Sal Adj to 5% Range at 6 mo	28162.66	29577.03	1414.37	

Career Service Benefit Eligible (CSA1)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Kristina Walden	VE9950	00	House Parent	TI001	21-FEB-17
Doris Anderson	VE9971	00	Student Health Nurse	TR001	21-DEC-16
Kirk Bender	NW9327	02	Work Study-Student Affairs	TV012	14-DEC-16
Kendra Terkildsen	VE9956	00	House Parent	TV009	21-FEB-17
Danielle Vincent	VE9940	00	Houseparent Labor	TV013	21-FEB-17

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Danyelle Sanders	NS9321	00	Rural Student Teacher	Hire Temp Appointment	1500.00	22-OCT-16
Danyelle Sanders	VE9940	00	Houseparent-Labor	Hire Temp Appointment	3975.42	22-OCT-16

Career Service Non-Benefit Eligible (CSA2)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Danyelle Sanders	NS9321	00	Rural Student Teacher	TV012	21-NOV-16
Cathleen Walker	VE9945	00	Teacher Aide - Labor	TV013	21-FEB-17

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Ardell Fiedler	NE9669	00	SPED 4235/523	TV013	21-DEC-16



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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Susan Birrenkott	VE9946	00	Sub - Labor	TV013	21-FEB-17

Faculty Benefit Eligible (FAC1)  
Temporary Salary Adjustments(ST)

Name Adj.	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New
Marva Gellhaus 300.00	NE9479	00	Supervise SPED 495	Shared Employee Agreement	100.00		200.00	

Faculty Benefit Eligible (FAC1)  
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Marva Gellhaus	NE9479	00	Supervise SPED 495	TV013	21-NOV-16

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South Dakota Board of Regents

BOR Routine

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Date Range : 22-OCT-16 thru 21-FEB-17  
For :BOR

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		Career Service Benefit Eligible (CSA1)		Permanent Salary Adjustment(SP)							
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New			
Adj.											

Randall Parks	RE9935	00	Senior Programmer Analyst	Permanent Change in FTE	15331.06	30665.66	15334.60				
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		Career Service Benefit Eligible (CSA1)		Terminated							
Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date						
Andrew Erion	RE9921	00	Senior Programmer Analyst	TV009	09-DEC-16						

		Non-Faculty Benefit Eligible (NFE1) (NFE1)		Appointments(AA)							
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date					
Tasha Dannenbring	RE9915	00	Director of Inst. Research	Appointment	80000.00	03-JAN-17					
Tasha Dannenbring	RE9915	00	Director of Inst. Research	Appointment	80000.00	22-JAN-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.											
James Shekleton	RE9903	00	Special Counsel	Change in Appointment Type	70826.85	70826.85	0.00				

		Student Employment and NFE Non-Benefit Eligible (NFE2)		Appointments(AA)							
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date					
Janice Minder	RE9928	00	Special Project Director	Hire Temp Appointment	61200.00	30-JAN-17					
Janice Minder	SE6757	01	Temporary Instructor	Hire Temp Appointment	3788.00	22-JAN-17					

		Student Employment and NFE Non-Benefit Eligible (NFE2)		Terminated							
Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date						
David Williams	RE9913	00	Financial Project Analyst	TV013	21-DEC-16						

## **SOUTH DAKOTA BOARD OF REGENTS**

### **Regents Workshop**

**AGENDA ITEM: 1 – A**

**DATE: March 28-30, 2017**

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#### **SUBJECT: Regents' Workshop – University Auxiliary Business Plans**

During the March Regents Workshop, each university will have roughly 20 minutes, including questions and answers, to review key topics regarding their auxiliary operations. The Business Affairs Council has agreed on the content and format of the reports. The intent of the workshop is to provide the Board of Regents an opportunity to understand how the auxiliary businesses are performing and what future plans the campuses may have. All operations that are considered part of the Auxiliary System will be included. There are other business operations at the universities that may not be included. The report also includes any additional housing operations outside of the system that are operated by the campuses. The housing operations that are outside of the system are listed below:

- BHSU – Humbert Hall
- DSU – Apartment Complex
- SDSMT – Rocker Square 1 & 2, Placer Hall
- SDSU – State Village

Each of the campuses were given a general outline to follow. The major topics to be included were the following:

- Executive Summary
- Narrative overview of each of the operations
- FY16 and other prior years financial information
- Estimates on the current year's financial position
- Future plans for each of the campuses

Hard copies of the reports were mailed in advance to the Board on March 15<sup>th</sup> and thus are included only electronically. The presentation schedule is as follows:

USD	3:00-3:20 p.m.
SDSU	3:20-3:40 p.m.
SDSMT	3:40-4:00 p.m.
NSU	4:00-4:20 p.m.
DSU	4:20-4:40 p.m.
BHSU	4:40-5:00 p.m.

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#### **INFORMATIONAL ITEM**

University of South Dakota  
Fiscal Year 2016  
**Auxiliary Business Plan**



UNIVERSITY OF  
SOUTH DAKOTA

# UNIVERSITY OF SOUTH DAKOTA FISCAL YEAR 2016 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 and 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, our food service which is contracted through Aramark and the bookstore contracted through Barnes & Noble. Our Wellness Center educates and enhances lifelong wellness by offering quality diverse programming that fosters social engagement, personal satisfaction and healthy behaviors for its members.

The financial position of USD's auxiliary system is healthy as is indicated by consistently exceeding a minimum parity ratio of 1.20 per bond covenants. The fiscal year 2016 financials for each area within the auxiliary system are included below, followed by the past five years and 2017 projected for the system as a whole.

### Current year auxiliary system revenue and expense statement

#### University of South Dakota Auxiliary System Revenue and Expense Statement for Fiscal Year 2016

	Residence Halls	Union	Wellness Center	Total
<b>REVENUE</b>				
General Revenue	\$9,731,613	\$7,369,839	\$377,185	\$17,478,637
Facility Support Fee	\$0	\$358,756	\$0	\$358,756
GAF Revenue – Operations	\$0	\$859,913	\$1,045,175	\$1,905,088
GAF Revenue – Bond Support	\$0	\$767,552	\$864,838	\$1,632,390
Interest Earnings	\$33,992	\$1,414	\$6,055	\$41,461
BAB Revenue	\$545,721	\$0	\$215,375	\$761,096
<b>Total Revenue</b>	<b>\$10,311,326</b>	<b>\$9,357,474</b>	<b>\$2,508,628</b>	<b>\$22,177,428</b>
<b>EXPENDITURES</b>				
<b>Personal Services</b>				
Full Time Staff	\$726,330	\$302,233	\$204,393	\$1,232,956
Student Labor	\$217,964	\$48,361	\$341,117	\$607,441
Facilities and Maintenance	\$0	\$0	\$72,745	\$72,745
Contracted Facilities and Maintenance	\$930,021	\$291,206	\$19,912	\$1,241,139
<b>Operating</b>				
Student Support	\$883,690	\$6,406,462	\$155,521	\$7,445,672
Facilities and Maintenance	\$359,427	\$201,843	\$12,081	\$573,351
Utilities	\$549,394	\$253,695	\$48,598	\$851,687
Overhead Paid to University	\$822,187	\$715,090	\$157,375	\$1,694,652
<b>Total Expenditures</b>	<b>\$4,489,012</b>	<b>\$8,218,889</b>	<b>\$1,011,741</b>	<b>\$13,719,643</b>
<b>Net Revenue Generated</b>	<b>\$5,822,314</b>	<b>\$1,138,585</b>	<b>\$1,496,886</b>	<b>\$8,457,785</b>
<b>Debt Service</b>	<b>\$3,562,154</b>	<b>\$639,107</b>	<b>\$1,080,450</b>	<b>\$5,281,711</b>
<b>Coverage Ratio</b>	<b>1.63</b>	<b>1.78</b>	<b>1.39</b>	<b>1.60</b>

## Five-year history and projection for current year

### Auxiliary System Five-Year History of Revenues and Expenditures and Current Year Projected

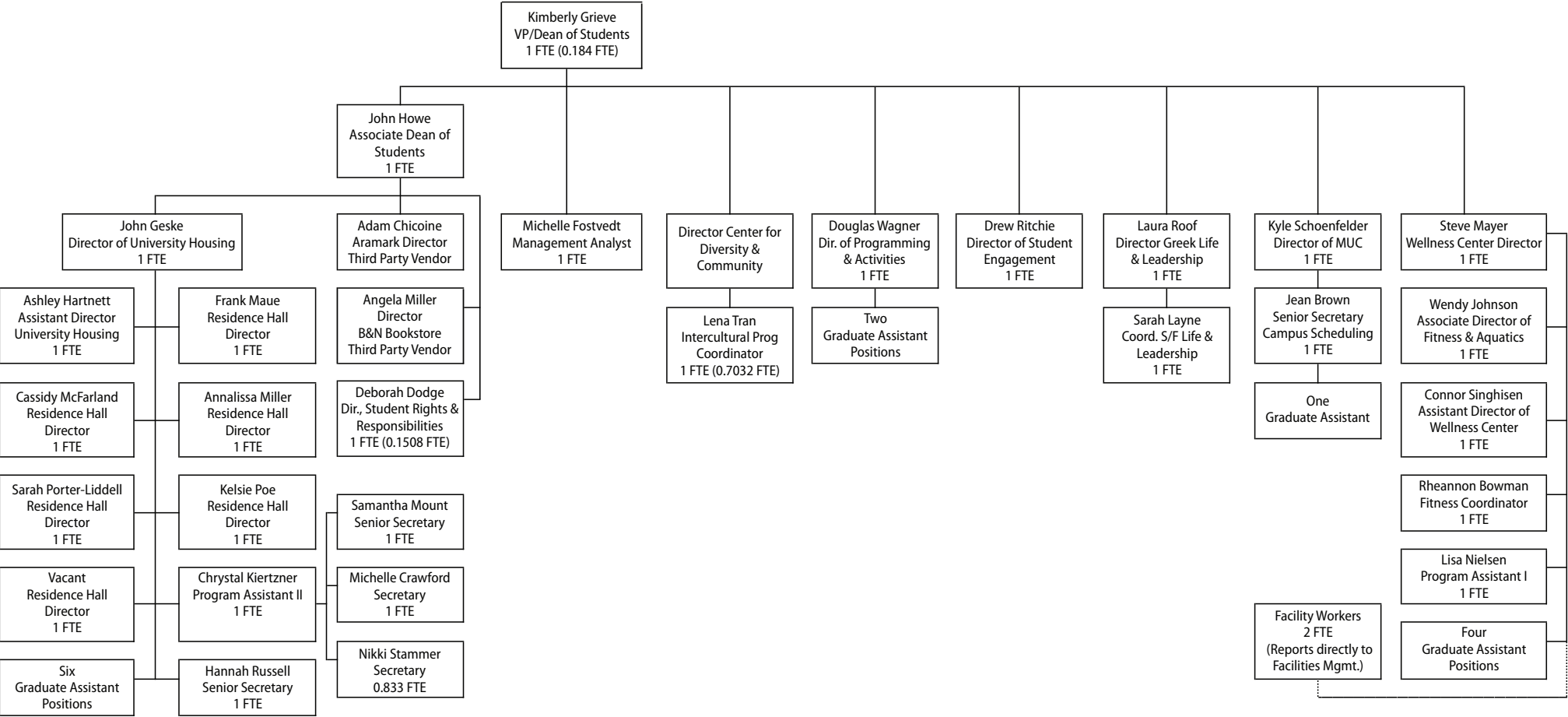
	2012	2013	2014	2015	2016	2017
<b>REVENUE</b>						
General Revenue	\$14,311,080	\$15,437,386	\$16,076,796	\$16,964,649	\$17,478,637	\$17,725,082
Facility Support Fee	\$281,874	\$316,203	\$330,655	\$339,797	\$358,756	\$376,249
GAF Revenue – Operations	\$1,689,299	\$1,684,804	\$1,735,846	\$1,795,229	\$1,905,088	\$1,872,034
GAF Revenue – Bond Support	\$1,604,299	\$1,591,938	\$1,634,795	\$1,614,032	\$1,632,390	\$1,620,916
Interest Earnings	\$251,066	\$111,697	\$87,564	\$59,526	\$41,461	\$35,929
BAB Revenue	\$872,025	\$861,157	\$781,621	\$774,326	\$761,096	\$742,621
<b>Total Revenue</b>	<b>\$19,009,644</b>	<b>\$20,003,184</b>	<b>\$20,647,277</b>	<b>\$21,547,559</b>	<b>\$22,177,428</b>	<b>\$22,372,829</b>
<b>EXPENDITURES</b>						
<b>Personal Services</b>						
Full-Time Staff	\$992,058	\$1,161,006	\$1,235,329	\$1,303,876	\$1,232,956	\$1,507,884
Student Labor	\$480,654	\$446,081	\$475,669	\$522,432	\$607,441	\$578,531
Facilities and Maintenance	\$50,133	\$67,294	\$67,304	\$77,125	\$72,745	\$78,618
Contracted Facilities and Maintenance	\$1,034,697	\$1,069,666	\$1,107,433	\$1,248,906	\$1,241,139	\$1,271,371
<b>Operating</b>						
Student Support	\$5,763,243	\$6,375,902	\$6,538,456	\$6,973,310	\$7,445,672	\$8,019,708
Facilities and Maintenance	\$348,954	\$385,651	\$411,153	\$408,845	\$573,351	\$470,973
Utilities	\$813,837	\$900,045	\$999,855	\$917,305	\$851,687	\$1,000,093
Overhead Paid to University	\$937,127	\$986,206	\$1,027,827	\$995,545	\$1,694,652	\$1,708,800
<b>Total Expenditures</b>	<b>\$10,420,702</b>	<b>\$11,391,853</b>	<b>\$11,863,026</b>	<b>\$12,447,345</b>	<b>\$13,719,643</b>	<b>\$14,635,977</b>
<b>Net Revenue Generated</b>	<b>\$8,588,942</b>	<b>\$8,611,331</b>	<b>\$8,784,250</b>	<b>\$9,100,214</b>	<b>\$8,457,785</b>	<b>\$7,736,852</b>
<b>Debt Service</b>	<b>\$5,645,211</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>Coverage Ratio</b>	<b>1.52</b>	<b>1.53</b>	<b>1.58</b>	<b>1.65</b>	<b>1.60</b>	<b>1.41</b>
<b>Net Income After Debt Service</b>	<b>\$2,943,731</b>	<b>\$2,972,851</b>	<b>\$3,240,765</b>	<b>\$3,577,895</b>	<b>\$3,176,074</b>	<b>\$2,246,758</b>

## Organizational Chart

The following organizational chart provides an overview of the positions funded within the Auxiliary System. University housing employs 16.10 FTE and 6.6 graduate assistants. The Muenster University Center employs 5.77 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.



Housing: 16.10 FTW and 6.6 GAs  
MUC: 5.77 FTE AND 2.4 GAs  
WC: 7.0 FTE and 4 GAs



\*\*\*Some positions above are also supported with university funds



## Major plans and changes for system

In the next year, renovations to the North Complex Commons will take place to transition this into office space. Recommendations were made during a campus space analysis review to include the Housing administrative staff as well as other academic offices with space-related needs. The North Complex Commons will remain a part of the revenue system and the renovations will be funded using academic M&R funds, with a fair market value being calculated for the academic spaces to lease this space from the auxiliary system.

Although housing occupancy is lower than recent years, it remains quite strong at 94.6 percent. 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

completed without interfering with students, summer camps and conferences. USD is also exploring options for a card access project to individual residence doors.

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 2016 census, has an occupancy rate of 99 percent. Due to the required renovations, replacement of this residence hall is the desired direction. The execution of this next phase will depend upon 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 needs 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.

Over the past fiscal year, USD has 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 and Beede Halls) and Burgess/Norton Halls, card access continues to the floor level.

### The following facilities upgrades are currently planned for Fiscal Year 2017:

Facility	Project Name
Brookman Hall	Interior/Exterior Lighting Upgrades
Campus – Housing	Replace Desk Chairs in Student Rooms
Coyote Village	Replace Water Heaters
McFadden Hall	Replacing Wall Finishes and Exterior Siding
McFadden Hall	Replacing Exterior Balconies and Garage Doors
Richardson/Olson Halls	Replace Generator





The following chart summarizes major improvements to University Housing over the previous four years:

#### Fiscal Year 2016

Facility	Project Name
Beede Hall	Upgrade staff kitchen and bathroom
Beede/Mickelson Halls	Upgrade mechanical systems – Beede and Mickelson
Campus – Housing	Blackboard upgrade – backup readers
Campus – Housing	Card access
Campus – Housing	FM equipment replacement (floor scrubber, sweeper unit, etc.)
Coyote Village	Flooring replacement – Phase 1
Coyote Village	Paint rooms, replace common area countertops
Coyote Village	CV code compliance survey
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 and Papa John's)
Campus – Housing	FM equipment replacement (floor scrubber, burnisher, etc.)
Campus – Housing	Laundry blackboard upgrade
North Complex	Replace fiber runs and fiber connections
McFadden Hall	Expand and update data closet
Olson Hall	Replace window treatments
Olson Hall	Replace windows
Olson Hall	Upgrade staff kitchen and bathroom

**Fiscal Year 2014**

Facility	Project Name
Beede/Mickelson Halls	Upgrade mechanical systems – Beede and Mickelson
Campus – Housing	Housing office furniture
Campus – Housing	FM equipment replacement (floor scrubber, sweeper units, etc.)
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.

## 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 is included. 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 FY12	Actual FY13	Actual FY14	Actual FY15	Actual FY16	Estimated FY17
<b>REVENUES</b>						
General Revenue	\$8,189,244	\$8,914,027	\$9,214,074	\$9,628,933	\$9,731,613	\$9,595,428
Interest Earnings	\$166,310	\$76,791	\$36,680	\$39,870	\$33,992	\$22,833
BAB Revenue	\$623,494	\$ 616,551	\$555,702	\$555,199	\$545,721	\$536,211
<b>Total Revenue</b>	<b>\$8,979,048</b>	<b>\$9,607,369</b>	<b>\$9,806,455</b>	<b>\$10,224,002</b>	<b>\$10,311,326</b>	<b>\$10,154,472</b>
<b>EXPENDITURES</b>						
<b>Personal Services</b>						
Full Time Staff	\$485,073	\$696,597	\$676,407	\$698,756	\$726,330	\$857,401
Student Labor	\$264,074	\$198,304	\$192,009	\$209,239	\$217,964	\$273,642
Contracted Facilities and Maintenance	\$829,072	\$852,685	\$886,551	\$924,274	\$930,021	\$952,392
<b>Operating</b>						
Student Support	\$643,414	\$803,685	\$739,670	\$776,324	\$883,690	\$1,074,159
Facilities and Maintenance	\$255,036	\$ 260,350	\$ 287,505	\$259,441	\$359,427	\$331,982
Utilities	\$547,477	\$598,477	\$671,542	\$615,251	\$549,394	\$607,655
Overhead Paid to University	\$440,081	\$469,285	\$488,386	\$508,891	\$822,187	\$810,531
<b>Total Expenditures</b>	<b>\$3,464,227</b>	<b>\$3,879,383</b>	<b>\$3,942,071</b>	<b>\$3,992,175</b>	<b>\$4,489,012</b>	<b>\$4,907,762</b>
<b>Net Revenue Generated</b>	<b>\$5,514,821</b>	<b>\$5,727,986</b>	<b>\$5,864,384</b>	<b>\$6,231,827</b>	<b>\$5,822,314</b>	<b>\$5,246,710</b>
<b>Debt Service</b>	<b>\$3,696,315</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>Coverage Ratio</b>	<b>1.49</b>	<b>1.55</b>	<b>1.63</b>	<b>1.74</b>	<b>1.63</b>	<b>1.47</b>

## Five-year history and projection for current year for housing system

	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
Actual Fall Census Totals	2050	2202	2182	2178	2189	2105
Designed Capacity	2204	2204	2204	2204	2224*	2224*
Utilization	93.0%	99.9%	99.0%	98.8%	98.4%	94.6%

\*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 2016 Capacity and Utilization by Hall			
Name of Building	Capacity	Occupancy	Utilization
Beede Hall	283	271	95.8%
Brookman Hall	98	97	99.0%
Burgess Hall	154	139	90.3%
Coyote Village	548	532	97.1%
McFadden Hall	100	98	98.0%
Mickelson Hall	289	282	97.6%
Norton Hall	180	149	82.8%
Olson Hall	289	265	91.7%
Richardson	283	272	96.1%
<b>Total Capacity</b>	<b>2,224</b>	<b>2,105</b>	<b>94.6%</b>

### Student class level standing and numbers being housed

#### Fall 2016 Residence Hall Population

#### Break Down by Student Classification Required by Policy

Freshman	1,280
Sophomore	478
Junior	37
Senior	0
<b>Total</b>	<b>1,795</b>

#### Not Required by Policy

Freshman	40
Sophomore	65
Junior	106
Senior	76
Non-Deg Seeking	0
<b>Undergraduate Total</b>	<b>287</b>

Graduate Deg-Seeking	23
Grad Non-Deg Seeking	0
<b>Graduate Total</b>	<b>23</b>

<b>Total Fall 2016 Occupancy</b>	<b>2,105</b>
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### Identify numbers of students counted in utilization at no or reduced cost

Resident Assistants	61
Graduate Assistants	3
Residence Hall Directors	5
Housing Scholarship Students	298

### Major plans and changes for housing system

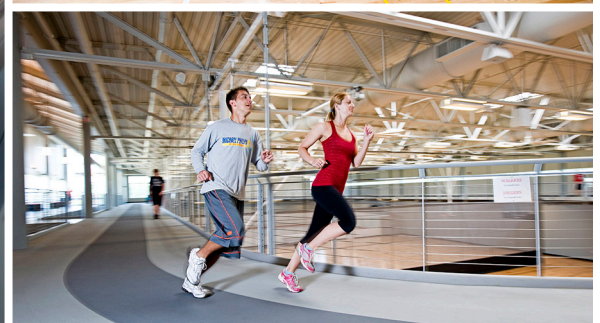
In continuing our intuitional efforts to meet and exceed the expectations of our current and future University of South Dakota students, University Housing has worked closely with the Departments of Facilities Management and Planning and Construction in order to maintain and improve residential options 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.

Planning and preparation for a 300–450 bed residence hall to replace Brookman Hall continues. USD remains focused on maintaining costs at an affordable level while providing attractive and well-maintained housing options for current and future students. The USD Strategic Plan goal of campus vibrancy that engages students and fosters ongoing connection to the campus community is the cornerstone for the residence hall future.









# UNION

## 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, 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. 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 pm. 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 year have been the implementation of mtvU and two Kwikboost freestanding mobile phone charging stations.

The Muenster University Center screams school pride, especially on Fridays. Fridays are exciting days in the MUC as a DJ plays music, everyone wears their favorite red Coyote gear, and Student Services provides free popcorn for everybody. Every day, especially Fridays, 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.

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 2015 administration of Aramark's dining survey found that the level of satisfaction in USD respondents' perception of cleanliness, food quality, hours of operation, affordability, food variety, availability of healthy options, availability of nutrition information and

overall experience had increased from the fall 2014 survey administration.

USD partners with Barnes & Noble College, a national book retailer that serves students and faculty members through 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. Barnes & Noble monitors customer service in their collegiate stores by employing secret shoppers that interface in stores and via the phone and web. USD's Barnes & Noble has received 100 percent ratings in customer service from these spontaneous reviewers.

## 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 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 FY12	Actual FY13	Actual FY14	Actual FY15	Actual FY16	Estimated FY17
<b>REVENUES</b>						
General Revenue	\$5,768,638	\$6,129,938	\$6,441,982	\$6,880,434	\$7,369,839	\$7,771,635
Facility Support Fee	\$281,874	\$316,203	\$330,655	\$339,797	\$358,756	\$376,249
GAF Revenue – Operations	\$766,240	\$761,477	\$785,999	\$811,331	\$859,913	\$858,239
GAF Revenue – Bond Support	\$755,592	\$742,611	\$762,587	\$752,780	\$767,552	\$756,000
Interest Earnings	\$14,118	\$0	\$24,535	\$5,634	\$1,414	\$472
<b>Total Revenue</b>	<b>\$7,586,462</b>	<b>\$7,950,229</b>	<b>\$8,345,758</b>	<b>\$8,789,977</b>	<b>\$9,357,474</b>	<b>\$9,762,594</b>
<b>EXPENDITURES</b>						
<b>Personal Services</b>						
Full Time Staff	\$321,151	\$252,231	\$315,718	\$308,769	\$302,233	\$332,697
Student Labor	\$66,616	\$61,245	\$51,963	\$52,796	\$48,361	\$68,863
Contracted Facilities and Maintenance	\$186,686	\$192,204	\$197,736	\$295,514	\$291,206	\$303,719
<b>Operating</b>						
Student Support	\$5,022,392	\$5,444,992	\$5,643,315	\$6,054,450	\$6,406,462	\$6,781,367
Facilities and Maintenance	\$84,026	\$110,090	\$103,166	\$127,536	\$201,843	\$127,674
Utilities	\$200,098	\$225,838	\$246,383	\$235,443	\$253,695	\$331,555
Overhead Paid to University	\$378,566	\$397,333	\$416,057	\$405,003	\$715,090	\$746,831
<b>Total Expenditures</b>	<b>\$6,259,535</b>	<b>\$6,683,932</b>	<b>\$6,974,336</b>	<b>\$7,479,511</b>	<b>\$8,218,889</b>	<b>\$8,692,707</b>
<b>Net Revenue Generated</b>	<b>\$1,326,927</b>	<b>\$1,266,297</b>	<b>\$1,371,421</b>	<b>\$1,310,466</b>	<b>\$1,138,585</b>	<b>\$1,069,887</b>
<b>Debt Service</b>	<b>\$848,808</b>	<b>\$852,848</b>	<b>\$851,563</b>	<b>\$849,727</b>	<b>\$639,107</b>	<b>\$848,327</b>
<b>Coverage Ratio</b>	<b>1.56</b>	<b>1.48</b>	<b>1.61</b>	<b>1.54</b>	<b>1.78</b>	<b>1.26</b>

## Five-year history and projection for current year

All first-year students are required by board policy to reside in USD residence halls. These students 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. Regardless of requirements, many students are opting to purchase meal plans as indicated by continuous growth despite relatively flat housing occupancy. The following chart provides the five year history of the total meal plans sold along with the projected FY17 plans.

	2012	2013	2014	2015	2016	2017*
Total Meal Plans	4,046	4,331	4,442	4,434	4,580	4,591

\*Budgeted meal plans for FY17



## Major plans and changes

The Muenster University Center has been established and has evolved over the past five years. No major changes are on the horizon for the MUC. Two projects that will improve energy use monitoring and extend equipment life are metering and a water softener replacement, respectively. The MUC will be maintained at a high standard and continue to be the premier place for students, faculty, staff, alumni and guests to gather and build community.



# WELLNESS CENTER

## Narrative overview of past year and improvements over last five years

The Wellness Center is a state-of the-art facility which 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 they work 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.

For increased satisfaction of members, during the last year, USD upgraded all of the cardio equipment, added 10 new cardio machines, replaced all spin bikes and added strength equipment. Programming continues to be enhanced based on survey and focus group feedback.

The membership at the Wellness Center continues to hold steady with approximately 755 active memberships, including 277 faculty/staff and 478 community members. On average more than 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 FY12	Actual FY13	Actual FY14	Actual FY15	Actual FY16	Estimated FY17
<b>REVENUES</b>						
General Revenue	\$353,199	\$393,421	\$420,741	\$455,282	\$377,185	\$358,020
GAF Revenue – Operations	\$923,059	\$923,327	\$949,847	\$983,898	\$1,045,175	\$1,013,795
GAF Revenue – Bond Support	\$848,707	\$849,326	\$872,208	\$861,252	\$864,838	\$864,916
Interest Earning	\$70,638	\$34,905	\$26,349	\$14,022	\$6,055	\$12,624
BAB Revenue	\$248,531	\$244,606	\$225,919	\$219,127	\$215,375	\$206,409
<b>Total Revenue</b>	<b>\$2,444,134</b>	<b>\$2,445,586</b>	<b>\$2,495,064</b>	<b>\$2,533,580</b>	<b>\$2,508,628</b>	<b>\$2,455,763</b>
<b>EXPENDITURES</b>						
<b>Personal Services</b>						
Full Time Staff	\$185,834	\$212,178	\$243,204	\$296,351	\$204,393	\$317,786
Student Labor	\$149,963	\$186,533	\$231,697	\$260,397	\$341,117	\$236,026
Facilities and Maintenance	\$50,133	\$67,294	\$67,304	\$77,125	\$72,745	\$78,618
Contracted Facilities and Maintenance	\$18,939	\$24,777	\$23,146	\$29,118	\$19,912	\$15,260
<b>Operating</b>						
Student Support	\$97,437	\$127,226	\$155,471	\$142,537	\$155,521	\$164,181
Facilities and Maintenance	\$9,892	\$15,212	\$20,483	\$21,869	\$12,081	\$11,317
Utilities	\$66,261	\$75,730	\$81,930	\$66,611	\$48,598	\$60,882
Overhead Paid to University	\$118,480	\$119,588	\$123,383	\$81,652	\$157,375	\$151,438
<b>Total Expenditures</b>	<b>\$696,940</b>	<b>\$828,538</b>	<b>\$946,619</b>	<b>\$975,659</b>	<b>\$1,011,741</b>	<b>\$1,035,509</b>
<b>Net Revenue Generated</b>	<b>\$1,747,194</b>	<b>\$1,617,048</b>	<b>\$1,548,445</b>	<b>\$1,557,921</b>	<b>\$1,496,886</b>	<b>\$1,420,255</b>
<b>Debt Service</b>	<b>\$1,100,088</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>Coverage Ratio</b>	<b>1.59</b>	<b>1.48</b>	<b>1.42</b>	<b>1.44</b>	<b>1.39</b>	<b>1.33</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 725 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 and will also promote and market the Wellness Center to the surrounding community.

## Major plans and changes

In the next five years, USD will need to expand the Wellness Center. After assessing utilization, one racquetball court will be converted into a functional training room. In the next year all the strength equipment will need to be updated. The Wellness Center was constructed with the intent to grow the facility with two additional phases. Phase two added basketball courts, fitness studios and more open space for cardio and weights, while phase three included a water component which included an L-shaped pool for open swim and competition, steam room, Jacuzzi and sauna.







South Dakota State University • Fiscal 2016  
**AUXILIARY BUSINESS PLAN**







## EXECUTIVE SUMMARY

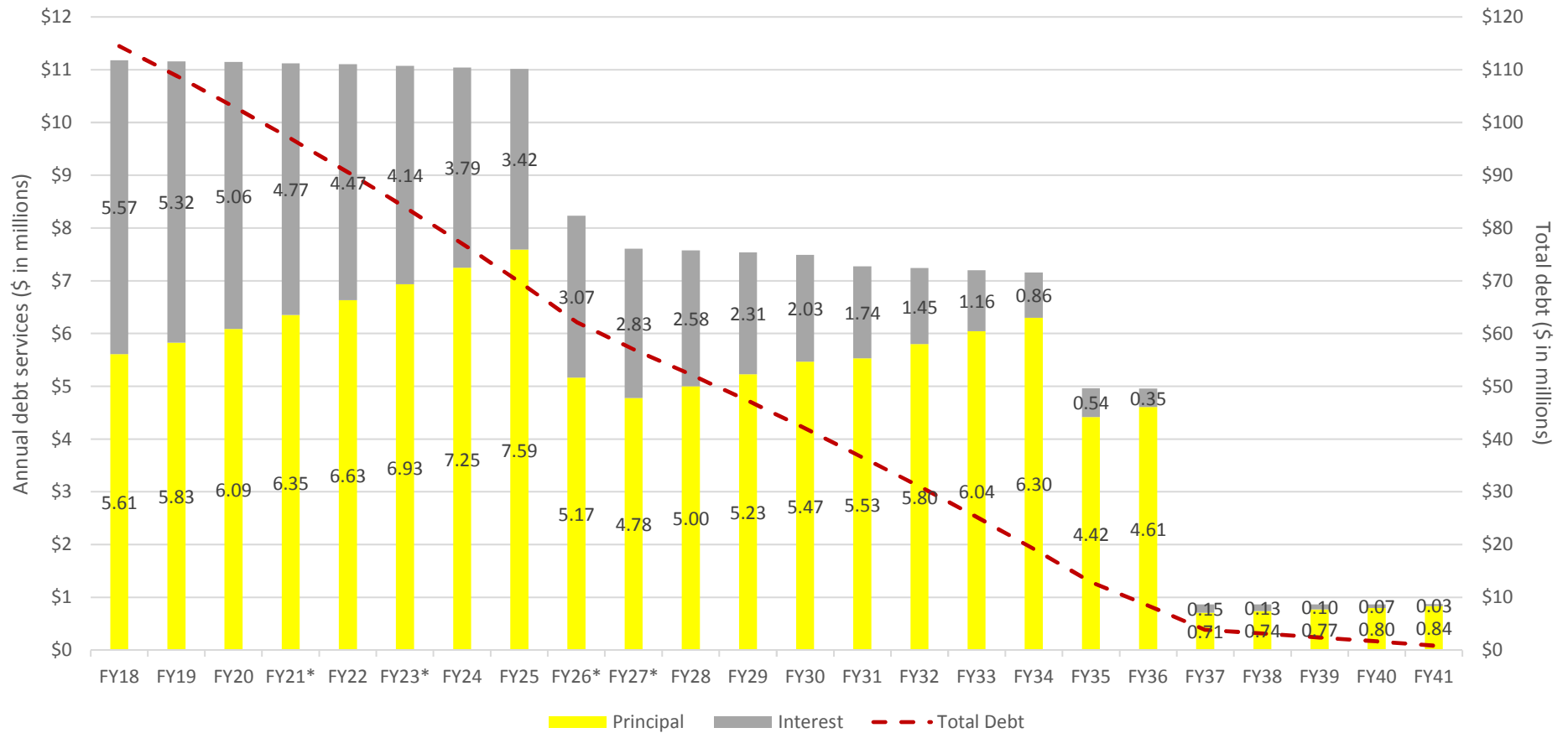
The South Dakota State University (SDSU) auxiliary revenue system is characterized by contemporary facilities which respond to the developmental needs, and service and convenience demands of students while supporting the overall educational mission of the institution. Each component of the system covered in this Auxiliary Business Plan (housing, dining services, the Union, the Wellness Center and parking) has benefitted from specialized master planning efforts. These master plans have resulted in four new residence halls, three new Union dining sites, a phase II expansion of the Wellness Center and a redistribution of the campus parking inventory, and the creation of a pay-by-hour parking lot in support of retail operations and campus visitors. This array of campus assets plays an important role in the overall retention efforts of the institution.

The residence hall system annually provides 4,000 students with social and educational programs and housing accommodations which research shows is positively associated with retention, (Pascarella and Terenzini, 2005)\*. The Union boasts 1.6 million visitors annually and is the living room of our vibrant campus, not only playing host to the activities of more than 275 student organizations, but serving nearly 7,500 meals daily through the 11 retail food sites located in the 160,000 square foot facility. The Wellness Center provides recreation, intramural and club sports,

nutritional planning, fitness coaching, health and counseling services to 339,363 visitors annually. Parking Services manages permit sales and maintenance for 64 different lots on campus serving more than 6,800 students, 1,500 employees and 2,800 affiliates and guests.

The financial performance of these campus assets has permitted the institution to consistently meet or exceed parity and revenue-generation metrics set by the Board of Regents. A strong corollary of new facilities is typically higher debt service requirements in the near term. The substantial re-investment in campus (1,902 beds in the residence hall system in the last twelve years) results in this front-loaded debt service profile. Parity goals have been realized while simultaneously completing the substantial campus re-investment program described above. Chart 1 on the following page illustrates SDSU's auxiliary system debt amortization schedule. Total debt shows a strong downward trajectory and realizes a large 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. Table 1 provides a record of the Auxiliary System component performance and evidences the overall system compliance with required coverage ratios. Table 2 provides an 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 (FY16)

	RESIDENCE HALLS	UNION	FOOD SERVICE	WELLNESS CNTR	PARKING	TOTAL
<b>REVENUE</b>						
General Revenue	\$16,775,919.01	\$232,796.72	\$11,157,060.15	\$575,930.47	\$1,500,709.00	\$30,242,415.35
Facility Support Fee	\$0.00	\$0.00	\$1,440,727.00	\$0.00	\$0.00	\$1,440,727.00
GAF Revenue - Operations	\$0.00	\$0.00	\$0.00	\$317,400.00	\$0.00	\$317,400.00
GAF Revenue - Bond Support	\$0.00	\$672,625.00	\$276,801.00	\$830,400.00	\$0.00	\$1,779,826.00
Interest Earnings	\$127,200.39	\$36,307.94	\$34,806.33	\$1,851.57	\$11,550.00	\$211,716.23
Capitalized Interest	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Build America Bonds Revenue	\$342,292.95	\$0.00	\$142,828.17	\$0.00	\$53,526.00	\$538,647.12
Other Revenue	\$0.00	\$0.00	\$0.00	\$0.00	\$7,710.00	\$7,710.00
<b>TOTAL REVENUE</b>	<b>\$17,245,412.35</b>	<b>\$941,729.66</b>	<b>\$13,052,222.65</b>	<b>\$1,725,582.04</b>	<b>\$1,573,495.00</b>	<b>\$34,538,441.70</b>
<b>EXPENDITURES</b>						
<b>PERSONAL SERVICES</b>						
Full Time Staff	\$2,416,783.57	\$2,581.68	\$113,219.17	\$395,756.06	\$133,174.00	\$3,061,514.48
Student Labor	\$411,817.77	\$130,652.47	\$1,363.35	\$323,901.27	\$12,533.00	\$880,267.86
Facilities & Maintenance	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Contracted Facilities & Maintenance	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>OPERATING</b>						
Student Support	\$2,524,582.97	(\$178,313.17)	\$10,337,048.25	\$340,005.72	\$59,295.00	\$13,082,618.77
Facilities & Maintenance	\$701,236.02	\$4,468.51	\$183,315.66	\$50,195.67	\$538,144.00	\$1,477,359.86
Utilities	\$1,196,068.41	\$22,234.20	\$237,033.41	\$69,890.27	\$4,003.00	\$1,529,229.29
Overhead Paid to University	\$0.00	\$0.00	\$283,131.00	\$0.00	\$0.00	\$283,131.00
<b>TOTAL EXPENDITURES</b>	<b>\$7,250,488.74</b>	<b>(\$18,376.31)</b>	<b>\$11,155,110.84</b>	<b>\$1,179,748.99</b>	<b>\$747,149.00</b>	<b>\$20,314,121.26</b>
<b>NET REVENUE GENERATE</b>	<b>\$9,994,923.61</b>	<b>\$960,105.97</b>	<b>\$1,897,111.81</b>	<b>\$545,833.05</b>	<b>\$826,346.00</b>	<b>\$14,224,320.44</b>
<b>DEBT SERVICE</b>	<b>\$7,262,663.31</b>	<b>\$421,179.78</b>	<b>\$1,608,573.95</b>	<b>\$460,443.71</b>	<b>\$490,320.89</b>	<b>\$10,243,181.64</b>
<b>COVERAGE RATIO*</b>	<b>1.38%</b>	<b>2.28%</b>	<b>1.18%</b>	<b>1.19%</b>	<b>1.69%</b>	<b>1.39%</b>
<b>NET INCOME AFTER DEBT SERVICE</b>	<b>\$2,732,260.30</b>	<b>\$538,926.19</b>	<b>\$288,537.86</b>	<b>\$85,389.34</b>	<b>\$336,025.11</b>	<b>\$3,981,138.80</b>

## TABLE 2: AUXILIARY SYSTEM REVENUE AND EXPENSE STATEMENT (FY12-FY16)

	2012	2013	2014	2015	2016
<b>REVENUE</b>					
General Revenue	\$24,121,650	\$23,815,232	\$28,152,327	\$29,819,686	\$30,242,415
Facility Support Fee	\$1,152,171	\$1,168,899	\$1,349,659	\$1,416,203	\$1,440,727
GAF Revenue - Operations	\$0	\$0	\$0	\$219,545	\$317,400
GAF Revenue - Bond Support	\$1,578,000	\$1,812,800	\$1,930,447	\$1,970,153	\$1,779,826
Interest Earnings	\$282,616	\$304,378	\$186,798	\$137,999	\$211,716
Capitalized Interest	\$965,182	\$1,296,513	\$0	\$0	\$0
Build America Bonds Revenue	\$627,872	\$618,010	\$558,811	\$551,057	\$538,647
Other Revenue	(\$344)	\$2,055	\$2,043	\$1,688	\$7,710
<b>TOTAL REVENUE</b>	<b>\$28,727,148</b>	<b>\$29,017,887</b>	<b>\$32,180,085</b>	<b>\$34,116,331</b>	<b>\$34,538,442</b>
<b>EXPENDITURE</b>					
<b>PERSONAL SERVICES</b>					
Full Time Staff	\$2,668,621	\$2,825,111	\$3,312,291	\$3,178,497	\$3,061,514
Student Labor	\$663,334	\$683,869	\$976,309	\$953,896	\$880,268
Facilitie & Maintenance	\$0	\$0	\$0	\$0	\$0
Contracted Facilities & Maintenance	\$0	\$0	\$0	\$0	\$0
<b>OPERATING</b>					
Student Support	\$12,813,203	\$10,710,880	\$12,421,623	\$13,361,699	\$13,082,619
Facilities & Maintenance	\$1,294,190	\$1,671,567	\$1,327,651	\$1,032,708	\$1,477,360
Utilities	\$1,685,675	\$1,423,258	\$1,638,565	\$1,611,907	\$1,529,229
Overhead Paid to University	\$251,558	\$311,774	\$257,223	\$274,884	\$283,131
<b>TOTAL EXPENDITURES</b>	<b>\$19,376,581</b>	<b>\$17,626,460</b>	<b>\$19,933,662</b>	<b>\$20,413,590</b>	<b>\$20,314,121</b>
<b>NET REVENUE GENERATED</b>	<b>\$9,350,567</b>	<b>\$11,391,427</b>	<b>\$12,246,423</b>	<b>\$13,702,740</b>	<b>\$14,224,320</b>
<b>DEBT SERVICE</b>	<b>\$7,018,177</b>	<b>\$8,636,024</b>	<b>\$9,946,261</b>	<b>\$10,133,043</b>	<b>\$10,243,182</b>
<b>COVERAGE RATIO</b>	<b>1.33%</b>	<b>1.32%</b>	<b>1.23%</b>	<b>1.35%</b>	<b>1.39%</b>





## ORGANIZATIONAL CHART

Two vice presidents share the oversight of the various components of the Auxiliary System. Components with greater student contact such as Dining Services, Housing and Residential Life, the Union and the Wellness Center report through the Vice President for Student Affairs. While other more 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 109 FTE in Student Affairs, (note Student Affairs provides custodial and maintenance services for all residence halls the Union and Wellness Center), and 5 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 below detail the configuration of these auxiliary system components.

## MAJOR PLANS AND CHANGES FOR THE SYSTEM

The most immediate and substantial change in the Auxiliary System will be the expansion of the Wellness Center slated to begin construction in May 2017. This 32,000 square foot project will include basketball, multi-purpose, and racquetball courts, along with outdoor program space (e.g. camping, canoeing, hiking), additional fitness studios, and renovated space for the Student Health Clinic, the Counseling Center and administrative offices.

Also poised for a potential renovation is the Union facility. An architect has been retained to conduct a space study and 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 is slated for an upgrade to respond to student demand for a more varied menu and hot food options from the current location. Larson Commons is also being reviewed for upgrades to kitchen equipment.

Housing and Residential Life recently completed the Brown Hall addition which remodeled all restrooms, added kitchens and laundry rooms to each floor, brought natural light to interiors with the new construction linking the upper floors and added an elevator and air conditioning.

Improving the housing density on the southeast corner of campus on the current Family Student Housing site is another potential future project. A new master plan for housing and dining services will be completed to align with the University's emerging strategic plan.

Parking Services plans to transition to license plate recognition software will reduce costs associated with permitting. Planned annual maintenance will account for \$300,000 in routine expenditures (e.g. striping, re-surfacing, crack sealing). Also the potential for a new commuter lot in the northeast section of campus will serve arts and athletic events in the same area.

*\*Pascarella, E. and Terenzini P. (2005). How college affects students: A third century of research. San Francisco, Jossey Bass.*

## 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

#### Dining Services

- Contract Management

## Vice President for Business & Finance

Wesley Tschetter

### Auxiliary Business Operations

Derek Peterson

- Parking Services/Enforcement





# HOUSING SYSTEM

## FACILITY IMPROVEMENTS DURING THE LAST FIVE YEARS

SDSU has committed more than 1.2 million square feet of its physical footprint to support a thriving residential program. Investing in the bricks and mortar of SDSU’s campus is responsive to student success by providing a continuous culture of learning throughout its residential offerings. The attention to both large-scale facility enhancements and the fine details that contribute to personal comfort levels is foundational to an effective learning environment. Consequently, since 2012 SDSU has invested more than \$56.5 million on renovation and new construction.

During the 2016 fiscal year alone, SDSU spent \$1.1 million completing several facility projects that improve student comfort and convenience and are part of routine building life cycle maintenance. Projects of particular note include replacement of

Meadows South windows with a more energy efficient and moisture resistant product. (Window replacement for Meadows North will continue throughout summer of 2017.) Extensive repairs were completed to Jackrabbit Village shower stalls due to the failure of the original waterproofing system.

Housing and Residential Life (HRL) employs 31 FTE as custodial and facilities staff to perform cleaning, setup/teardown, preventative and reactive maintenance. For matters needing licensed trades, HRL partners with Facilities and Services, including landscape and grounds work.

Table 3 below summarizes major improvements to University Housing during the current fiscal year and during the previous four years.

**TABLE 3: MAJOR IMPROVEMENTS TO UNIVERSITY HOUSING (FY12-FY17)**

FISCAL YEAR 2017	
FACILITY	PROJECT
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 (e.g., PVC free shower curtains)

## FISCAL YEAR 2016

### FACILITY

### PROJECT

Ben Reifel Hall .....	Constructed Cottonwood Coffee Shop
Brown Hall .....	Phase II – renovation of common area
Jackrabbit Village.....	Shower waterproofing project

## FISCAL YEAR 2015

### FACILITY

### PROJECT

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 compactors 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

### FACILITY

### PROJECT

Binnewies, Brown, Hansen, .....	Addition of window air conditioning units
Mathews, Pierson, Waneta Halls	
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

## FISCAL YEAR 2012

### FACILITY

### PROJECT

Jackrabbit Grove .....	Beginning of 800 bed construction
Pierson Hall.....	Common and room painting
All Halls .....	Card access centralization





**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	48
1962	Mathews	358
1964	Pierson	446
1967	Hansen Hall	436
1969	Binnewies	496
1969	Young	488
1971	State Village Apartments	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 the Revenue and Capacity calculations in FY 2015.

**TABLE 5: FIVE-YEAR RESIDENTIAL LIFE REVENUE AND EXPENSES (FY12-FY17)**

	ACTUAL FY12	ACTUAL FY13	ACTUAL FY14	ACTUAL FY15	ACTUAL FY16	ESTIMATED FY17
<b>REVENUES</b>						
General Revenue	\$12,600,625	\$12,866,920	\$15,935,101	\$16,687,396	\$16,775,919	\$18,194,423
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	\$140,212	\$162,185	\$90,337	\$67,547	\$127,200	\$117,928
Capitalized Interest	\$814,613	\$1,094,257	\$0	\$0	\$0	\$0
Build America Bonds Revenue	\$421,270	\$431,124	\$356,359	\$350,950	\$342,293	\$328,618
Other	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL REVENUE</b>	<b>\$13,976,720</b>	<b>\$14,554,486</b>	<b>\$16,381,797</b>	<b>\$17,105,894</b>	<b>\$17,245,412</b>	<b>\$18,640,969</b>
<b>EXPENDITURES</b>						
<b>PERSONAL SERVICES</b>						
Full-Time Staff	\$2,244,091	\$2,395,733	\$2,670,935	\$2,529,596	\$2,416,784	\$2,524,089
Student Labor	\$249,010	\$297,529	\$441,256	\$442,407	\$411,818	\$430,102
Facilities & Maintenance	\$0	\$0	\$0	\$0	\$0	\$0
Contracted Facilities & Maintenance*	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL PERSONAL SERVICES</b>	<b>\$2,493,101</b>	<b>\$2,693,262</b>	<b>\$3,112,191</b>	<b>\$2,972,003</b>	<b>\$2,828,601</b>	<b>\$2,954,191</b>
<b>OPERATING</b>						
Student Support	\$3,326,602	\$2,317,078	\$2,998,195	\$2,848,281	\$2,524,583	\$2,636,674
Facilities & Maintenance	\$481,653	\$913,261	\$617,444	\$651,535	\$701,236	\$732,371
Utilities	\$1,279,048	\$1,055,827	\$1,346,511	\$1,282,913	\$1,196,068	\$1,249,174
Overhead Paid to University	\$251,558	\$311,774	\$257,223	\$274,884	\$0	\$0
<b>TOTAL OPERATING</b>	<b>\$5,338,861</b>	<b>\$4,597,940</b>	<b>\$5,219,373</b>	<b>\$5,057,613</b>	<b>\$4,421,887</b>	<b>\$4,618,219</b>
<b>TOTAL EXPENDITURES</b>	<b>\$7,831,962</b>	<b>\$7,291,202</b>	<b>\$8,331,564</b>	<b>\$8,029,616</b>	<b>\$7,250,489</b>	<b>\$7,572,410</b>
<b>NET REVENUE GENERATED</b>	<b>\$6,144,758</b>	<b>\$7,263,284</b>	<b>\$8,050,233</b>	<b>\$9,076,278</b>	<b>\$9,994,924</b>	<b>\$11,068,559</b>
<b>DEBT SERVICE (PULL FROM DEBT SERVICE PAGE)</b>	<b>\$4,408,655</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>

**TABLE 6: PROJECTED RESIDENTIAL LIFE REVENUE AND EXPENSE (FY18-FY21)**

	PROJECTED FY18	PROJECTED FY19	PROJECTED FY20	PROJECTED FY21
<b>REVENUES</b>				
General Revenue	\$18,316,326	\$18,865,815	\$19,431,790	\$20,014,744
Facility Support Fee	\$0	\$0	\$0	\$0
GAF Revenue - Operations	\$0	\$0	\$0	\$0
GAF Revenue - Bond Support	\$0	\$0	\$0	\$0
Interest Earnings	\$118,718	\$122,280	\$125,948	\$129,726
Capitalized Interest	\$0	\$0	\$0	\$0
Build America Bonds Revenue	\$312,935	\$299,968	\$286,217	\$271,998
Other	\$0	\$0	\$0	\$0
<b>TOTAL REVENUE</b>	<b>\$18,747,979</b>	<b>\$19,288,063</b>	<b>\$19,843,955</b>	<b>\$20,416,468</b>
<b>EXPENDITURES</b>				
<b>PERSONAL SERVICES</b>				
Full-Time Staff	\$2,541,000	\$2,617,230	\$2,695,747	\$2,776,619
Student Labor	\$432,984	\$445,974	\$459,353	\$473,133
Facilities and Maintenance	\$0	\$0	\$0	\$0
Contracted Facilities and Maintenance*	\$0	\$0	\$0	\$0
<b>TOTAL PERSONAL SERVICES</b>	<b>\$2,973,984</b>	<b>\$3,063,204</b>	<b>\$3,155,100</b>	<b>\$3,249,753</b>
<b>OPERATING</b>				
Student Support	\$2,654,340	\$2,733,970	\$2,815,989	\$2,900,469
Facilities and Maintenance	\$737,278	\$759,396	\$782,178	\$805,643
Utilities	\$1,257,543	\$1,295,270	\$1,334,128	\$1,374,152
Overhead Paid to University	\$0	\$0	\$0	\$0
<b>TOTAL OPERATING</b>	<b>\$4,649,161</b>	<b>\$4,788,636</b>	<b>\$4,932,295</b>	<b>\$5,080,264</b>
<b>TOTAL EXPENDITURES</b>	<b>\$7,623,146</b>	<b>\$7,851,840</b>	<b>\$8,087,395</b>	<b>\$8,330,017</b>
<b>NET REVENUE GENERATED</b>	<b>\$11,124,833</b>	<b>\$11,436,223</b>	<b>\$11,756,560</b>	<b>\$12,086,451</b>
<b>DEBT SERVICE (PULL FROM DEBT SERVICE PAGE)</b>	<b>\$7,338,166</b>	<b>\$7,314,639</b>	<b>\$7,308,143</b>	<b>\$7,287,868</b>
<b>COVERAGE RATIO</b>	<b>1.52</b>	<b>1.56</b>	<b>1.61</b>	<b>1.66</b>



**TABLE 7: FIVE-YEAR HISTORY AND PROJECTION FOR HOUSING SYSTEM UTILIZATION(FY12-FY17)**

	FALL 2012	FALL 2013	FALL 2014	FALL 2015	FALL 2016	FALL 2017
<b>FALL CENSUS</b>	4050 <sup>1</sup>	4356 <sup>1</sup>	4131 <sup>1</sup>	4023 <sup>1,2</sup>	4153 <sup>2</sup>	4184
<b>DESIGNED CAPACITY</b>	4081	4453	4329	4359	4359	4359
Traditional	3207	3510	3293	3137	3368	3400
Suite-Style	304	482	453	415	421	421
Apartments	409	352	379	377	364	364
Leased Property	0	0	0	0	0	0
Overflow	130	12	6	94	0	0
<b>UTILIZATION</b>	99.24%	97.82%	95.43%	92.29%	95.27%	96.00%

<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: CAPACITY AND UTILIZATION BY HOUSING UNIT (FALL 2016)**

BUILDING	CAPACITY	OCCUPANCY	UTILIZATION
Abbott Hall	148	145	97.97%
Ben Reifel Hall	248	243	97.98%
Binnewies Hall	480	473	98.54%
Brown Hall	374	330	88.24%
Caldwell Hall	294	270	91.84%
Hansen Hall	223	261	117.04%
Honors Hall	194	183	94.33%
Hyde Hall	184	176	95.65%
Mathews Hall	346	328	94.80%
Pierson Hall	434	408	94.01%
Schultz Hall	152	131	86.18%
Spencer Hall	148	144	97.30%
Thorne Hall	115	109	94.78%
Waneta Hall	132	119	90.15%
Young Hall	480	469	97.71%
Meadows North	160	157	98.13%
Meadows South	160	149	93.13%
State Court	44	37	84.09%
State Village	43	21	48.84%
Total Capacity	4359	4153	95.27%



**TABLE 9: STUDENT UTILIZATION  
FALL 2016<sup>3</sup>**

CLASSIFICATION	CAPACITY
Freshman .....	1896
Sophomore .....	1475
Junior .....	485
Senior .....	118
Graduate .....	34 <sup>1</sup>
Community Assistants.....	146 <sup>2</sup>
Total Students.....	4013

<sup>1</sup>Includes two Graduate Assistants employed by HRL

<sup>2</sup>Included in Classification breakdown

<sup>3</sup>Reflects data after posting fall 2016 grades

**TABLE 10: OTHER UTILIZATION  
FALL 2016**

CLASSIFICATION	CAPACITY
No or Reduced Cost.....	15 <sup>1</sup>
Housing Scholarship .....	59 <sup>1, 2</sup>
Non-Students .....	0
Hall Directors.....	10
Other Faculty/Staff .....	2 <sup>3</sup>
Family Members .....	81 <sup>4</sup>

<sup>1</sup>Included in 2.e.ii.

<sup>2</sup>Does not include Community Assistants

<sup>3</sup>Temporarily rented unused RHD apartment

<sup>4</sup>RHD and Family Housing family members

## MAJOR PLANS AND CHANGES FOR HOUSING SYSTEM (FY17-FY18)

- Meadows North windows
- Larson Commons
  - HVAC
  - Main corridor
- Dining Hall service line cabinet repair/reface
- Pierson Hall windows
- Hansen Hall foundation repair
- Brown, Caldwell Halls and Meadows apartments hallway painting
- Continue all halls hallway and room painting
- 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 emotional assistance/support animals on the HRL website
- Develop a damage deposit, including parameters for returning it partially or in full, for residence hall students.
- Implement a buy-out clause for students who terminate a campus residence hall agreement.
- Implement a fee for students who petition to be exempt from the BOR residency requirement.
- Expand the living-learning program beyond the current communities to include additional academically tied communities and an enriched programmatic approach for residence hall communities that are not tied to a specific theme.
  - Athletics community
  - Academic advising center located central to the SE residential halls
- Explore cost benefits for converting traditional residence halls (e.g. Mathews, Pierson, Binnewies/Young) to the campus central air conditioning system.
- 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
- Replacement project of State Court and State Village



# OTHER HOUSING OPERATIONS

SDSU currently manages three properties immediately adjacent to campus: Garden Square Townhouses, Huggins Apartments (two buildings), and the Sundal Apartments. These properties were initially purchased using Foundation funds and then deeded to the University. The Huggins 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 nine of the 25 units with plans to continue purchasing properties as owners opt to sell. All units need to have a facility improvement plan for both the interior and exterior conditions.

**TABLE 11: OTHER HOUSING CAPACITY AND UTILIZATION**

BUILDING	UNITS	UNITS OCCUPIED	UTILIZATION
Garden Square <sup>1, 2, 3, 4</sup>	7	4	57%
Huggins South <sup>1, 2, 3</sup>	7	5	71.43%
Huggins West <sup>1, 2, 3</sup>	9	9	100%
Sundal Apartments <sup>1, 2, 3, 5</sup>	5	4	80%

<sup>1</sup>The occupancy of these units varies throughout the academic and fiscal years. Census day is not an accurate reflection of utilization.

<sup>2</sup>Occupancy is eligible to faculty, staff, non-traditional, and/or graduate-level students.

<sup>3</sup>Units Occupied does not reflect the actual number of occupants due to families renting a unit.

<sup>4</sup>Two units in Garden Square are currently reserved for university guests, totaling five bedrooms.

<sup>5</sup>One unit is off-line for renovation

**TABLE 12: OTHER HOUSING PROJECTS**

BUILDING	CONDITION	PROJECTS NEEDED
Garden Square	Good	Interior and exterior enhancements
Huggins South	Good	roofs, convert to 1 story apts for families, play areas, parking areas, kitchen and bath room renovations
Huggins West	Fair	roofs, convert to 1 story apts for families, play areas, parking areas, kitchen and bathroom renovations
Sundal Apartments	Fair	Renovation needed





# 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 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 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.

SDSU partners with Aramark, for institutional dining and catering services. Further, the dining services team 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, 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, Panda Express, are among the many dining options available for students in the building. In addition, a campus-branded “Weary Wil’s Grille” and “The Market” offer a



wide range of unique menu items ranging from appetizer menu to health conscious menu. Each dining space 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 The Union offers premiere event space with a homecoming-alumni flair, and an 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 great pride.

The building hosts a variety of student tenants in a more permanent office setting. These student organizations plan events, produce media (college newspaper and college radio), and host student participation at a variety of engaging Main Street and university programs.

### MAJOR PLANS AND CHANGES

The University Student Union will embark on a comprehensive space study in the spring semester which will provide support for any 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.

**TABLE 13: FIVE-YEAR HISTORICAL STUDENT UNION  
REVENUE AND EXPENSES (FY12-FY17)**

	ACTUAL FY12	ACTUAL FY13	ACTUAL FY14	ACTUAL FY15	ACTUAL FY16	ESTIMATED FY17
<b>REVENUES</b>						
General Revenue	\$152,954	\$77,273	\$94,630	\$106,222	\$232,797	\$101,686
Facility Support Fee	\$0	\$0	\$0	\$0	\$0	\$0
GAF Revenue - Operations	\$0	\$0	\$0	\$0	\$0	\$0
GAF Revenue - Bond Support	\$789,000	\$772,500	\$629,994	\$847,970	\$672,625	\$672,625
Interest Earnings	\$83,628	\$67,598	\$48,222	\$34,851	\$36,308	\$35,564
Capitalized Interest	\$0	\$0	\$0	\$0	\$0	\$0
Build America Bonds Revenue	\$0	\$0	\$0	\$0	\$0	\$0
Other	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL REVENUE</b>	<b>\$1,025,582</b>	<b>\$917,370</b>	<b>\$772,846</b>	<b>\$989,043</b>	<b>\$941,730</b>	<b>\$809,875</b>
<b>EXPENDITURES</b>						
<b>PERSONAL SERVICES</b>						
Full-Time Staff	\$44,265	\$7,303	\$2,610	\$3,554	\$2,582	\$2,659
Student Labor	\$47,439	\$40,454	\$150,169	\$153,007	\$130,652	\$134,572
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>\$91,704</b>	<b>\$47,758</b>	<b>\$152,779</b>	<b>\$156,561</b>	<b>\$133,234</b>	<b>\$137,231</b>
<b>OPERATING</b>						
Student Support	\$68,622	-\$57,967	-\$45,791	\$30,069	-\$178,313	-\$183,663
Facilities and Maintenance	\$2,703	\$17,398	\$20,821	\$2,708	\$4,469	\$4,603
Utilities	\$31,924	\$50	\$30	\$12,212	\$22,234	\$22,901
Overhead Paid to University	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL OPERATING</b>	<b>\$103,249</b>	<b>-\$40,518</b>	<b>-\$24,940</b>	<b>\$44,990</b>	<b>-\$151,610</b>	<b>-\$156,159</b>
<b>TOTAL EXPENDITURES</b>	<b>\$194,953</b>	<b>\$7,239</b>	<b>\$127,839</b>	<b>\$201,550</b>	<b>-\$18,376</b>	<b>-\$18,928</b>
<b>NET REVENUE GENERATED</b>	<b>\$830,629</b>	<b>\$910,131</b>	<b>\$645,007</b>	<b>\$787,493</b>	<b>\$960,106</b>	<b>\$828,803</b>
<b>DEBT SERVICE (PULL FROM DEBT SERVICE PAGE)</b>	<b>\$461,062</b>	<b>\$461,025</b>	<b>\$378,406</b>	<b>\$387,762</b>	<b>\$421,180</b>	<b>\$432,431</b>
<b>COVERAGE RATIO</b>	<b>1.80</b>	<b>1.97</b>	<b>1.70</b>	<b>2.03</b>	<b>2.28</b>	<b>1.92</b>





**TABLE 14: PROJECTED STUDENT UNION  
REVENUE AND EXPENSE (FY18-FY21)**

	PROJECTED FY18	PROJECTED FY19	PROJECTED FY20	PROJECTED FY21
<b>REVENUES</b>				
General Revenue	\$102,367	\$105,438	\$108,601	\$111,860
Facility Support Fee	\$0	\$0	\$0	\$0
GAF Revenue - Operations	\$0	\$0	\$0	\$0
GAF Revenue - Bond Support	\$672,625	\$672,625	\$672,625	\$672,625
Interest Earnings	\$35,803	\$36,877	\$37,983	\$39,123
Capitalized Interest	\$0	\$0	\$0	\$0
Build America Bonds Revenue	\$0	\$0	\$0	\$0
Other	\$0	\$0	\$0	\$0
<b>TOTAL REVENUE</b>	<b>\$810,795</b>	<b>\$814,940</b>	<b>\$819,210</b>	<b>\$823,607</b>
<b>EXPENDITURES</b>				
<b>PERSONAL SERVICES</b>				
Full-Time Staff	\$2,677	\$2,757	\$2,840	\$2,925
Student Labor	\$135,474	\$139,538	\$143,724	\$148,036
Facilities & Maintenance	\$0	\$0	\$0	\$0
Contracted Facilities & Maintenance*	\$0	\$0	\$0	\$0
<b>TOTAL PERSONAL SERVICES</b>	<b>\$138,151</b>	<b>\$142,295</b>	<b>\$146,564</b>	<b>\$150,961</b>
<b>OPERATING</b>				
Student Support	-\$184,893	-\$190,440	-\$196,153	-\$202,038
Facilities and Maintenance	\$4,633	\$4,772	\$4,916	\$5,063
Utilities	\$23,055	\$23,746	\$24,459	\$25,192
Overhead Paid to University	\$0	\$0	\$0	\$0
<b>TOTAL OPERATING</b>	<b>-\$157,205</b>	<b>-\$161,921</b>	<b>-\$166,779</b>	<b>-\$171,782</b>
<b>TOTAL EXPENDITURES</b>	<b>-\$19,054</b>	<b>-\$19,626</b>	<b>-\$20,215</b>	<b>-\$20,821</b>
<b>NET REVENUE GENERATED</b>	<b>\$829,849</b>	<b>\$834,566</b>	<b>\$839,424</b>	<b>\$844,428</b>
<b>DEBT SERVICE (PULL FROM DEBT SERVICE PAGE)</b>	<b>\$431,933</b>	<b>\$431,001</b>	<b>\$432,742</b>	<b>\$432,275</b>
<b>COVERAGE RATIO</b>	<b>1.92</b>	<b>1.94</b>	<b>1.94</b>	<b>1.95</b>





# DINING SERVICES

## SUMMARY OF FACILITIES AND OPERATIONS

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 in the Union, classroom buildings and the residence halls; six proprietary brands located in a Union food court; two c-store sites located in residence halls; the Dairy Bar; and one traditional residential cafeteria in Larson Commons. National franchises operated by Aramark include Chick-fil-A, Einstein Bagels, Erberts and Gerberts, Java City, Panda Express, Starbucks, and X-treme Pita.

Approximately 9,915 meals are prepared and delivered through these various sites each day. Resulting in gross sales averaging \$10,183,792 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 catering program provides more than 3,000 special events annually and faculty, staff and students. Management personnel assigned by Aramark to the SDSU account have been recognized as high performers within the corporation, with each of the last three district managers appointed after having served as dining services director on the SDSU campus.

## FIVE-YEAR HISTORY AND PROJECTION FOR CURRENT YEAR

The five years previous to 2017 were characterized by substantial expansion of food service options for the university community.

Three national franchises and 9,823 square feet were added to retail dining in the Union facility in 2013 including Chick-fil-A, X-treme Pita and Panda Express each of which were the first retail locations for these national franchises in the state of South Dakota. The selection of retail menus at these sites was determined through the on-going work of the University Food Service Advisory Committee and focus groups, surveys of the student body, and included in the overall master plan document for Dining Services and Residential Life. The success of these efforts is confirmed by general revenue increase noted in Table 15, to the right, with an increase of \$851,344 in year-over-year gross sales.

The retail expansion in the Union and the re-purposing of west side residence halls to housing upper division students in single rooms also allowed the closure of Medary Commons as a food service site and the repurposing of this facility as an enrollment services center. Aesthetic upgrades to Larson Commons were also completed in 2013. The seating and serving area received a complete remodel including new lighting, ceiling and flooring treatments along with all new furniture and booth seating.

A significant technological innovation to improve traffic management at all food service sites was implemented in the 2015-2016 academic year. The addition of a mobile menu app called Tapingo allows customers to bypass lines to order and pay for food items using their smart phone. The availability of this free app allowed improved traffic management at all sites decreasing the time between ordering and receiving the fresh-cooked item.

## MAJOR PLANS AND CHANGES

Immediate plans concern improving daily food offerings to west-side residence hall facilities. More than 600 upper-division students living in Hansen, Waneta and the Meadows apartments have only the c-store and Erbert's and Gerberts sandwich shop in the Hansen lobby conveniently located to their residence. Plans are a limited two or three entrée menu of hot food items for lunch and supper meals to this location. As a delivery truck already serves this location twice daily the hot food options would be cooked off site and held in a steam table prior to service. Additional seating and a cold food well will also be part of this remodel with anticipated completion by August 2017.

The Larson Commons dining area remodel completed in 2013 did not address back of the house equipment needs. A commercial dish washer, a number of steam cooking devices and some ovens are original equipment at or near the end of their anticipated life cycles. No daily retail food site exists near the north terminus of campus near the McFadden and Animal Science complexes. Similarly no food outlets are near the south west corner of campus by the Jerome J. Lohr engineering complex. Traffic studies and master planning for dining sites should be engaged in the near term to answer aging equipment replacement plans and the potential for new sites in these areas. Projections for future performance of the food service system are detailed in Table 16 on the following page.



**TABLE 15: FIVE-YEAR HISTORICAL FOOD SERVICE REVENUE AND EXPENSES (FY12-FY17)**

	ACTUAL FY12	ACTUAL FY13	ACTUAL FY14	ACTUAL FY15	ACTUAL FY16	ESTIMATED FY17
<b>REVENUES</b>						
General Revenue	\$9,307,212	\$9,216,577	\$10,158,556	\$11,079,553	\$11,157,060	\$11,682,298
Facility Support Fee	\$1,152,171	\$1,168,899	\$1,349,659	\$1,416,203	\$1,440,727	\$1,567,907
GAF Revenue - Operations	\$0	\$0	\$0	\$0	\$0	\$0
GAF Revenue - Bond Support	\$0	\$257,500	\$278,144	\$274,005	\$276,801	\$276,800
Interest Earnings	\$45,340	\$61,817	\$41,164	\$27,069	\$34,806	\$41,360
Capitalized Interest	\$117,077	\$157,267	\$0	\$0	\$0	\$0
Build America Bonds Revenue	\$146,207	\$128,917	\$147,034	\$145,417	\$142,828	\$138,739
Other	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL REVENUE</b>	<b>\$10,768,006</b>	<b>\$10,990,978</b>	<b>\$11,974,558</b>	<b>\$12,942,247</b>	<b>\$13,052,223</b>	<b>\$13,707,104</b>
<b>EXPENDITURES</b>						
<b>PERSONAL SERVICES</b>						
Full-Time Staff	\$111,802	\$100,945	\$107,094	\$111,081	\$113,219	\$116,616
Student Labor	\$0	\$0	\$0	\$0	\$1,363	\$1,404
Facilities & Maintenance	\$0	\$0	\$0	\$0	\$0	\$0
Contracted Facilities & Maintenance*	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL PERSONAL SERVICES</b>	<b>\$111,802</b>	<b>\$100,945</b>	<b>\$107,094</b>	<b>\$111,081</b>	<b>\$114,583</b>	<b>\$118,020</b>
<b>OPERATING</b>						
Student Support	\$8,733,938	\$8,336,951	\$9,201,450	\$10,190,141	\$10,337,048	\$10,647,160
Facilities & Maintenance	\$74,947	\$100,898	\$128,347	\$141,789	\$183,316	\$188,815
Utilities	\$357,574	\$321,599	\$264,892	\$245,046	\$237,033	\$244,144
Overhead Paid to University	\$0	\$0	\$0	\$0	\$283,131	\$291,625
<b>TOTAL OPERATING</b>	<b>\$9,166,459</b>	<b>\$8,759,448</b>	<b>\$9,594,689</b>	<b>\$10,576,976</b>	<b>\$11,040,528</b>	<b>\$11,371,744</b>
<b>TOTAL EXPENDITURES</b>	<b>\$9,278,261</b>	<b>\$8,860,393</b>	<b>\$9,701,784</b>	<b>\$10,688,057</b>	<b>\$11,155,111</b>	<b>\$11,489,764</b>
<b>NET REVENUE GENERATED</b>	<b>\$1,489,745</b>	<b>\$2,130,585</b>	<b>\$2,272,774</b>	<b>\$2,254,190</b>	<b>\$1,897,112</b>	<b>\$2,217,340</b>
<b>DEBT SERVICE (PULL FROM DEBT SERVICE PAGE)</b>	<b>\$1,341,226</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>COVERAGE RATIO</b>	<b>1.11</b>	<b>1.38</b>	<b>1.24</b>	<b>1.40</b>	<b>1.18</b>	<b>1.38</b>



**TABLE 16: PROJECTED FOOD SERVICE REVENUE AND EXPENSE (FY18-FY21)**

	PROJECTED FY18	PROJECTED FY19	PROJECTED FY20	PROJECTED FY21
<b>REVENUES</b>				
General Revenue	\$12,017,580	\$12,372,099	\$12,737,075	\$13,112,819
Facility Support Fee	\$1,617,296	\$1,665,815	\$1,715,789	\$1,767,263
GAF Revenue - Operations	\$0	\$0	\$0	\$0
GAF Revenue - Bond Support	\$276,800	\$276,800	\$276,800	\$276,800
Interest Earnings	\$41,637	\$42,886	\$44,173	\$45,498
Capitalized Interest	\$0	\$0	\$0	\$0
Build America Bonds Revenue	\$134,049	\$130,172	\$126,060	\$121,808
Other	\$0	\$0	\$0	\$0
<b>TOTAL REVENUE</b>	<b>\$14,087,362</b>	<b>\$14,487,772</b>	<b>\$14,899,897</b>	<b>\$15,324,188</b>
<b>EXPENDITURES</b>				
<b>PERSONAL SERVICES</b>				
Full-Time Staff	\$120,114	\$123,718	\$127,429	\$131,252
Student Labor	\$1,446	\$1,490	\$1,534	\$1,580
Facilities & Maintenance	\$0	\$0	\$0	\$0
Contracted Facilities & Maintenance*	\$0	\$0	\$0	\$0
<b>TOTAL PERSONAL SERVICES</b>	<b>\$121,561</b>	<b>\$125,207</b>	<b>\$128,964</b>	<b>\$132,833</b>
<b>OPERATING</b>				
Student Support	\$10,966,574	\$11,295,572	\$11,634,439	\$11,983,472
Facilities & Maintenance	\$194,480	\$200,314	\$206,323	\$212,513
Utilities	\$251,469	\$259,013	\$266,783	\$274,787
Overhead Paid to University	\$300,374	\$309,385	\$318,666	\$328,226
<b>TOTAL OPERATING</b>	<b>\$11,712,896</b>	<b>\$12,064,283</b>	<b>\$12,426,212</b>	<b>\$12,798,998</b>
<b>TOTAL EXPENDITURES</b>	<b>\$11,834,457</b>	<b>\$12,189,491</b>	<b>\$12,555,176</b>	<b>\$12,931,831</b>
<b>NET REVENUE GENERATED</b>	<b>\$2,252,905</b>	<b>\$2,298,281</b>	<b>\$2,344,722</b>	<b>\$2,392,357</b>
<b>DEBT SERVICE (PULL FROM DEBT SERVICE PAGE)</b>	<b>\$1,601,044</b>	<b>\$1,596,876</b>	<b>\$1,592,642</b>	<b>\$1,587,274</b>
<b>COVERAGE RATIO</b>	<b>1.41</b>	<b>1.44</b>	<b>1.47</b>	<b>1.51</b>







# WELLNESS CENTER

## HISTORY AND PROGRAM ELEMENTS

The SDSU Wellness Center opened in 2008. Student initiative helped fund original construction of the Wellness Center by advocating for a \$3.25 general activity fee (GAF) increase. Private donations were also a significant component of original construction funding \$4 million of total costs, including funds from the City of Brookings. This partnership with the community dates back to the 1980s when SDSU and the Brookings Hospital created a program to monitor aspects of post-surgery cardiac patient's health.

Today, the Wellness Center provides access to state-of-the-art fitness equipment; a variety of recreational and intramural programs such as climbing wall certifications, swimming lessons, broom hockey and children's summer camps; and wellness and nutrition education. The Student Health Clinic offers convenient, on-campus primary care, along with, immunizations, reproductive health and enhanced insurance billing options. The Counseling Center provides individual and group sessions for students experiencing behavioral health issues, substance abuse problems, or routine stress management, concerns.

Student development is an intentional aspect of the Wellness Center operations. One way this is accomplished is by fostering the acquisition of life-skills through Wellness Center employment. The

general student population and students with health or recreation related majors get practical experience through the more than 120 student employment positions. Additional opportunities fostered through Wellness Center programs include participation in the organization NIRSA, Leaders in College Recreation, which further prepares students for their careers.

## SUMMARY OF FACILITIES AND OPERATIONS

The Wellness Center is a vital retention asset for campus. The 73,000 square foot Wellness Center facility is home to the Student Health Clinic, the Counseling Center and an array of fitness, recreation and wellness programs and services. The Student Health Clinic schedules more than 3,462 distinct students annually in 7,471 appointments. Behavioral Health services (e.g. personal counseling, substance abuse prevention) are provided to 910 distinct students through 4,210 individual appointments annually at the Counseling Center. The Wellness Center provides 65 fitness classes per week, 17 sports clubs (e.g. rugby, cricket and hockey) and its 40 intramural sports have 3,365 unique participants and 32,819 annual participants. Beyond these standard recreation center offerings, the Wellness Center also offers nutritional services including an on-site dietitian, health promotion services, a health clinic open to students, family planning services, counseling services, and even a laboratory and pharmacy.

**TABLE 17: FIVE YEAR HISTORICAL WELLNESS CENTER  
REVENUE AND EXPENSES (FY12-FY17)**

	ACTUAL FY12	ACTUAL FY13	ACTUAL FY14	ACTUAL FY15	ACTUAL FY16	ESTIMATED FY17
<b>REVENUES</b>						
General Revenue	\$843,762	\$526,004	\$570,685	\$555,572	\$575,930	\$600,794
Facility Support Fee	\$0	\$0	\$0	\$0	\$0	\$0
GAF Revenue - Operations	\$0	\$0	\$0	\$219,545	\$317,400	\$317,400
GAF Revenue - Bond Support	\$789,000	\$782,800	\$1,022,309	\$848,178	\$830,400	\$970,354
Interest Earnings	\$6,648	\$6,410	\$2,575	\$1,450	\$1,852	\$1,733
Capitalized Interest	\$0	\$0	\$0	\$0	\$0	\$0
Build America Bonds Revenue	\$0	\$0	\$0	\$0	\$0	\$0
Other	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL REVENUE</b>	<b>\$1,639,410</b>	<b>\$1,315,214</b>	<b>\$1,595,569</b>	<b>\$1,624,745</b>	<b>\$1,725,582</b>	<b>\$1,890,280</b>
<b>EXPENDITURES</b>						
<b>PERSONAL SERVICES</b>						
Full-Time Staff	\$268,463	\$320,776	\$428,391	\$419,742	\$395,756	\$407,629
Student Labor	\$366,885	\$329,773	\$362,649	\$347,470	\$323,901	\$333,618
Facilities & Maintenance	\$0	\$0	\$0	\$0	\$0	\$0
Contracted Facilities & Maintenance*	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL PERSONAL SERVICES</b>	<b>\$635,348</b>	<b>\$650,549</b>	<b>\$791,040</b>	<b>\$767,212</b>	<b>\$719,657</b>	<b>\$741,247</b>
<b>OPERATING</b>						
Student Support	\$620,712	\$207,451	\$243,736	\$285,254	\$340,006	\$350,206
Facilities & Maintenance	\$17,127	\$35,363	\$17,566	\$31,118	\$50,196	\$51,702
Utilities	\$17,129	\$23,741	\$23,717	\$68,654	\$69,890	\$71,987
Overhead Paid to University	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL OPERATING</b>	<b>\$654,967</b>	<b>\$266,556</b>	<b>\$285,019</b>	<b>\$385,026</b>	<b>\$460,092</b>	<b>\$473,895</b>
<b>TOTAL EXPENDITURES</b>	<b>\$1,290,315</b>	<b>\$917,105</b>	<b>\$1,076,059</b>	<b>\$1,152,238</b>	<b>\$1,179,749</b>	<b>\$1,215,142</b>
<b>NET REVENUE GENERATED</b>	<b>\$349,095</b>	<b>\$398,110</b>	<b>\$519,510</b>	<b>\$472,507</b>	<b>\$545,833</b>	<b>\$675,138</b>
<b>DEBT SERVICE (PULL FROM DEBT SERVICE PAGE)</b>	<b>\$460,196</b>	<b>\$457,893</b>	<b>\$459,205</b>	<b>\$460,055</b>	<b>\$460,444</b>	<b>\$600,325</b>
<b>COVERAGE RATIO</b>	<b>0.76</b>	<b>0.87</b>	<b>1.13</b>	<b>1.03</b>	<b>1.19</b>	<b>1.12</b>

**TABLE 18: PROJECTED WELLNESS CENTER REVENUE AND EXPENSE (FY18-FY21)**

	PROJECTED FY18	PROJECTED FY19	PROJECTED FY20	PROJECTED FY21
<b>REVENUES</b>				
General Revenue	\$604,819	\$622,964	\$641,653	\$660,902
Facility Support Fee	\$0	\$0	\$0	\$0
GAF Revenue - Operations	\$317,400	\$594,200	\$594,200	\$594,200
GAF Revenue - Bond Support	\$1,799,200	\$1,799,200	\$1,799,200	\$1,799,200
Interest Earnings	\$1,744	\$1,796	\$1,850	\$1,906
Capitalized Interest	\$0	\$0	\$0	\$0
Build America Bonds Revenue	\$0	\$0	\$0	\$0
Other	\$0	\$0	\$0	\$0
<b>TOTAL REVENUE</b>	<b>\$2,723,163</b>	<b>\$3,018,160</b>	<b>\$3,036,903</b>	<b>\$3,056,208</b>
<b>EXPENDITURES</b>				
<b>PERSONAL SERVICES</b>				
Full-Time Staff	\$410,360	\$506,535	\$521,731	\$537,383
Student Labor	\$335,853	\$414,566	\$427,003	\$439,814
Facilities & Maintenance	\$0	\$0	\$0	\$0
Contracted Facilities & Maintenance*	\$0	\$0	\$0	\$0
<b>TOTAL PERSONAL SERVICES</b>	<b>\$746,213</b>	<b>\$921,102</b>	<b>\$948,735</b>	<b>\$977,197</b>
<b>OPERATING</b>				
Student Support	\$352,552	\$435,179	\$448,235	\$461,682
Facilities & Maintenance	\$52,048	\$64,247	\$66,174	\$68,160
Utilities	\$72,469	\$89,454	\$92,137	\$94,902
Overhead Paid to University	\$0	\$0	\$0	\$0
<b>TOTAL OPERATING</b>	<b>\$477,070</b>	<b>\$588,880</b>	<b>\$606,546</b>	<b>\$624,743</b>
<b>TOTAL EXPENDITURES</b>	<b>\$1,223,283</b>	<b>\$1,509,982</b>	<b>\$1,555,281</b>	<b>\$1,601,940</b>
<b>NET REVENUE GENERATED</b>	<b>\$1,499,880</b>	<b>\$1,508,178</b>	<b>\$1,481,622</b>	<b>\$1,454,268</b>
<b>DEBT SERVICE (PULL FROM DEBT SERVICE PAGE)</b>	<b>\$1,259,800</b>	<b>\$1,262,137</b>	<b>\$1,264,696</b>	<b>\$1,262,440</b>
<b>COVERAGE RATIO</b>	<b>1.19</b>	<b>1.19</b>	<b>1.17</b>	<b>1.15</b>

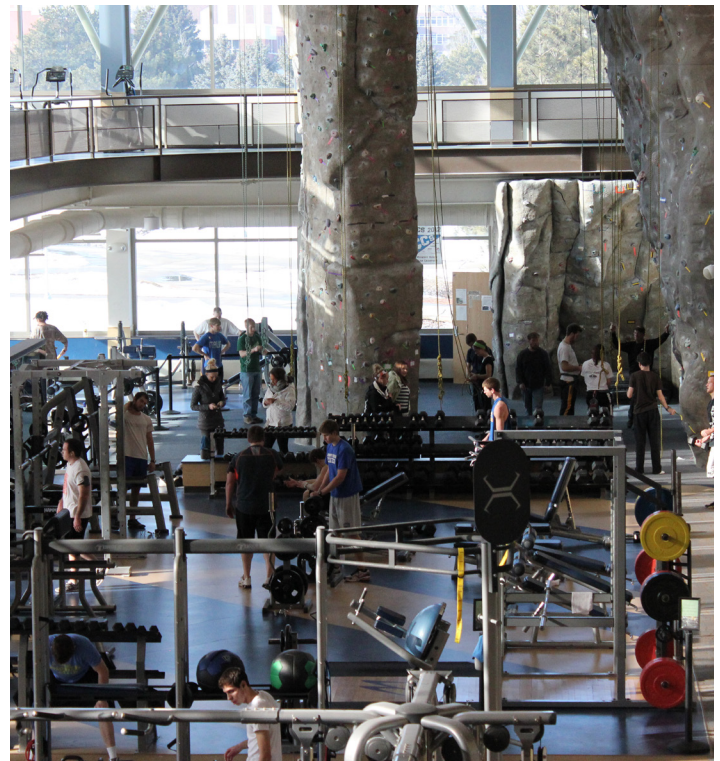


## FIVE-YEAR HISTORY AND PROJECTION FOR CURRENT YEAR

Due to heavy demand for services and extensive hours of operation (5:00 a.m. – 12:00 p.m.) the Wellness Center has increased personnel on the fitness and recreation programs by adding five FTE in the following areas: a custodian position, fitness coordinator, promotions and marketing coordinator, facilities coordinator and an outdoor program coordinator. The Student Health Clinic has added one certified nurse practitioner; two insurance billing specialists; and the Counseling Center has added two full-time personal counselors.

## MAJOR PLANS AND CHANGES

SDSU plans to respond to the growing demand from students for convenient wellness, health and counseling services. The Students' Association approved an additional \$4.50 per credit hour GAF to fund a \$14 million (34,000 square foot) expansion and a 9,000 square foot renovation in the clinic space. This fee was initially assessed during fall 2016. Plans to break ground on the expansion are currently slated for late spring 2017. The project will include a regulation-sized basketball court, a multi-activity court, two racquetball courts, outdoor program space, additional fitness space, conference room, relocated welcome desk and renovated space for administration offices, and Student Health Clinic and Counseling Center.



**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>	TBD		TBD

**TABLE 20: ANNUAL VISITS FOR CLINIC AND COUNSELING (FY12-FY17)**

	CLINIC	FAMILY PLANNING	COUNSELING	TOTAL
<b>FY12</b>	9,162	2,595	4,354	16,111
<b>FY13</b>	7,590	234	3,889	13,429
<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>	TBD	TBD	TBD	TBD





# PARKING SERVICES

## SUMMARY OF FACILITIES AND OPERATIONS

Facilities and Services works closely with the Office of Parking Services to plan, schedule, and coordinate maintenance, repairs and snow removal of the 64 parking lots on the campus of South Dakota State University. Customer service functions are performed by three FTE focusing primarily on permit sales, parking enforcement and office management.

## FIVE-YEAR HISTORY AND PROJECTION FOR CURRENT YEAR

During the last five years the parking system has grown in its operational and functional role on the campus of South Dakota State University. Beginning in fiscal year 2012, the Parking Services Office was established with two FTE as the result of the 2010 Parking Study. Charged with making progress toward four goals, Sustainability, Communication and Education, Operation and Costs and Safety and Security, the Parking Office initially determined that operations would be its first year priority. Parking management software was acquired that enabled the campus to increase its service level through a web-based portal of which permit sales and citation payments could be made. In fiscal

year 2013 the 2025 Master Plan was adopted which outlined a progression for relocation of internal campus and road parking to exterior locations to promote campus safety and security, through the reduction of conflicts between vehicles and pedestrians. Additionally, that year, the office added its third FTE and began performing parking enforcement Monday through Fridays from 7:00 a.m. to 5:00 p.m. Prior to this enforcement had been done by University Police.

The campus opened its first gated revenue lot in the fall of 2013 which has provided much needed parking access to the business enterprises located within the Union. Fiscal years 2015 and 2016 saw continued campus building with which parking was redistributed in efforts to support the needs of new programs and event centers. The current fiscal year started with the campus moving to a 12-month permitting and enforcement period from the previous nine-month model. Parking management of events to include athletic, music, and academic programs were assigned to the Parking Office for management. This included planning and execution of the Dykhouse Stadium grand opening concert that was the largest facility-centered event held in South Dakota history.

**TABLE 21: MAJOR IMPROVEMENTS\CHANGES TO THE PARKING SYSTEM (FY12-FY17)****FISCAL YEAR 2017****FACILITY****PROJECT**

Lot 166, 168, 169 Dykhous Stadium West .....	Reconstruction – 85 spaces removed
Lot 164 North Briggs Library .....	Mill & Overlay – complete lot
Lot 131 North Yeager Hall .....	Mill & Overlay – complete lot

**FISCAL YEAR 2016****FACILITY****PROJECT**

Lot 173 North Motor Pool .....	New Construction – 160 spaces added
Lot 167 SJAC East.....	Asphalt Surfaced – 104 spaces added
Lot 103 West ADRDL .....	Mill & Overlay – complete lot
North Campus Dr. – Stadium Dr. to Jackrabbit Ave .....	Mill & Overlay
Lot 127 South Scobey Hall .....	Decreased in size – 96 spaces removed
Lot 128 Testing Center.....	Removed from system – 54 spaces removed
Lot 101 North Animal Science .....	Decreased in size – 25 spaces removed

**FISCAL 2015**

Lot 172 Dykhous Stadium East .....	Construction of new lot – 227 spaces added
Jackrabbit Ave 8th St. to North Campus Dr.....	Mill & Overlay

**FISCAL 2014**

Lot 136 Admin Lane .....	Removed from system – 123 spaces removed
Lot 135 South Admin .....	Decreased in size – 51 spaces removed

**FISCAL 2013**

Lot 150 Student Union East .....	Reconstruction – 6 spaces removed
Lot 150 Student Union East .....	Installation of Revenue Control Gates
Lot 176 9th St. & 13 Ave. ....	Construction of new lot – 19 spaces added
Lot 145 Ben Reifel Hall.....	Reconstruction – 78 spaces removed
Lot 147 Hyde Hall .....	Reconstruction – 226 spaces removed
Lot 21 Grove Hall .....	Removed from system – 41 spaces removed

**FISCAL 2012**

Lot 110 Alfred Dairy Science.....	Reconstruction – 62 spaces added
Lot 158 South East Resident .....	Reconstruction – 987 spaces added
Management .....	Parking Management Software acquired



**TABLE 22: FIVE-YEAR HISTORICAL PARKING SERVICES  
REVENUE AND EXPENSES (FY12-FY17)**

	ACTUAL FY12	ACTUAL FY13	ACTUAL FY14	ACTUAL FY15	ACTUAL FY16	ESTIMATED FY17
<b>REVENUES</b>						
General Revenue	\$1,217,098	\$1,128,458	\$1,393,355	\$1,390,943	\$1,500,709	\$1,535,000
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	\$6,788	\$6,368	\$4,500	\$7,081	\$11,550	\$11,722
Capitalized Interest	\$33,492	\$44,989	\$0	\$0	\$0	\$0
Build America Bonds Revenue	\$60,395	\$57,969	\$55,417	\$54,690	\$53,526	\$51,687
Other	-\$344	\$2,055	\$2,043	\$1,688	\$7,710	\$7,000
<b>TOTAL REVENUE</b>	<b>\$1,317,429</b>	<b>\$1,239,839</b>	<b>\$1,455,315</b>	<b>\$1,454,402</b>	<b>\$1,573,495</b>	<b>\$1,605,409</b>
<b>EXPENDITURES</b>						
<b>PERSONAL SERVICES</b>						
Full-Time Staff	\$0	\$354	\$103,261	\$114,524	\$133,174	\$174,000
Student Labor	\$0	\$16,113	\$22,235	\$11,013	\$12,533	\$11,000
Facilities & Maintenance	\$0	\$0	\$0	\$0	\$0	\$0
Contracted Facilities & Maintenance*	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL PERSONAL SERVICES</b>	<b>\$0</b>	<b>\$16,467</b>	<b>\$125,496</b>	<b>\$125,537</b>	<b>\$145,707</b>	<b>\$185,000</b>
<b>OPERATING</b>						
Student Support	\$63,329	-\$92,633	\$24,032	\$7,954	\$59,295	\$150,000
Facilities & Maintenance	\$717,761	\$604,646	\$543,472	\$205,559	\$538,144	\$240,000
Utilities	\$0	\$22,041	\$3,415	\$3,080	\$4,003	\$5,800
Overhead Paid to University	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL OPERATING</b>	<b>\$781,090</b>	<b>\$534,054</b>	<b>\$570,919</b>	<b>\$216,593</b>	<b>\$601,442</b>	<b>\$395,800</b>
<b>TOTAL EXPENDITURES</b>	<b>\$781,090</b>	<b>\$550,521</b>	<b>\$696,415</b>	<b>\$342,130</b>	<b>\$747,149</b>	<b>\$580,800</b>
<b>NET REVENUE GENERATED</b>	<b>\$536,339</b>	<b>\$689,318</b>	<b>\$758,900</b>	<b>\$1,112,272</b>	<b>\$826,346</b>	<b>\$1,024,609</b>
<b>DEBT SERVICE (PULL FROM DEBT SERVICE PAGE)</b>	<b>\$346,977</b>	<b>\$404,969</b>	<b>\$493,095</b>	<b>\$491,966</b>	<b>\$490,321</b>	<b>\$499,960</b>

**TABLE 23: PROJECTED PARKING SERVICES REVENUE AND EXPENSE (FY18-FY21)**

	PROJECTED FY18	PROJECTED FY19	PROJECTED FY20	PROJECTED FY21
<b>REVENUES</b>				
General Revenue	\$1,595,700	\$1,627,614	\$1,660,166	\$1,693,369
Facility Support Fee	\$0	\$0	\$0	\$0
GAF Revenue - Operations	\$0	\$0	\$0	\$0
GAF Revenue - Bond Support	\$0	\$0	\$0	\$0
Interest Earnings	\$11,898	\$12,076	\$12,257	\$12,441
Capitalized Interest	\$0	\$0	\$0	\$0
Build America Bonds Revenue	\$49,557	\$47,835	\$45,986	\$44,074
Other	\$7,000	\$7,000	\$7,000	\$7,000
<b>TOTAL REVENUE</b>	<b>\$1,664,155</b>	<b>\$1,694,526</b>	<b>\$1,725,409</b>	<b>\$1,756,885</b>
<b>EXPENDITURES</b>				
<b>PERSONAL SERVICES</b>				
Full-Time Staff	\$177,480	\$182,804	\$188,289	\$193,937
Student Labor	\$11,110	\$11,221	\$11,333	\$11,447
Facilities & Maintenance	\$0	\$0	\$0	\$0
Contracted Facilities & Maintenance*	\$0	\$0	\$0	\$0
<b>TOTAL PERSONAL SERVICES</b>	<b>\$188,590</b>	<b>\$194,026</b>	<b>\$199,622</b>	<b>\$205,384</b>
<b>OPERATING</b>				
Student Support	\$114,500	\$117,934	\$121,473	\$125,117
Facilities & Maintenance	\$247,200	\$254,616	\$262,254	\$270,122
Utilities	\$5,974	\$6,153	\$6,338	\$6,528
Overhead Paid to University	\$0	\$0	\$0	\$0
<b>TOTAL OPERATING</b>	<b>\$367,674</b>	<b>\$378,704</b>	<b>\$390,065</b>	<b>\$401,767</b>
<b>TOTAL EXPENDITURES</b>	<b>\$556,264</b>	<b>\$572,729</b>	<b>\$589,687</b>	<b>\$607,151</b>
<b>NET REVENUE GENERATED</b>	<b>\$1,107,892</b>	<b>\$1,121,796</b>	<b>\$1,135,723</b>	<b>\$1,149,734</b>
<b>DEBT SERVICE (PULL FROM DEBT SERVICE PAGE)</b>	<b>\$597,621</b>	<b>\$596,125</b>	<b>\$594,064</b>	<b>\$591,800</b>
<b>COVERAGE RATIO</b>	<b>1.85</b>	<b>1.88</b>	<b>1.91</b>	<b>1.94</b>



### MAJOR PLANS AND CHANGES

Parking Services will continue to implement technology to provide higher levels of customer service and reduce operational costs. In fiscal year 2018, the campus will move to license plate recognition for permits and enforcement. This will eliminate the costs of physical permits, allow for drivers to utilize different vehicles without have to reposition a permit, and increased levels of enforcement and security while reducing labor costs. Utilizing data from the 2016 Parking Master Plan Update, the office will work with university leadership and campus constituent groups to realign parking classifications to maximize customer involvement and revenue generation. Projects for maintenance and repair continue with annualize expenditures of \$300,000 to ensure the quality of the parking asset. A new commuter lot in the northeast side of campus is in the planning stages. This lot will provide dual capabilities with an additional 300 spaces for students, on weekdays, and guests of the Performing Arts and Athletic venues on nights and weekends.



**TABLE 24: PARKING PERMIT DATA (FY12-FY17)**

	2012	2013	2014	2015	2016	2017
<b>STUDENT PERMIT HOLDERS</b>	6,820 <sup>1</sup>	6,460	6,808	6,923 <sup>2</sup>	6,699	6,805 <sup>3</sup>
<b>STUDENT PERMIT REVENUE</b>	\$757,073	\$593,530	\$775,289	\$869,811	\$930,966	\$947,840

<sup>1</sup>FY13 permits purchased in FY12 (244 Permits valued at \$18,006)

<sup>2</sup>FY16 permits purchased in FY15 (124 Permits valued at \$16,052)

<sup>3</sup>FY17 actual sales through 2/15/2017

South Dakota School of Mines & Technology  
Fiscal Year 2016

# Auxiliary Business Plan



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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 (SD Mines) strives to provide students with high quality living and learning environments that meet or exceed their expectations at cost levels representing a good value for the money while assuring responsible management of resources. The SD Mines auxiliary revenue system includes the Surbeck Center with food service and bookstore components, three university owned residence halls, and the Wellness Center. Residence Life also manages three residence halls leased by the university. These three 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 has nearly doubled the number of beds managed by SD Mines Residence Life. While those beds have been added, the three 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 required by bond covenants. The fiscal year 2016 financials for each area within the auxiliary system are included below, followed by the past five years and 2017 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 2016

	Residence Halls	Union	Food Service	Bookstore	Wellness Cntr	Total
<b>Revenue</b>						
General Revenue	\$2,359,448	\$96,784	\$2,538,615	\$1,928,050	\$0	\$6,922,891
Facility Support Fee	\$0	\$0	\$73,187	\$0	\$0	\$73,187
GAF Revenue - Operations	\$0	\$287,041	\$0	\$0	\$199,794	\$486,835
GAF Revenue - Bond Support	\$0	\$1,001,479	\$0	\$0	\$611,679	\$1,613,158
Interest Earnings	\$63,841	\$41,935	\$758	\$0	\$12,487	\$119,021
Capitalized Interest	\$0	\$0	\$0	\$0	\$0	\$0
BAB Revenue	\$128,562	\$42,854	\$0	\$0	\$0	\$171,416
Other Revenue	\$0	\$0	\$116,500	\$0	\$0	\$116,500
<b>Total Revenue</b>	<b>\$2,551,851</b>	<b>\$1,470,093</b>	<b>\$2,729,060</b>	<b>\$1,928,050</b>	<b>\$823,960</b>	<b>\$9,503,014</b>
<b>Expenditures</b>						
<b>Personal Services</b>						
Full Time Staff	\$597,405	\$227,430	\$13,143	\$269,355	\$90,536	\$1,197,869
Student Labor	\$62,879	\$37,041	\$0	\$11,565	\$26,109	\$137,594
Facilities and Maintenance	\$0	\$0	\$0	\$0	\$0	\$0
Contracted Facilities and Maintenance	\$0	\$0	\$0	\$0	\$0	\$0
<b>Operating</b>						
Student Support	\$92,273	(\$220)	\$2,423,889	\$1,414,761	\$29,011	\$3,959,714
Facilities and Maintenance	\$94,243	\$6,255	\$174	\$5,031	\$9,783	\$115,486
Utilities	\$228,497	\$65,101	\$65,594	\$7,922	\$11,075	\$378,189
Overhead Paid to University	\$365,000	\$0	\$0	\$0	\$0	\$365,000
<b>Total Expenditures</b>	<b>\$1,440,297</b>	<b>\$335,608</b>	<b>\$2,502,800</b>	<b>\$1,708,633</b>	<b>\$166,514</b>	<b>\$6,153,852</b>
<b>Net Revenue Generated</b>	<b>\$1,111,554</b>	<b>\$1,134,485</b>	<b>\$226,260</b>	<b>\$219,417</b>	<b>\$657,446</b>	<b>\$3,349,162</b>
<b>Debt Service</b>	<b>\$1,169,080</b>	<b>\$546,644</b>	<b>\$0</b>	<b>\$0</b>	<b>\$466,025</b>	<b>\$2,181,749</b>
<b>Coverage Ratio</b>	0.95	2.08	0.00	0.00	1.41	1.54
<b>Combined Coverage Ratio*</b>		2.89				

\*Net Revenues from the Bookstore and Food Service are added to Union for calculation of the coverage ratio. All revenue generated in 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

	2012	2013	2014	2015	2016	2017
<b>Revenue</b>						
General Revenue	\$5,521,871	\$6,041,556	\$6,351,962	\$7,194,926	\$6,922,897	\$6,638,737
Facility Support Fee	\$0	\$0	\$0	\$0	\$73,187	\$193,000
GAF Revenue - Operations	\$488,410	\$241,526	\$299,401	\$180,771	\$486,835	\$339,014
GAF Revenue - Bond Support	\$811,203	\$900,632	\$1,503,710	\$1,655,011	\$1,613,157	\$1,600,403
Interest Earnings	\$164,877	\$107,583	\$77,976	\$50,294	\$119,021	\$16,727
Capitalized Interest	\$0	\$0	\$70,765	\$155,338	\$0	\$0
BAB Revenue	\$198,019	\$196,660	\$177,804	\$175,332	\$171,416	\$166,528
Other Revenue	\$0	\$0	\$0	\$9,650	\$116,500	\$95,960
<b>Total Revenue</b>	<b>\$7,184,380</b>	<b>\$7,487,956</b>	<b>\$8,481,618</b>	<b>\$9,421,322</b>	<b>\$9,503,014</b>	<b>\$9,050,369</b>
<b>Expenditures</b>						
<b>Personal Services</b>						
Full Time Staff	\$542,837	\$523,599	\$676,812	\$981,736	\$1,197,869	\$1,170,253
Student Labor	\$229,933	\$243,022	\$104,227	\$101,978	\$137,594	\$122,312
Facilities and Maintenance	\$0	\$0	\$0	\$0	\$0	\$0
Contracted Facilities and Maintenance	\$0	\$0	\$0	\$0	\$0	\$0
<b>Operating</b>						
Student Support	\$2,826,069	\$3,426,168	\$3,772,840	\$4,359,020	\$3,959,714	\$4,073,600
Facilities and Maintenance	\$504,594	\$628,700	\$726,179	\$206,030	\$115,485	\$157,719
Utilities	\$314,933	\$381,532	\$332,469	\$319,225	\$378,189	\$394,000
Overhead Paid to University	\$105,530	\$112,143	\$126,791	\$430	\$365,000	\$385,000
<b>Total Expenditures</b>	<b>\$4,523,896</b>	<b>\$5,315,164</b>	<b>\$5,739,318</b>	<b>\$5,968,419</b>	<b>\$6,153,851</b>	<b>\$6,302,884</b>
<b>Net Revenue Generated</b>	<b>\$2,660,484</b>	<b>\$2,172,792</b>	<b>\$2,742,300</b>	<b>\$3,452,903</b>	<b>\$3,349,163</b>	<b>\$2,747,485</b>
<b>Debt Service</b>	<b>\$1,554,929</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>Coverage Ratio</b>	<b>1.71</b>	<b>1.25</b>	<b>1.52</b>	<b>1.58</b>	<b>1.54</b>	<b>1.26</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 three university owned residence halls. These updates not only improve the student experience, but also greatly improve the efficiency of custodial operations.

Housing occupancy 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 anticipate a 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 an addition to the Surbeck Center to meet the needs of a larger student body. Surbeck was originally built in 1963, when fewer than 1,000 students were enrolled at SD Mines. Since that time, enrollment has grown by over 189%. The expansion will provide an additional 18,000 square feet and accommodate 300 additional seats for dining. 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 three residence halls in the Auxiliary system – Palmerton Hall, Connolly Hall, and Peterson Hall. These three buildings primarily serve freshmen students with sophomores occupying portions of Peterson and Connolly. 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

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 needs. These improvements include:

- 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:

- Updates and repairs to Peterson and Connolly community showers
- Updates and repairs to Peterson private showers
- Resident room flooring upgrades
- Completing peephole installation
- Continuation of replacement cycles for furnishings, flooring, and IT equipment
- LED lighting upgrades as needs arise

## Summary of facilities and operations

SD Mines currently has three residence halls as part of the auxiliary system. In addition to these facilities, two apartment complexes are leased through a private company and one residence hall is leased through the SD Mines Foundation. The six buildings provide 1,079 bed spaces with a six-year fall occupancy average of 98%.

In the fall of 2016, The University opened our newest residence hall – Placer Hall. Placer is leased from the SD Mines Foundation and provides 200 bed spaces. This new building now allows the University to provide housing for upper-class and graduate students in our leased apartment buildings and provides bed space as the University continues to grow according to our master plan.



## Housing System Five-year History of Revenues and Expenditures and Current Year Projected

South Dakota School of Mines & Technology Residence Halls

	Actual FY12	Actual FY13	Actual FY14	Actual FY15	Actual FY16	Estimated FY17
<b>Revenues</b>						
General Revenue	\$2,234,838	\$2,318,820	\$2,194,160	\$2,405,421	\$2,359,448	\$1,931,136
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	\$113,874	\$79,089	\$52,096	\$29,128	\$63,841	\$72,449
Capitalized Interest	\$0	\$0	\$0	\$0	\$0	\$0
BAB Revenue	\$148,514	\$147,495	\$133,353	\$131,499	\$128,562	\$120,000
Other	\$0	\$0	\$0	\$0	\$0	\$0
<b>Total Revenue</b>	<b>\$2,497,226</b>	<b>\$2,545,404</b>	<b>\$2,379,609</b>	<b>\$2,566,048</b>	<b>\$2,551,851</b>	<b>\$2,123,585</b>
<b>Expenditures</b>						
<b>Personal Services</b>						
Full-Time Staff	\$165,466	\$183,976	\$281,562	\$557,801	\$597,405	\$545,525
Student Labor	\$206,319	\$196,532	\$58,407	\$60,816	\$62,879	\$53,250
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>\$371,785</b>	<b>\$380,508</b>	<b>\$339,969</b>	<b>\$618,617</b>	<b>\$660,284</b>	<b>\$598,775</b>
<b>Operating</b>						
Student Support	\$55,642	\$262,710	\$174,606	\$442,335	\$92,273	\$87,250
Facilities and Maintenance	\$349,430	\$465,715	\$458,238	\$105,079	\$94,243	\$89,550
Utilities	\$202,245	\$241,039	\$195,932	\$173,582	\$228,497	\$236,000
Overhead Paid to University	\$105,530	\$112,143	\$126,791	\$430	\$365,000	\$365,000
<b>Total Operating</b>	<b>\$712,847</b>	<b>\$1,081,607</b>	<b>\$955,567</b>	<b>\$721,426</b>	<b>\$780,013</b>	<b>\$777,800</b>
<b>Total Expenditures</b>	<b>\$1,084,632</b>	<b>\$1,462,115</b>	<b>\$1,295,536</b>	<b>\$1,340,043</b>	<b>\$1,440,297</b>	<b>\$1,376,575</b>
<b>Net Revenue Generated</b>	<b>\$1,412,594</b>	<b>\$1,083,289</b>	<b>\$1,084,073</b>	<b>\$1,226,005</b>	<b>\$1,111,554</b>	<b>\$740,010</b>
<b>Debt Service</b>	<b>\$1,049,789</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>Coverage Ratio</b>	<b>1.35</b>	<b>0.92</b>	<b>0.92</b>	<b>1.05</b>	<b>0.95</b>	<b>0.64</b>





## LEASED HOUSING

### 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 currently 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.

Placer Hall now serves as our primary sophomore building – with 200 beds. This new building's lease began in FY17 and runs for 30 years. Placer Hall has single suite (4 single bedrooms with a living room and bathroom) and double suite (2 double bedrooms with a living room and bathroom) options. The building offers amenities geared toward sophomores including multiple group study rooms, community kitchens, and a variety of gathering spaces.

## Leased-Housing System Five-Year History of Revenues and Expenditures and Current Year Projected

### University Leased Residence Halls

	Actual FY12	Actual FY13	Actual FY14	Actual FY15	Actual FY16	Estimated FY17
<b>Revenues</b>						
General Revenue	\$226,859	\$221,468	\$1,022,686	\$1,436,178	\$1,520,295	\$2,124,022
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>\$226,859</b>	<b>\$221,468</b>	<b>\$1,022,686</b>	<b>\$1,436,178</b>	<b>\$1,520,295</b>	<b>\$2,124,022</b>
<b>Expenditures</b>						
<b>Personal Services</b>						
Full-Time Staff	\$26,668	\$23,894	\$0	\$2,477	\$26,201	\$26,500
Student Labor	\$0	\$0	\$17,965	\$5,138	\$2,774	\$2,552
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>\$26,668</b>	<b>\$23,894</b>	<b>\$17,965</b>	<b>\$7,615</b>	<b>\$28,975</b>	<b>\$29,052</b>
<b>Operating</b>						
Student Support	\$0	\$269	\$2,006	\$1,334	\$29,447	\$34,450
Facilities and Maintenance	\$21,649	\$27,690	\$25,686	\$19,485	\$11,186	\$12,150
Utilities	\$50,821	\$51,133	\$55,976	\$157,179	\$174,908	\$312,250
Lease Payments	\$122,000	\$122,000	\$843,100	\$1,227,000	\$1,280,000	\$2,032,650
Overhead Paid to University	\$0	\$0	\$22,230	\$0	\$0	\$0
<b>Total Operating</b>	<b>\$194,470</b>	<b>\$201,092</b>	<b>\$948,998</b>	<b>\$1,404,998</b>	<b>\$1,495,542</b>	<b>\$2,391,500</b>
<b>Total Expenditures</b>	<b>\$221,138</b>	<b>\$224,986</b>	<b>\$966,963</b>	<b>\$1,412,613</b>	<b>\$1,524,517</b>	<b>\$2,420,552</b>
<b>Net Revenue Generated</b>	<b>\$5,721</b>	<b>-\$3,518</b>	<b>\$55,723</b>	<b>\$23,565</b>	<b>-\$4,222</b>	<b>-\$296,530</b>

## Five-Year History and Projection for Current Year Housing Utilization

	FY12	FY13	FY14	FY15	FY16	FY17
Auxiliary Capacity	632	631	631	632	632	632
<b>Auxiliary Beds Filled</b>	<b>618</b>	<b>646</b>	<b>657</b>	<b>624</b>	<b>630</b>	<b>554</b>
Auxiliary Occupancy %	97.78%	102.38%	104.12%	98.73%	99.68%	87.66%
Leased Capacity	40	40	180	259	260	447
<b>Leased Beds Filled</b>	<b>40</b>	<b>39</b>	<b>178</b>	<b>258</b>	<b>259</b>	<b>398</b>
Leased Occupancy %	100.00%	97.50%	98.89%	99.61%	99.62%	89.04%
Total Capacity	672	671	811	891	892	1079
<b>Total Beds Filled</b>	<b>658</b>	<b>685</b>	<b>835</b>	<b>882</b>	<b>889</b>	<b>952</b>
Total Occupancy %	97.92%	102.09%	102.96%	98.99%	99.66%	88.23%
Within 1 Year of High School Graduation	349	396	487	510	449	440
Within 2 Years of High School Graduation	207	213	275	317	363	314
Upperclass/Grad	102	76	73	55	77	198
RA/RPM Reduced Rent	28	29	27	32	32	36
Community Coordinator Free Rent		1				
Apartment Manager Free Rent	2	2	1			
Scholarships (Resident of the Year) \$1,000/year	1	1				

# 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. In FY17, we added set up fees to help recoup some labor costs. Due to decreased GAF funding for FY17, we have cut one full time office position, one full time custodial position and decreased our student labor by 50%.

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





## 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 FY12	Actual FY13	Actual FY14	Actual FY15	Actual FY16	Estimated FY17
<b>Revenues</b>						
General Revenue	\$65,000	\$72,562	\$50,813	\$97,307	\$96,784	\$46,000
Facility Support Fee	\$0	\$0	\$0	\$0	\$0	\$0
GAF Revenue - Operations	\$244,205	\$241,526	\$234,804	\$180,771	\$287,041	\$274,417
GAF Revenue - Bond Support	\$811,203	\$893,370	\$946,697	\$1,029,937	\$1,001,479	\$1,061,367
Interest Earnings	\$29,035	\$27,360	\$25,150	\$10,513	\$41,935	\$27,750
Capitalized Interest	\$0	\$0	\$0	\$0	\$0	\$0
BAB Revenue	\$49,505	\$49,165	\$44,451	\$43,833	\$42,854	\$46,528
Other	\$0	\$0	\$0	\$0	\$0	\$0
<b>Total Revenue</b>	<b>\$1,198,948</b>	<b>\$1,283,983</b>	<b>\$1,301,915</b>	<b>\$1,362,361</b>	<b>\$1,470,093</b>	<b>\$1,456,062</b>
<b>Expenditures</b>						
<b>Personal Services</b>						
Full-Time Staff	\$167,521	\$139,926	\$160,460	\$136,628	\$227,430	\$215,346
Student Labor	\$2,801	\$25,238	\$26,820	\$28,184	\$37,041	\$30,170
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>\$170,322</b>	<b>\$165,164</b>	<b>\$187,280</b>	<b>\$164,812</b>	<b>\$264,471</b>	<b>\$245,516</b>
<b>Operating</b>						
Student Support	\$2,207	\$12,021	\$11,765	\$10,998	-\$220	\$0
Facilities and Maintenance	\$100,476	\$116,892	\$135,732	\$21,061	\$6,254	\$25,169
Utilities	\$55,801	\$63,675	\$69,047	\$67,370	\$65,101	\$66,000
Overhead Paid to University	\$0	\$0	\$0	\$0	\$0	\$0
<b>Total Operating</b>	<b>\$158,484</b>	<b>\$192,589</b>	<b>\$216,544</b>	<b>\$99,430</b>	<b>\$71,136</b>	<b>\$91,169</b>
<b>Total Expenditures</b>	<b>\$328,805</b>	<b>\$357,753</b>	<b>\$403,824</b>	<b>\$264,242</b>	<b>\$335,607</b>	<b>\$336,685</b>
<b>Net Revenue Generated</b>	<b>\$807,143</b>	<b>\$926,230</b>	<b>\$898,091</b>	<b>\$1,098,119</b>	<b>\$1,134,486</b>	<b>\$1,119,377</b>
<b>Debt Service</b>	<b>\$505,140</b>	<b>\$548,367</b>	<b>\$549,837</b>	<b>\$545,407</b>	<b>\$546,644</b>	<b>\$545,652</b>
<b>Coverage Ratio</b>	<b>1.72</b>	<b>1.69</b>	<b>1.63</b>	<b>2.01</b>	<b>2.08</b>	<b>2.05</b>
<b>Combined Coverage Ratio</b>	<b>1.86</b>	<b>1.99</b>	<b>1.87</b>	<b>2.70</b>	<b>2.89</b>	<b>2.68</b>

\*Net Revenues from the Bookstore and Food Service are added to 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

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 room 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.





# 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 FY16 was over \$1.9 million. \$219,000 net income was contributed to the University's Auxiliary Services fund. Store revenue was down slightly from an all-time high in FY15. This can be attributed to factors including a smaller freshman class in FY16 as well as increasing competition in the course materials marketplace.

Recent major improvement in the store include entrance renovation, installation of a new cash wrap/customer service counter that is ADA compliant, purchase of new POS cash registers, installation of new flooring, installation of new ceiling and light fixtures, and installation of retail fixtures for the supply and course materials areas. The store strives to have a modern appearance while being very cost conscious 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 located in the upper level of the Surbeck Center Student Union.
- The Rocker Shop was added onto the Surbeck 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 located 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 7:30-4:30 p.m. and Saturday's from 10:30-1 on non-holiday weekends. Summer hours are M-F 7:30-4. The store is also open special hours for campus events such as 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 both the Connect2One and NEBC buying groups.







## Major plans and changes

- Consolidating the retail, office, receiving, and storage areas on the mail level of the Surbeck Center Student Union Building. This improvement is reliant upon the University securing funds for the Surbeck Center addition.
- Purchasing or leasing state of the art printing and binding equipment that would serve the University's 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.
- Evaluating and purchasing 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 unsure. The goal of a modern and seamless in-store shopping experience as well as a more dynamic website and online presence will require investing in modern software upgrades as needed.
- Expanding the store's convenience store operation by renovating the area that currently serves as the store's receiving area once the Surbeck Center addition is in place.

## Bookstore Five-Year History of Revenues and Expenditures and Current Year Projected

South Dakota School of Mines & Technology Rockershop

	Actual FY12	Actual FY13	Actual FY14	Actual FY15	Actual FY16	Estimated FY17
<b>Revenues</b>						
General Revenue	\$1,525,178	\$1,718,361	\$1,922,866	\$2,045,380	\$1,928,050	\$1,876,000
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	\$19,381	\$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>\$1,544,559</b>	<b>\$1,718,361</b>	<b>\$1,922,866</b>	<b>\$2,045,380</b>	<b>\$1,928,050</b>	<b>\$1,876,000</b>
<b>Expenditures</b>						
<b>Personal Services</b>						
Full-Time Staff	\$204,712	\$198,921	\$229,379	\$263,895	\$269,355	\$302,987
Student Labor	\$20,813	\$21,252	\$19,000	\$12,978	\$11,565	\$12,000
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>\$225,526</b>	<b>\$220,172</b>	<b>\$248,379</b>	<b>\$276,873</b>	<b>\$280,920</b>	<b>\$314,987</b>
<b>Operating</b>						
Student Support	\$1,149,638	\$1,314,801	\$1,511,028	\$1,524,757	\$1,414,761	\$1,394,679
Facilities and Maintenance	\$38,118	\$28,665	\$30,931	\$40,993	\$5,031	\$8,000
Utilities	\$7,866	\$7,588	\$8,071	\$8,886	\$7,922	\$10,000
Overhead Paid to University	\$0	\$0	\$0	\$0	\$0	\$0
<b>Total Operating</b>	<b>\$1,195,621</b>	<b>\$1,351,054</b>	<b>\$1,550,029</b>	<b>\$1,574,636</b>	<b>\$1,427,714</b>	<b>\$1,412,679</b>
<b>Total Expenditures</b>	<b>\$1,421,147</b>	<b>\$1,571,226</b>	<b>\$1,798,408</b>	<b>\$1,851,509</b>	<b>\$1,708,633</b>	<b>\$1,727,666</b>
<b>Net Revenue Generated</b>	<b>\$123,412</b>	<b>\$147,135</b>	<b>\$124,457</b>	<b>\$193,871</b>	<b>\$219,417</b>	<b>\$148,334</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.

# DINING

## Narrative overview of past year and improvements over last five years

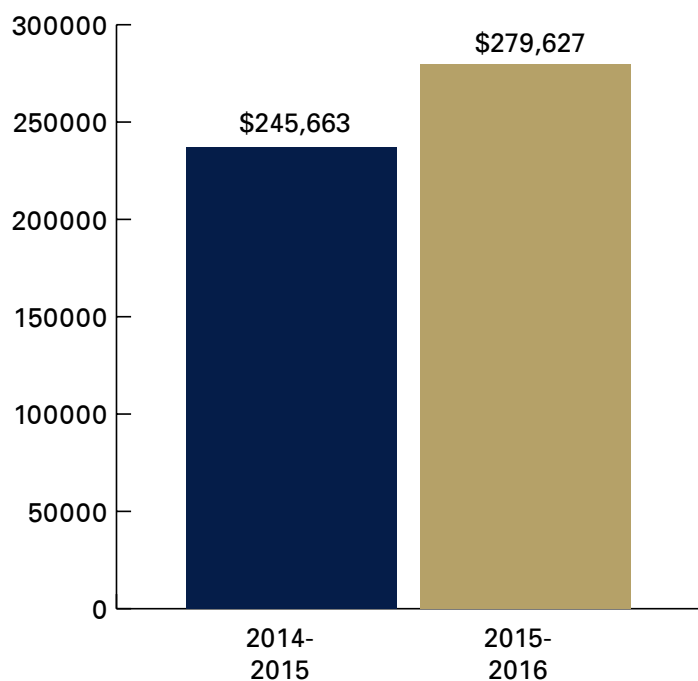
There have been several projects that were customer driven in the Dining operations (Mines Dining) at the South Dakota School of Mines & Technology (SD Mines) in the last five years. These projects range from minimal day-to-day operation changes, to major renovations and additions.

### Current Year:

- Created “Limited Time Offers” in the Hardrock Café to give a variety to the menu
- Implemented customer-facing Waste Minimization signage
- Introduced Eco Ground coffee to catering
- @hearmearmark was implemented to give voice to the consumer

### Previous Five years:

- 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.



### Einsteins Customer Counts:

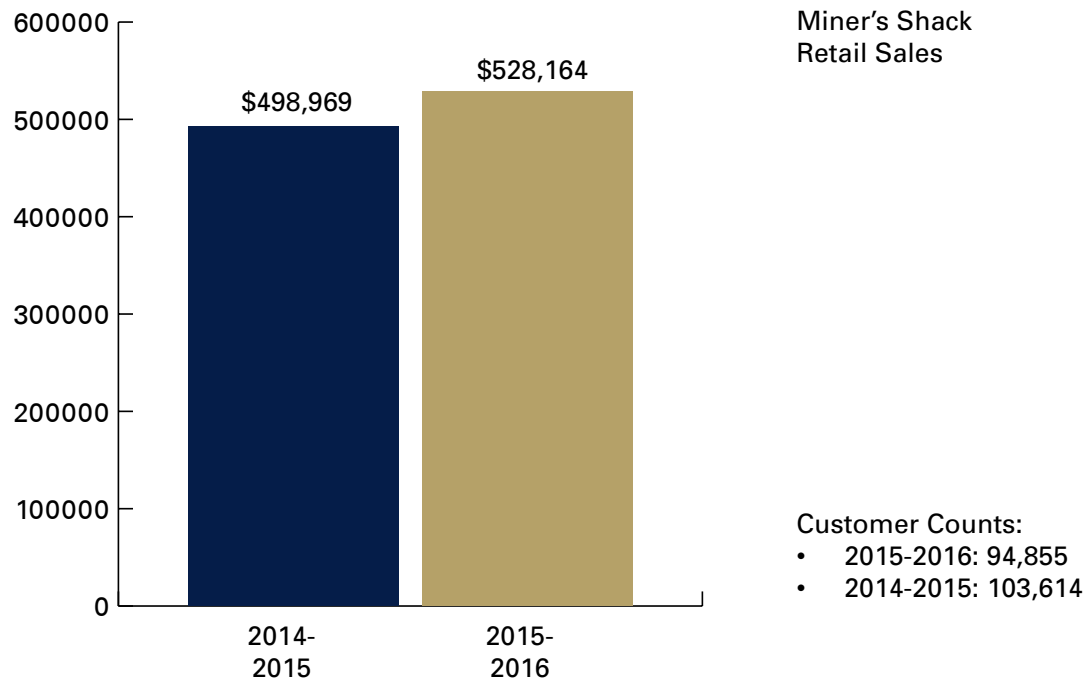
- 2015-2016: 45,278
- 2014-2015: 33,792

### Percentage of Funds 2015-2016:

- 65% Meal Plan
- 35% Cash, Credit, Grubby Gold



- The renovating of the Miner's Shack in 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. The store was originally planned to be implemented in the Java City space in the Classroom Building once Einstein Bros Bagels was completed, but after careful consideration of the expense needed to make the space ready for multiple pieces of equipment, SD Mines worked with Aramark to implement the convenience store within the Miner's Shack retail location. The integrated store was completed in Spring 2015 and continues to provide a variety of options for the campus community to grab quick snacks for class or studying, or full meal options to take on the go or make in their dorm room.



- Beginning 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 and Grubby Gold for students, faculty and staff.



- 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 has now become a major point of interest during every campus tour and a great example of the Student Association understanding a universal desire and going through the process to bring the project to fruition.
- Starting the Fall 2013, Continuous Dining was introduced in the Hardrocker Café. This provided hours of service from 7am 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.
- 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.
- 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.

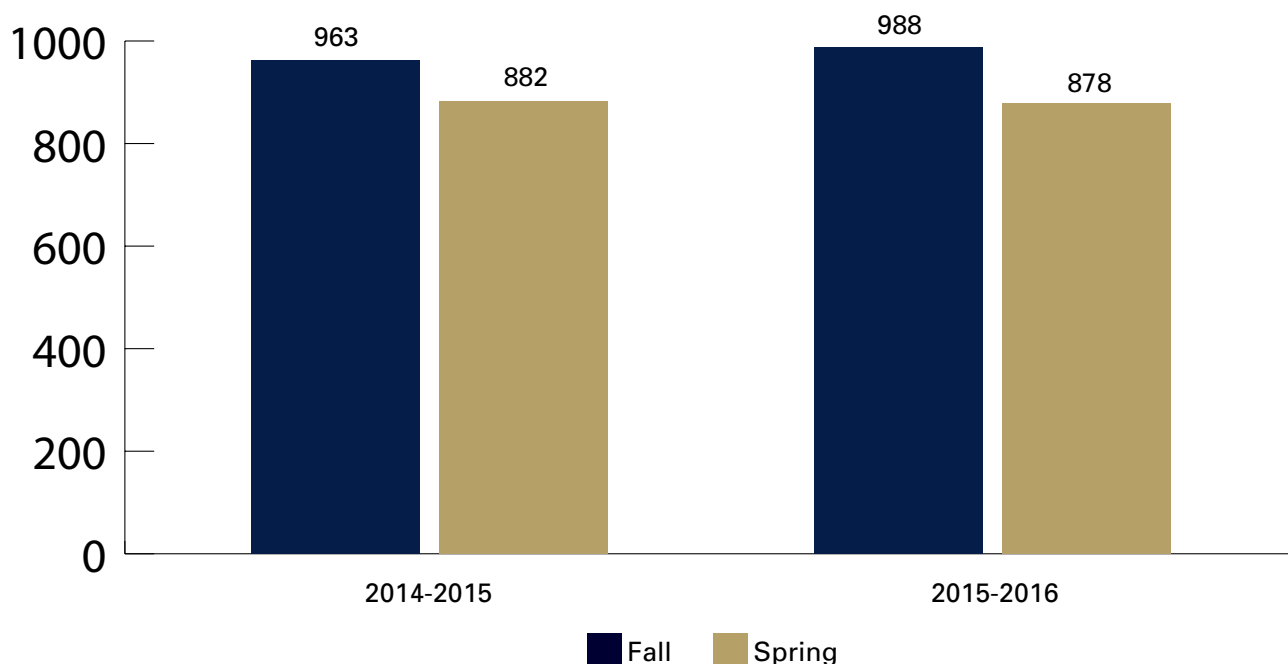


## Summary of facilities and operations

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 changes 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.

Meal Plan Sales



**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 Einstein Bros Bagels Grab and Go Program, as well as, an in-house grab and go program featured on our "Better for You" station, which includes 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 typically features a value deal combo, and also new products.

**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.

**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. We adjust the menu each season to provide new offerings.





**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 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. Mine’s 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 also have an employee engagement program that focuses on customer service to empower all of our staff to create a welcoming experience for our guests. 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.

**Health and wellness** continues to be a focus and promoted every year adjusting to trends. There is a Healthy for Life station within Hardrocker Café that provides educational materials. The menu and nutrition information is found online, at the stations and even at the fingertips of the customers when using the Campusdish app. There are additional promotions that are featured during different times of the year including “Take Your Health to Heart” and “Apple A Day”. 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.

## Dining Five-Year History of Revenues and Expenditures and Current Year Projected

South Dakota School of Mines & Technology Dining Services

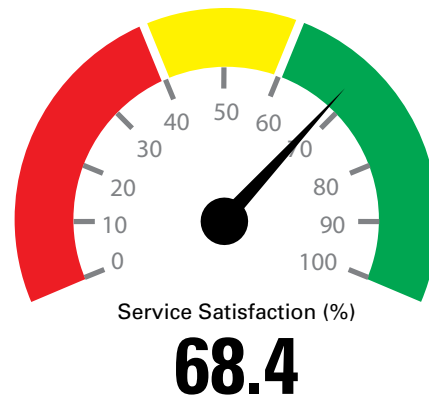
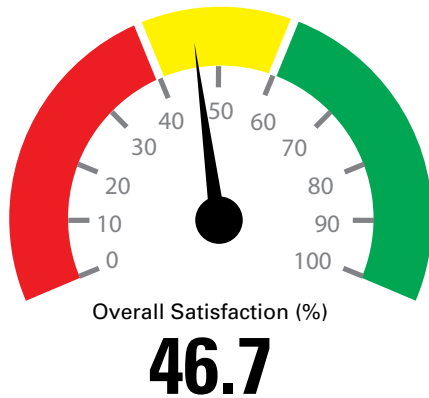
	Actual FY12	Actual FY13	Actual FY14	Actual FY15	Actual FY16	Estimated FY17
<b>Revenues</b>						
General Revenue	\$1,696,855	\$1,931,812	\$2,184,123	\$2,646,818	\$2,538,615	\$2,650,601
Facility Support Fee	\$0	\$0	\$0	\$0	\$73,187	\$73,187
GAF Revenue - Operations	\$0	\$0	\$0	\$0	\$0	\$0
GAF Revenue - Bond Support	\$0	\$7,262	\$0	\$0	\$0	\$0
Interest Earnings	\$2,587	\$1,134	\$730	\$5,166	\$758	\$0
Capitalized Interest	\$0	\$0	\$0	\$0	\$0	\$0
BAB Revenue	\$0	\$0	\$0	\$0	\$0	\$0
Other	\$0	\$0	\$0	\$0	\$116,500	\$119,813
<b>Total Revenue</b>	<b>\$1,699,442</b>	<b>\$1,940,208</b>	<b>\$2,184,853</b>	<b>\$2,651,984</b>	<b>\$2,729,060</b>	<b>\$2,843,601</b>
<b>Expenditures</b>						
<b>Personal Services</b>						
Full-Time Staff	\$5,138	\$776	\$5,411	\$6,189	\$13,143	\$13,143
Student Labor	\$0	\$0	\$0	\$0	\$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>\$5,138</b>	<b>\$776</b>	<b>\$5,411</b>	<b>\$6,189</b>	<b>\$13,143</b>	<b>\$13,143</b>
<b>Operating</b>						
Student Support	\$1,618,582	\$1,836,636	\$2,075,441	\$2,360,622	\$2,423,889	\$2,542,168
Facilities and Maintenance	\$16,570	\$17,428	\$36,681	\$37,547	\$13,317	\$25,000
Utilities	\$49,021	\$69,230	\$59,419	\$69,304	\$65,594	\$70,000
Overhead Paid to University	\$0	\$0	\$0	\$0	\$0	\$0
<b>Total Operating</b>	<b>\$1,684,173</b>	<b>\$1,923,294</b>	<b>\$2,171,541</b>	<b>\$2,467,473</b>	<b>\$2,502,800</b>	<b>\$2,637,168</b>
<b>Total Expenditures</b>	<b>\$1,689,311</b>	<b>\$1,924,070</b>	<b>\$2,176,952</b>	<b>\$2,473,662</b>	<b>\$2,515,943</b>	<b>\$2,650,311</b>
<b>Net Revenue Generated</b>	<b>\$10,131</b>	<b>\$16,138</b>	<b>\$7,901</b>	<b>\$178,322</b>	<b>\$226,260</b>	<b>\$193,290</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.

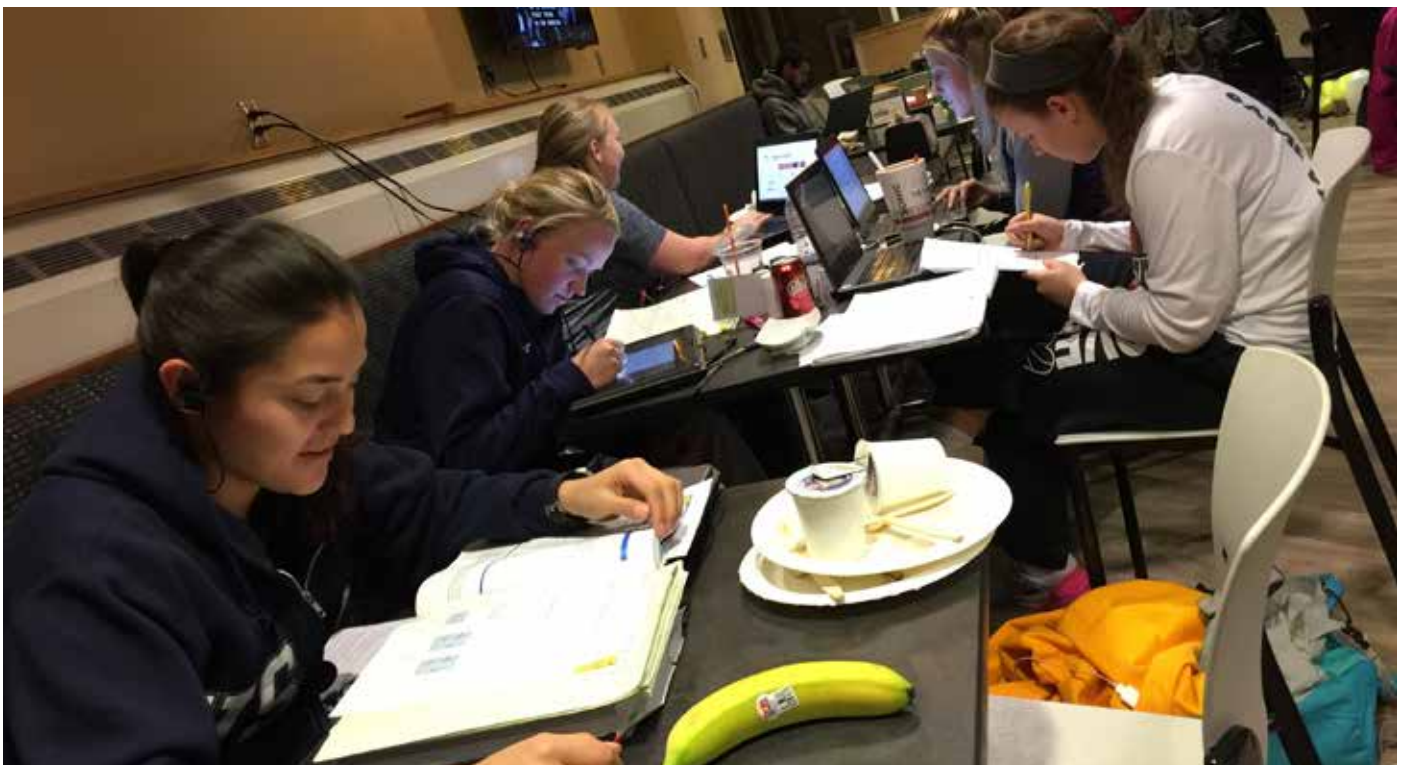
## Major plans and changes

The focus for the future in operation is to continue to 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 '16 Survey Results:



The main major plan for the future 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 utilized 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 brand-new 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 new 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 out 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.





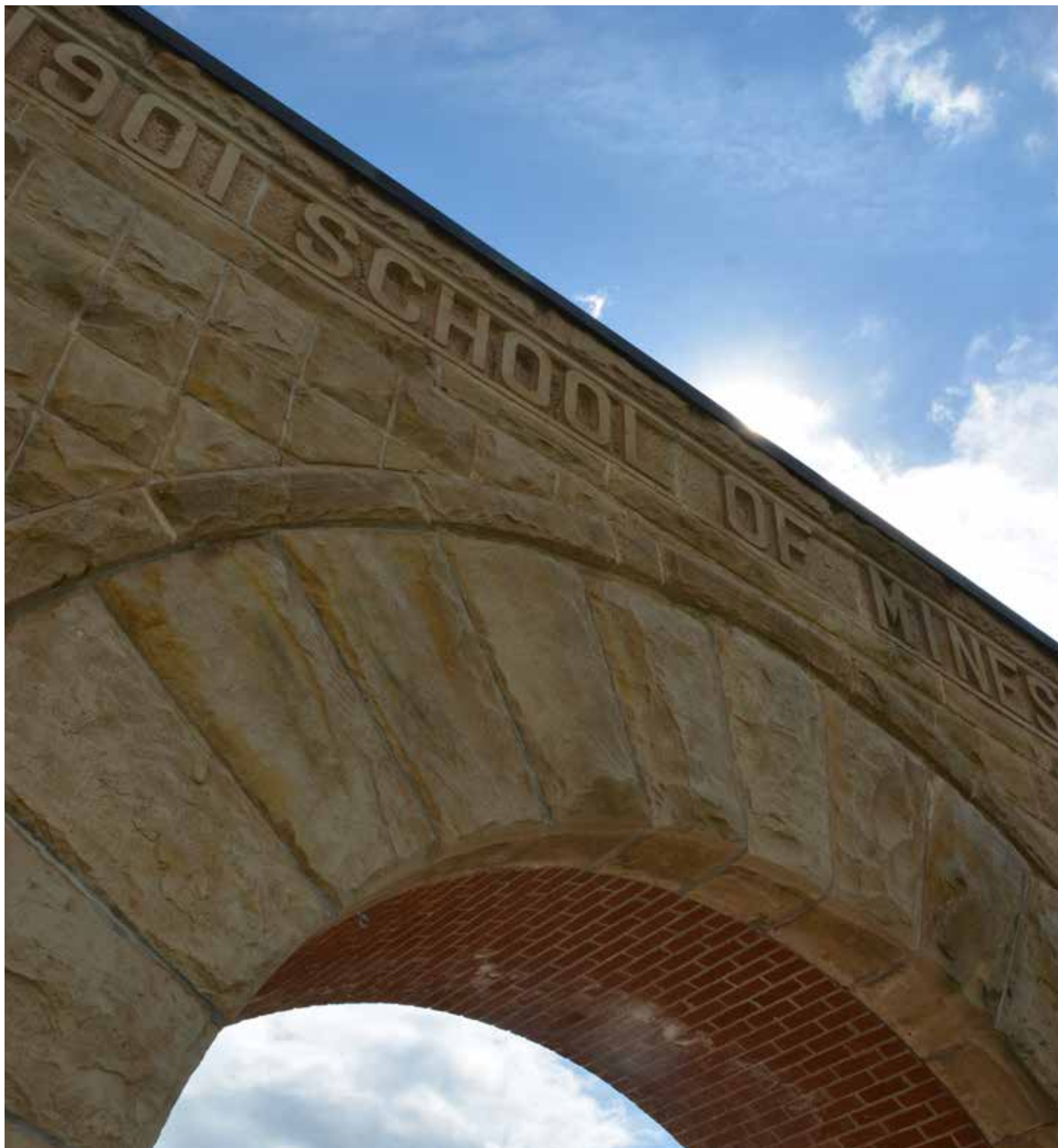
## Wellness Center Five-Year History of Revenues and Expenditures and Current Year Projected

South Dakota School of Mines & Technology Wellness Center

	Actual FY12	Actual FY13	Actual FY14	Actual FY15	Actual FY16	Estimated FY17
<b>Revenues</b>						
General Revenue	\$0	\$0	\$0	\$0	\$0	\$0
Facility Support Fee	\$0	\$0	\$0	\$0	\$0	\$0
GAF Revenue - Operations	\$244,205	\$0	\$64,597	\$0	\$199,794	\$199,597
GAF Revenue - Bond Support	\$0	\$0	\$557,013	\$625,073	\$539,036	\$539,036
Interest Earnings	\$0	\$0	\$0	\$5,487	\$12,488	\$12,488
Capitalized Interest	\$0	\$0	\$70,765	\$155,338	\$0	\$0
BAB Revenue	\$0	\$0	\$0	\$0	\$0	\$0
Other	\$0	\$0	\$0	\$9,650	\$0	\$0
<b>Total Revenue</b>	<b>\$244,205</b>	<b>\$0</b>	<b>\$692,375</b>	<b>\$795,548</b>	<b>\$751,318</b>	<b>\$751,121</b>
<b>Expenditures</b>						
<b>Personal Services</b>						
Full-Time Staff	\$0	\$0	\$0	\$17,223	\$90,536	\$93,252
Student Labor	\$0	\$0	\$0	\$0	\$26,109	\$26,892
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>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$17,223</b>	<b>\$116,645</b>	<b>\$120,144</b>
<b>Operating</b>						
Student Support	\$0	\$0	\$0	\$20,308	\$29,011	\$49,503
Facilities and Maintenance	\$0	\$0	\$64,597	\$1,350	\$9,783	\$10,000
Utilities	\$0	\$0	\$0	\$83	\$11,075	\$12,000
Overhead Paid to University	\$0	\$0	\$0	\$0	\$0	\$20,000
<b>Total Operating</b>	<b>\$0</b>	<b>\$0</b>	<b>\$64,597</b>	<b>\$21,741</b>	<b>\$49,869</b>	<b>\$91,503</b>
<b>Total Expenditures</b>	<b>\$0</b>	<b>\$0</b>	<b>\$64,597</b>	<b>\$38,964</b>	<b>\$166,514</b>	<b>\$211,647</b>
<b>Net Revenue Generated</b>	<b>\$244,205</b>	<b>\$0</b>	<b>\$627,778</b>	<b>\$756,584</b>	<b>\$584,804</b>	<b>\$539,474</b>
<b>Debt Service</b>	<b>\$0</b>	<b>\$0</b>	<b>\$70,764</b>	<b>\$465,920</b>	<b>\$466,025</b>	<b>\$464,624</b>
<b>Coverage Ratio*</b>	<b>0.00</b>	<b>0.00</b>	<b>8.87</b>	<b>1.62</b>	<b>1.25</b>	<b>1.16</b>

## Major plans and changes

Our current, main focus is to continue to diversify and develop our group and alternative fitness classes on campus. Due to the fact that 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.







# 2016 NORTHERN STATE UNIVERSITY AUXILIARY SERVICES REPORT



NORTHERN.EDU





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# EXECUTIVE SUMMARY

*NSU auxiliary system provides academic support, access to services, a safe place to call home*

The goal of the Northern State University auxiliary system is to provide students with convenient access to services that will support their academic experience while also meeting their basic needs, providing them with a comfortable, safe place to call home. Northern's auxiliary system includes six residence halls, the NSU Student Center, the Wolf Shoppe (campus bookstore) and dining services provided by Aramark.

While the revenue system has remained strong financially and the buildings are in excellent condition, there are challenges to address including residence hall occupancy, meal plan participation and changes in the demand for textbooks.

Our staff understand how critical it is to provide desirable, affordable housing options; dining services that provide good nutrition and ample choices; a campus bookstore that is neat, organized and sells not only necessary classroom materials but fun clothing and other logo items; and last, but not least, a “hang-out” and meeting space for students in an attractive, comfortable student center.

To meet these challenges, the campus needs to be very thoughtful when designing spaces, developing programs, and scheduling events and activities. The world changes quickly. The University's auxiliary system needs to position itself for the future if we are to continue to attract students and provide an engaging campus community.



## EXECUTIVE SUMMARY

### Auxiliary System Revenue and Expense Statement Fiscal Year 2016

	Residence Halls	Student Union	Food Service	Bookstore	Total
<b>Revenue</b>					
General Revenue	\$2,111,229	\$1,691	\$1,890,005	\$1,168,581	\$5,171,506
GAF Revenue - Operations	\$0	\$249,916	\$0	\$0	\$249,916
GAF Revenue - Bond Support	\$0	\$465,000	\$0	\$0	\$465,000
Interest Earnings	\$48,541	\$0	\$0	\$3,781	\$52,322
BAB Revenue	\$22,504	\$0	\$0	\$0	\$22,504
Other Revenue - Bond Support	\$0	\$0	\$150,000	\$0	\$150,000
<b>Total Revenue</b>	<b>\$2,182,274</b>	<b>\$716,607</b>	<b>\$2,040,005</b>	<b>\$1,172,362</b>	<b>\$6,111,248</b>
<b>Expenditures</b>					
<b>Personal Services</b>					
Full Time Staff	\$280,968	\$26,482	\$43,219	\$248,074	\$598,743
Student Labor	\$1,287	\$13,663	\$0	\$5,452	\$20,402
Facilities and Maintenance	\$377,356	\$118,237	\$0	\$0	\$495,593
<b>Operating</b>					
Student Support	\$261,613	\$5,410	\$1,735,246	\$868,211	\$2,870,480
Facilities and Maintenance	\$168,655	\$36,736	\$26,578	\$725	\$232,694
Utilities	\$167,779	\$94,332	\$0	\$2,926	\$265,037
<b>Total Expenditures</b>	<b>\$1,257,658</b>	<b>\$294,860</b>	<b>\$1,805,043</b>	<b>\$1,125,388</b>	<b>\$4,482,949</b>
<b>Net Revenue Generated</b>	<b>\$924,616</b>	<b>\$421,747</b>	<b>\$234,962</b>	<b>\$46,974</b>	<b>\$1,628,299</b>
<b>Debt Service</b>	<b>\$409,624</b>	<b>\$541,842</b>			<b>\$951,466</b>
<b>Coverage Ratio</b>	<b>2.26</b>	<b>1.30</b>			<b>1.71</b>
<b>Net Income After Debt Service</b>	<b>\$514,992</b>	<b>\$161,841</b>			<b>\$676,833</b>

NOTE: The Student Union coverage ratio is calculated by combining the net revenue from the Student Union, Food Service and Bookstore and dividing by the Student Union debt service.

## EXECUTIVE SUMMARY

### NSU Auxiliary System Five-Year History of Revenues and Expenditures and Current Year Projected

	2012	2013	2014	2015	2016	Estimated 2017
<b>Revenue</b>						
General Revenue	\$5,401,905	\$5,311,585	\$5,655,428	\$5,602,438	\$5,171,506	\$5,334,218
GAF Revenue - Operations	\$189,859	\$196,125	\$183,060	\$217,316	\$249,916	\$250,000
GAF Revenue - Bond Support	\$465,000	\$465,000	\$465,000	\$465,000	\$465,000	\$445,000
Interest Earnings	\$118,781	\$134,716	\$68,140	\$43,581	\$52,322	\$45,000
Capitalized Interest	\$95,380	\$128,084	\$0	\$0	\$0	\$79,817
BAB Revenue	\$26,252	\$25,850	\$23,392	\$23,040	\$22,504	\$21,458
Other Revenue - Bond Support	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000
<b>Total Revenue</b>	<b>\$6,447,177</b>	<b>\$6,411,360</b>	<b>\$6,545,020</b>	<b>\$6,501,375</b>	<b>\$6,111,248</b>	<b>\$6,325,493</b>
<b>Expenditures</b>						
<b>Personal Services</b>						
Full Time Staff	\$648,767	\$617,190	\$631,587	\$612,214	\$598,743	\$609,512
Student Labor	\$24,048	\$42,900	\$33,383	\$19,418	\$20,402	\$20,756
Facilities and Maintenance	\$406,461	\$447,695	\$475,100	\$485,162	\$495,593	\$505,505
<b>Operating</b>						
Student Support	\$3,099,158	\$3,139,752	\$3,367,820	\$3,180,234	\$2,870,480	\$2,970,397
Facilities and Maintenance	\$248,642	\$195,172	\$227,558	\$243,799	\$232,694	\$238,125
Utilities	\$238,171	\$245,828	\$307,574	\$314,051	\$265,037	\$270,309
Overhead Paid to University	\$0	\$0	\$0	\$0	\$0	\$0
<b>Total Expenditures</b>	<b>\$4,665,247</b>	<b>\$4,688,537</b>	<b>\$5,043,022</b>	<b>\$4,854,878</b>	<b>\$4,482,949</b>	<b>\$4,614,604</b>
<b>Net Revenue Generated</b>	<b>\$1,781,930</b>	<b>\$1,722,823</b>	<b>\$1,501,998</b>	<b>\$1,646,497</b>	<b>\$1,628,299</b>	<b>\$1,710,889</b>
<b>Debt Service</b>	<b>\$737,656</b>	<b>\$1,048,995</b>	<b>\$1,044,798</b>	<b>\$954,524</b>	<b>\$951,466</b>	<b>\$1,027,967</b>
<b>Coverage Ratio</b>	<b>2.42</b>	<b>1.64</b>	<b>1.44</b>	<b>1.72</b>	<b>1.71</b>	<b>1.66</b>
<b>Net Income After Debt Service</b>	<b>\$1,044,274</b>	<b>\$673,828</b>	<b>\$457,200</b>	<b>\$691,973</b>	<b>\$676,833</b>	<b>\$682,922</b>



# HOUSING SYSTEM

*Three new halls will enhance the student experience*

Residence hall occupancy rates at NSU have decreased in recent years, due to a decline in the number of both international students and traditional students. Older housing options are less attractive to prospective students and can make recruitment challenging.

In an effort to reverse this downward trend, NSU is aggressively pursuing international students to attend Northern as both matriculated and exchange students. New strategies have been implemented to recruit students not only regionally but nationally as well, and as a result, an increase in the number of students living on campus is anticipated in the future. The residence hall projects in progress on campus will provide a great incentive for students to live on campus.

## **WOLVES MEMORIAL SUITES**

Wolves Memorial Suites, on schedule to open in fall 2017, will house 144 students in furnished suites and semi-suites. The air-conditioned facility will include a community kitchen, lounge space and laundry facilities on each of the three floors. A conference room, office and an apartment for the hall director will be located on the main floor. Wireless access to the campus network will be provided throughout the facility. Total project cost of \$7,350,000 will be funded through \$7 million of revenue bonds, issued in December 2016, and up to \$350,000 from NSU auxiliary system reserve funds.

## **TWO ADDITIONAL HALLS**

The construction of two more residence halls will begin early in 2017 and provide 299 new beds by fall 2018. The total project cost of \$22,886,000 is made possible by a private gift of \$22,725,000.





## HOUSING SYSTEM

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One of the halls will provide a “pod” style design, with eight to 10 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 currently sits, 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 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.

### HALL AMENITIES

The first floor of each building will include a lounge, game room, meeting room and office space. Laundry facilities,

smaller lounges and study areas will be included on each floor. 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 will be demolished in summer 2017 and Jerde Hall will be demolished in summer 2018.

## HOUSING SYSTEM

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### 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 81 coed residents



#### JERDE HALL

- Year Built: 1968
- Traditional rooms
- Community bathrooms
- No air conditioning
- Community lobby space on each floor
- Accommodates 352 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 87 residents



## HOUSING SYSTEM

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### EXISTING RESIDENCE HALL FACILITIES



#### LINDBERG HALL

- Year Built: 1954
- Traditional rooms
- Community bathrooms
- No air conditioning
- Community area on each floor
- Honors Hall
- Accommodates 64 coed residents
- Scheduled for demolition in 2017



#### 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 65 coed residents

## HOUSING SYSTEM

### 5 Year History of Residence Hall Utilization

	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
<b>Actual Fall Census Totals</b>	838	764	681	634	606
<b>Designed Capacity</b>	862	834	824	824	826
<b>Utilization</b>	97.2%	91.6%	82.6%	76.9%	73.4%

### Fall 2016 Capacity and Utilization by Hall

Name of Building	Capacity	Occupancy	Utilization
Briscoe Hall	81	62	76.5%
Jerde Hall	353	230	65.2%
Kramer Hall	88	79	89.8%
Lindberg Hall	64	42	65.6%
McArthur-Welsh Hall	174	132	75.9%
Steele Hall	66	61	92.4%
<b>Total Capacity</b>	<b>826</b>	<b>606</b>	<b>73.4%</b>

### Fall 2016 Residence Hall Population Breakdown by Student Classification

#### Required by Policy

Freshman	311
Sophomore	99
<b>Total</b>	<b>410</b>

#### Not Required by Policy

Freshman	10
Sophomore	17
Junior	58
Senior	40
Non-Deg Seeking	71
<b>Undergraduate Total</b>	<b>196</b>

<b>Total Fall 2016 Occupancy</b>	<b>606</b>
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### Students Counted in Utilization at Zero or Reduced Cost

Resident Assistants	33
Graduate Assistants	1
Residence Hall Directors	1
TRIO Mentors	4
Housing Scholarship Students	24

## HOUSING SYSTEM

### RESIDENCE HALLS STATEMENT OF REVENUES AND EXPENSES

	Actual FY12	Actual FY13	Actual FY14	Actual FY15	Actual FY16	Estimated FY17
<b>Revenues</b>						
General Revenue	\$2,115,915	\$2,075,334	\$2,258,700	\$2,266,114	\$2,111,229	\$2,175,427
Interest Earnings	\$106,592	\$30,240	\$14,204	\$40,180	\$48,541	\$41,850
Capitalized Interest	\$0	\$0	\$0	\$0	\$0	\$79,817
BAB Revenue	\$26,252	\$25,850	\$23,392	\$23,040	\$22,504	\$21,458
<b>Total Revenue</b>	<b>\$2,248,759</b>	<b>\$2,131,424</b>	<b>\$2,296,296</b>	<b>\$2,329,334</b>	<b>\$2,182,274</b>	<b>\$2,318,552</b>
<b>Expenditures</b>						
<b>Personal Services</b>						
Full-Time Staff	\$301,720	\$266,962	\$266,359	\$269,441	\$280,968	\$286,587
Student Labor	\$9,445	\$27,373	\$17,732	\$1,457	\$1,287	\$1,313
Facilities and Maintenance	\$333,537	\$344,301	\$369,994	\$381,237	\$377,356	\$384,903
<b>Total Personal Services</b>	<b>\$644,702</b>	<b>\$638,636</b>	<b>\$654,085</b>	<b>\$652,135</b>	<b>\$659,611</b>	<b>\$672,803</b>
<b>Operating</b>						
Student Support	\$257,429	\$287,744	\$450,421	\$294,858	\$261,613	\$266,845
Facilities and Maintenance	\$236,421	\$153,268	\$167,454	\$174,653	\$168,655	\$172,028
Utilities	\$201,031	\$186,146	\$233,919	\$194,403	\$167,779	\$171,135
<b>Total Operating</b>	<b>\$694,881</b>	<b>\$627,158</b>	<b>\$851,794</b>	<b>\$663,914</b>	<b>\$598,047</b>	<b>\$610,008</b>
<b>Total Expenditures</b>	<b>\$1,339,583</b>	<b>\$1,265,794</b>	<b>\$1,505,879</b>	<b>\$1,316,049</b>	<b>\$1,257,658</b>	<b>\$1,282,811</b>
<b>Net Revenue Generated</b>	<b>\$909,176</b>	<b>\$865,630</b>	<b>\$790,417</b>	<b>\$1,013,285</b>	<b>\$924,616</b>	<b>\$1,035,741</b>

## FACILITY UPDATES

FY17 Planned		
Briscoe Hall	Replace Roof	\$70,000
Briscoe Hall	Fire Alarm Replacement	\$90,000

FY16 Completed Projects		
Jerde Hall	Maintenance/Furniture	\$21,277
Kramer Hall	Replace Roof	\$93,088
Steele Hall	Replace Water Line	\$10,776
Lindberg Hall	Replace Roof	\$72,558

FY15 Completed Projects		
Briscoe Hall	Boilers/Electrical	\$265,830
Jerde Hall	High-efficiency boilers	\$341,311
Kramer Hall	Roof Repair	\$12,390
McWelsh Hall	Maintenance	\$2,000
Lindberg Hall	Transformer	\$92,509

FY14 Completed Projects		
Briscoe Hall	Carpet/Furniture	\$52,023
Jerde Hall	Maintenance	\$18,097
Kramer Hall	Maintenance	\$4,320
McWelsh Hall	Maintenance/Furniture	\$42,764
Steele Hall	Carpet/Maintenance	\$26,888
Lindberg Hall	Transformer	\$7,137

FY13 Completed Projects		
Jerde Hall	Metering/Furniture	\$200,135
Kramer Hall	Maintenance/Furniture	\$21,615
McWelsh Hall	Metering/Maintenance	\$39,513
Steele Hall	Replace Carpet	\$8,700

FY12 Completed Projects		
Briscoe Hall	Painting	\$12,451
Jerde Hall	Furniture	\$116,826
McWelsh Hall	Maintenance	\$36,102
Steele Hall	Replace Carpet	\$14,965



# STUDENT CENTER

*Facility serves as hub of activity and student services*

With warm fireplaces and welcoming offices, the NSU Student Center serves as a hub of activity, entertainment and services for our students. Inside the Student Center, you will find campus dining facilities, the NSU Wolf Shoppe (book, supply and clothing store), Einstein Bros. Bagels, the Admissions Office, NSU Post Office, the health and counseling centers, veterans' lounge and much more. A \$6.1 million expansion and renovation of the space was completed in August 2012. The original Student Center encompassed approximately 32,934 square feet. An additional 10,872 square feet of new space was added by extending the second level farther to the west above the existing first floor.

## **EVENT CENTER FOR NUMEROUS GROUPS**

The Student Center 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 placed on the space. The Student Center is the main gathering place for visit days hosted by NSU Admissions, providing a first glimpse of Northern's bustling campus to prospective students.

Throughout the 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 Mocktails to educate students about alcohol use. The annual student pancake feed is a popular event held each year during finals week that draws a crowd to the facility. Campus departments including the Foundation,



## STUDENT CENTER

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 including the South Dakota Department of Education, Wells Fargo, South Dakota Board of Regents, Boys State and Youth Leadership Forum use the facility for events such as meetings, staff trainings, information tables and summer conferences. The Aberdeen Area Chamber of Commerce hosts Cracker Barrels during legislative sessions. Additional events held in the facility include Rushmore Music Camp, TRIO's Cookies and Canvas, and employee health screenings.

### VIBRANT, ACTIVE FACILITY

This is only a snapshot of the groups and type of events held in the Student Center that make the campus a vibrant and active place to be throughout the year. No major changes are planned for events hosted in the facility or to the building itself. Small improvements that would assist events include the addition of directional signs; installing a swipe card reader on one of the entryways to assist summer staff with improved management of building access; and the upgrade to R25 Live, which is eagerly anticipated in the hopes it will simplify and streamline the room reservation process, thus improving user satisfaction.

### Student Union Statement of Revenues and Expenses

	Actual FY12	Actual FY13	Actual FY14	Actual FY15	Actual FY16	Estimated FY17
<b>Revenues</b>						
General Revenue	\$4,517	\$2,004	\$6,888	\$2,178	\$1,691	\$2,000
GAF Revenue - Operations	\$189,859	\$196,125	\$183,060	\$217,316	\$249,916	\$250,000
GAF Revenue - Bond Support	\$465,000	\$465,000	\$465,000	\$465,000	\$465,000	\$445,000
Interest Earnings	\$0	\$93,643	\$48,511	\$0	\$0	\$0
Capitalized Interest	\$95,380	\$128,084	\$0	\$0	\$0	\$0
<b>Total Revenue</b>	<b>\$754,756</b>	<b>\$884,856</b>	<b>\$703,459</b>	<b>\$684,494</b>	<b>\$716,607</b>	<b>\$697,000</b>
<b>Expenditures</b>						
Personal Services						
Full-Time Staff	\$53,767	\$55,970	\$30,240	\$27,580	\$26,482	\$27,012
Student Labor	\$9,331	\$9,824	\$10,908	\$13,375	\$13,663	\$13,936
Facilities and Maintenance	\$72,924	\$103,394	\$105,106	\$103,925	\$118,237	\$120,602
<b>Total Personal Services</b>	<b>\$136,022</b>	<b>\$169,188</b>	<b>\$146,254</b>	<b>\$144,880</b>	<b>\$158,382</b>	<b>\$161,550</b>
Operating						
Student Support	\$13,032	\$26,318	\$4,945	\$35,609	\$5,410	\$5,518
Facilities and Maintenance	\$10,934	\$32,084	\$35,392	\$32,841	\$36,736	\$37,471
Utilities	\$34,876	\$56,352	\$70,951	\$116,767	\$94,332	\$96,219
<b>Total Operating</b>	<b>\$58,842</b>	<b>\$114,754</b>	<b>\$111,288</b>	<b>\$185,217</b>	<b>\$136,478</b>	<b>\$139,208</b>
<b>Total Expenditures</b>	<b>\$194,864</b>	<b>\$283,942</b>	<b>\$257,542</b>	<b>\$330,097</b>	<b>\$294,860</b>	<b>\$300,758</b>
<b>Net Revenue Generated</b>	<b>\$559,892</b>	<b>\$600,914</b>	<b>\$445,917</b>	<b>\$354,397</b>	<b>\$421,747</b>	<b>\$396,242</b>



# WOLF SHOPPE

*NSU's bookstore supports education, promotes pride*



The NSU Wolf Shoppe strives to provide a merchandise mix that meets the educational needs of the Northern community and promotes a sense of pride in the institution. The mission is supported in numerous ways:

- Students are given textbook purchase and sell-back options, allowing them financial savings as well as alternative learning methods.
- Professors are provided support and information to assist them in their textbook decision-making process.
- Departments are offered discounts on purchases to assist them in their activities supporting students.
- Students, faculty and staff receive discounts on software every day.
- Special order requests for supplies, books and clothing from students, faculty, staff and the Aberdeen community at large are filled on a continual basis.
- The Wolf Shoppe serves the textbook and supply needs of vocational rehabilitation students, veterans and other agency programs, allowing students to charge purchases.
- Regular sales on clothing, giftware and trade books are offered to the campus community and the Aberdeen community at large.
- Store hours have been expanded to include Saturdays—and customers may shop 24-7 on the Wolf Shoppe website.
- Donations are regularly provided for campus and community events. Also, donations are collected for organizations in the Aberdeen community in need of assistance.
- The Wolf Shoppe provides books and sales assistance for special author events on campus and in the Aberdeen community at large.
- Financial support is provided for areas of campus that directly impact the student experience (e.g., NSU Post Office, NSU Student Center)
- UPS shipping services are provided for the entire campus community.



## WOLF SHOPPE

### SUCCESSFUL RENTAL PROGRAM

While the NSU Wolf Shoppe fulfills a valuable service component on campus, this effort is not without challenges, including increased competition from online vendors and limited store square footage. In order to meet these challenges, the Wolf Shoppe instituted an aggressive textbook rental program in 2011.

Today, over 60 percent of titles in the bookstore are rentable, saving students 30-50 percent off the regular purchase price. On average, 45 percent of our full-time students rent from the Wolf Shoppe each semester. The rate of students who don't return their books at the end of the semester is less than 5 percent. The textbook rental program at NSU has been hugely successful.

The Wolf Shoppe uses print and social media to promote clothing and giftware items. In addition, the Wolf Shoppe has regular sales promotions and offers discount coupons to visitors, incoming freshmen, graduates and staff. The Wolf Shoppe carries exclusive, quality imprinted clothing, giftware and supply lines that cannot be found at other entities.

In an effort to control costs, the Wolf Shoppe decreased its staff by one FTE in FY17. Store margins and operating costs are also closely monitored. Store employees recognize the importance of friendly customer service and high quality merchandise when enticing both current and prospective students, their families and other customers to shop in the store. These groups are often given discounts at the Wolf Shoppe, and staff is available to answer questions and offer assistance.

### CHANGES AND CHALLENGES AHEAD

The challenge in the next five years will be to position the Wolf Shoppe to meet the technology needs of students and faculty in the textbook arena. In the next six months, the state will select an e-reader platform, allowing for direct-billing of additional electronic materials. As higher education moves further and further to electronic delivery of instruction and content, the role of the campus bookstore is sure to change along with many other traditional areas of campus.



## WOLF SHOPPE

### Wolf Shoppe Statement of Revenues and Expenses

	Actual FY12	Actual FY13	Actual FY14	Actual FY15	Actual FY16	Estimated FY17
<b>Revenues</b>						
General Revenue	\$1,353,750	\$1,348,343	\$1,179,505	\$1,305,756	\$1,168,581	\$1,180,267
Interest Earnings	\$12,189	\$10,833	\$5,425	\$3,401	\$3,781	\$3,150
<b>Total Revenue</b>	<b>\$1,365,939</b>	<b>\$1,359,176</b>	<b>\$1,184,930</b>	<b>\$1,309,157</b>	<b>\$1,172,362</b>	<b>\$1,183,417</b>
<b>Expenditures</b>						
Personal Services						
Full-Time Staff	\$293,280	\$294,258	\$291,621	\$295,775	\$248,074	\$250,555
Student Labor	\$5,272	\$5,703	\$4,743	\$4,586	\$5,452	\$5,507
Total Personal Services	\$298,552	\$299,961	\$296,364	\$300,361	\$253,526	\$256,062
Operating						
Student Support	\$1,035,640	\$1,051,876	\$899,289	\$993,684	\$868,211	\$876,893
Facilities and Maintenance	\$698	\$299	\$2,136	\$10,943	\$725	\$732
Utilities	\$2,264	\$3,330	\$2,704	\$2,881	\$2,926	\$2,955
Total Operating	\$1,038,602	\$1,055,505	\$904,129	\$1,007,508	\$871,862	\$880,580
<b>Total Expenditures</b>	<b>\$1,337,154</b>	<b>\$1,355,466</b>	<b>\$1,200,493</b>	<b>\$1,307,869</b>	<b>\$1,125,388</b>	<b>\$1,136,642</b>
<b>Net Revenue Generated</b>	<b>\$28,785</b>	<b>\$3,710</b>	<b>-\$15,563</b>	<b>\$1,288</b>	<b>\$46,974</b>	<b>\$46,775</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 student needs. The partnership between Aramark and NSU began in 1979 and was most recently renewed in 2011. Aramark operates one residential location, one retail location, Einstein Bros. Bagels, and one convenience store located 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. Transactions range from 3,000 to 4000 customers a week. 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, which range from a station feature to a full event featuring activities that are coordinated with other campus departments, including Residence Life and Student Activities.

Dining Services also operates catering services exclusively on the NSU campus. Off-campus catering continues to trend upward as we work with the Aberdeen Chamber of Commerce, local businesses and other off-campus organizations to provide services both causal and high-end.

## **WOLVES DEN UPGRADES, ADDITION OF EINSTEIN'S**

There have been several customer-driven projects 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 (with the removal of Java City), 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, located in the Student Center, continues to grow in popularity with students, faculty, staff and community visitors. Its hours of service are adjusted each year to align with the campus population demands.



## DINING SERVICES

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### CUSTOMER FEEDBACK A DRIVING FORCE

The encouragement of customer feedback continues to be a driving force for dining operations. There is an annual comprehensive survey conducted each fall as well as an ongoing instant feedback system, Your Voice Counts, which encourages customers to participate during each visit to a dining location. Results from both survey services, as well as focus groups, assist in making future operational adjustments whether immediate or in the near future.

Health and wellness continues to be a focus and is promoted every year by adjusting to nationwide trends. There is a Healthy for Life station within the NSU Student Center that provides educational materials. Empowering our customers to make better food choices is the goal of an initiative between the American Heart Association and Aramark called Healthy for Life 20 by 20. We are continually working to expand consumer awareness and education programs to empower students and staff to make healthier choices at all of our dining locations.

As we prepare for the National Menu Labeling Law, a federal mandate that launched in December 2016, adherence to our menu recipes ensures consistency, quality and cost while supporting our health and wellness platform.

NSU Dining Services currently employs 13 full-time employees and 48 student part-time workers, 32 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.

### NEW RETAIL POSSIBILITIES

A new convenience store and Papa John's Pizza are included in the plans for one of the new residence hall buildings scheduled to open in the fall of 2018. A newly expanded and branded Provisions on Demand (P.O.D.) convenience store will allow 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 the university.

### 2015-16 MILESTONES

- NSU Dining is focused on continuing to increase student engagement through monthly events and special menu features, or limited time offers such as holiday meals, wing night, Constitution Day, Culturefest activities and biannual late night pancake feeds.
- 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.
- During the 2015-16 academic year, 49 percent of our Your Voice Counts participants provided exceptional service comments. The number of Your Voice Counts survey responses increased by more than 90 percent, compared to the previous academic year.
- Increased promotion of social media platforms, such as Instagram,

## DINING SERVICES

to showcase the on-campus dining experience for our customers and drive high levels of engagement with students, faculty and staff.

- NSU Dining has a 14 percent increase in Dining Styles survey participation with increased scores in affordability, availability of nutrition information, speed of service, welcoming/friendly dining staff and knowledgeable/helpful dining staff.
- Maintained partnership to focus on recruitment, retention, and student success with other university departments and Student Organizations.

• Continue to grow off-campus catering by partnering with local businesses and the Aberdeen Area Chamber of Commerce.

- Implement a student-led food service committee in order to gain constructive feedback and impact positive change to services currently offered.
- Continue to promote sustainability on campus by promoting tray-less dining, conducting sustainability assessments in all locations, and working with on-campus organizations to educate students on environmental sustainability.

## FORWARD LOOK

- Align dining services on the Northern State campus with the construction of new residence halls.

### Dining Services Statement of Revenue and Expenses

	Actual FY12	Actual FY13	Actual FY14	Actual FY15	Actual FY16	Estimated FY17
<b>Revenues</b>						
General Revenue	\$1,927,723	\$1,885,904	\$2,210,335	\$2,028,390	\$1,890,005	\$1,976,524
Other- Bond Support	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000
<b>Total Revenue</b>	<b>\$2,077,723</b>	<b>\$2,035,904</b>	<b>\$2,360,335</b>	<b>\$2,178,390</b>	<b>\$2,040,005</b>	<b>\$2,126,524</b>
<b>Expenditures</b>						
Personal Services						
Full-Time Staff	\$0	\$0	\$43,367	\$19,418	\$43,219	\$45,358
<b>Total Personal Services</b>	<b>\$0</b>	<b>\$0</b>	<b>\$43,367</b>	<b>\$19,418</b>	<b>\$43,219</b>	<b>\$45,358</b>
Operating						
Student Support	\$1,793,057	\$1,773,814	\$2,013,165	\$1,856,083	\$1,735,246	\$1,821,141
Facilities and Maintenance	\$589	\$9,521	\$22,576	\$25,362	\$26,578	\$27,894
<b>Total Operating</b>	<b>\$1,793,646</b>	<b>\$1,783,335</b>	<b>\$2,035,741</b>	<b>\$1,881,445</b>	<b>\$1,761,824</b>	<b>\$1,849,035</b>
<b>Total Expenditures</b>	<b>\$1,793,646</b>	<b>\$1,783,335</b>	<b>\$2,079,108</b>	<b>\$1,900,863</b>	<b>\$1,805,043</b>	<b>\$1,894,393</b>
<b>Net Revenue Generated</b>	<b>\$284,077</b>	<b>\$252,569</b>	<b>\$281,227</b>	<b>\$277,527</b>	<b>\$234,962</b>	<b>\$232,131</b>



northern *State* university

## 2016 AUXILIARY SERVICES REPORT

**NORTHERN.EDU**





# DAKOTA STATE UNIVERSITY

FY16 Auxiliary Business Plan



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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. The excitement on campus is over the construction of “The Courtyard” which is a new residence hall opening for the Fall 2017 semester. This modern facility will significantly improve the room capacity stock as well as provide additional amenities desired by today’s college student. These amenities are referred to later in this document. DSU independently runs the campus bookstore, 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 FY16 was 1.78 for the entire auxiliary system. Breaking down this into Residence Halls and the Student Union, the ratios were 2.19 and 0.98 respectively. The lower ratio for the Student Union in FY16 was due to significant one-time expenses associated with a change in food service vendor. Details of the FY16 financials by area within the auxiliary system are below, followed by a five-year history and FY17 projection of the total system.

### Current year auxiliary system revenue and expense statement

#### Dakota State University Auxiliary System Revenues and Expenses for FY2016

	Residence Halls	Union	Total
<b>Revenue</b>			
Fee & Other Revenue	1,695,500	1,877,635	3,573,135
GAF	0	451,965	451,965
Interest	2,688	0	2,688
<b>Total Revenue</b>	<b>1,698,188</b>	<b>2,329,600</b>	<b>4,027,788</b>
<b>Expenditures</b>			
Personal Services	316,305	187,418	503,724
Operating Expenses	477,804	1,933,327	2,411,130
<b>Total Expenses</b>	<b>794,109</b>	<b>2,120,745</b>	<b>2,914,854</b>
<b>Net Revenue</b>	<b>904,079</b>	<b>208,855</b>	<b>1,112,934</b>
<b>Debt Service</b>	<b>412,328</b>	<b>213,700</b>	<b>626,029</b>
<b>Coverage Ratio</b>	<b>2.19</b>	<b>0.98</b>	<b>1.78</b>

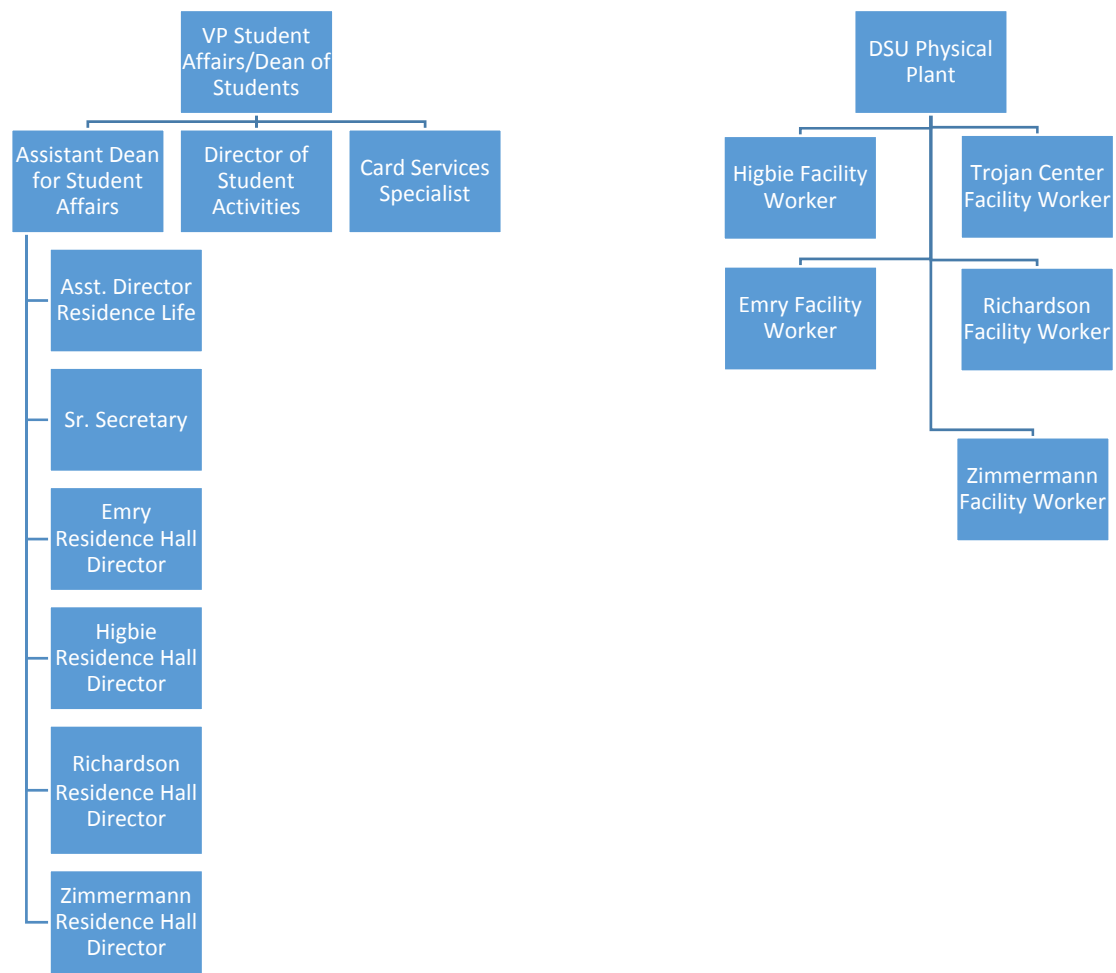
Five-year history and projection for current year

**Dakota State University Auxiliary System History and Projection**

	<b>FY12</b>	<b>FY13</b>	<b>FY14</b>	<b>FY15</b>	<b>FY16</b>	<b>Projected FY17</b>
<b>Revenue</b>						
Fee & Other Revenue	2,989,728	2,982,328	3,326,528	3,313,553	3,573,135	4,003,334
GAF	235,959	251,148	277,522	282,908	451,965	608,625
Interest	9,118	10,295	7,551	5,803	2,688	3,000
<b>Total Revenue</b>	<b>3,234,804</b>	<b>3,243,770</b>	<b>3,611,601</b>	<b>3,602,264</b>	<b>4,027,788</b>	<b>4,614,959</b>
<b>Expenditures</b>						
Personal Services	412,876	449,663	556,209	561,094	503,724	638,705
Operating Expenses	1,735,672	1,921,177	1,905,746	2,073,906	2,411,130	2,514,496
<b>Total Expenses</b>	<b>2,148,549</b>	<b>2,370,840</b>	<b>2,461,955</b>	<b>2,635,000</b>	<b>2,914,854</b>	<b>3,153,201</b>
<b>Net Revenue</b>	<b>1,086,255</b>	<b>872,929</b>	<b>1,149,646</b>	<b>967,263</b>	<b>1,112,934</b>	<b>1,461,758</b>
<b>Debt Service</b>	<b>630,655</b>	<b>633,432</b>	<b>629,878</b>	<b>570,949</b>	<b>626,029</b>	<b>888,381</b>
<b>Coverage Ratio</b>	<b>1.72</b>	<b>1.38</b>	<b>1.83</b>	<b>1.69</b>	<b>1.78</b>	<b>1.65</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 Physical Plant 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 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>	Chiller replacement
<b>Higbie Hall</b>	Mattress replacement
<b>Zimmermann Hall</b>	Laundry relocation
<b>Richardson Hall</b>	Steam valve replacement
<b>Richardson Hall</b>	Heat exchanger replacement

The following charts summarize major improvements to University Housing over the previous four years:

#### Fiscal Year 2016

Facility	Project Name
<b>Richardson Hall</b>	Laundry relocation
<b>Richardson Hall</b>	Common area painting
<b>Richardson Hall</b>	Chiller coil
<b>Zimmermann Hall</b>	New mattresses
<b>8-plex apartments</b>	New mattresses
<b>Higbie Hall</b>	Resident rooms entrance door replacement
<b>Zimmermann Hall</b>	Bottle filler water fountains
<b>Emry Hall</b>	One floor pipe insulation
<b>Emry Hall</b>	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

#### Fiscal Year 2013

Facility	Project Name
Zimmermann Hall	Compressor replacement
Zimmermann Hall	Shower grout repair
Richardson Hall	Expansion tank replacement
8-plex apartments	Window blinds
Zimmermann Hall	University card upgrade
All halls	Laundry machine software upgrade
All halls	Security camera upgrade

### 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
<b>Total Capacity</b>			<b>655</b>

\*Not part of the DSU Auxiliary System but included for informational purposes.

## Housing system revenue and expense statement

### Dakota State University Residence Halls

	FY12	FY13	FY14	FY15	FY16	Projected FY17
<b>Revenue</b>						
Fee & Other Revenue	1,345,533	1,347,784	1,515,534	1,581,949	1,695,500	1,837,498
GAF	-	-	-	-	-	-
Interest	9,118	10,295	7,551	5,803	2,688	3,000
<b>Total Revenue</b>	<b>1,354,651</b>	<b>1,358,079</b>	<b>1,523,085</b>	<b>1,587,752</b>	<b>1,698,188</b>	<b>1,840,498</b>
<b>Expenditures</b>						
Personal Services	282,580	302,980	375,756	373,496	316,305	445,664
Operating Expenses	373,861	414,463	455,182	443,948	477,804	544,200
<b>Total Expenses</b>	<b>656,441</b>	<b>717,443</b>	<b>830,938</b>	<b>817,444</b>	<b>794,109</b>	<b>989,864</b>
<b>Net Revenue</b>	<b>698,210</b>	<b>640,635</b>	<b>692,148</b>	<b>770,308</b>	<b>904,079</b>	<b>850,633</b>
<b>Debt Service</b>	<b>427,126</b>	<b>429,630</b>	<b>426,552</b>	<b>415,817</b>	<b>412,328</b>	<b>413,757</b>
<b>Coverage Ratio</b>	<b>1.63</b>	<b>1.49</b>	<b>1.62</b>	<b>1.85</b>	<b>2.19</b>	<b>2.06</b>

## Five-year history and projection for current year for housing system

	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
Actual Fall Census Totals	622	566	594	565	613	665
Designed Capacity	663	659	657	655	655	655
Utilization	93.82%	85.89%	90.41%	86.26%	93.59%	101.53%

Apartments are in the total, but are not part of the DSU Auxiliary System.

## Detailed housing utilization

### Capacity and utilization by housing unit

Fall 2016 Capacity and Utilization by Hall			
Name of Building	Capacity	Occupancy	Utilization
Emry Hall	139	142	102.16%
Higbie Hall	146	143	97.95%
Richardson Hall	176	174	98.86%
Zimmermann Hall	122	119	97.54%
Apartments*	72	87	120.83%
<b>Total Capacity</b>	<b>655</b>	<b>665</b>	<b>101.53%</b>

\*Not part of the DSU Auxiliary System but included for informational purposes.



## Student class level standing and numbers being housed

Fall 2016 Residence Hall Population Breakdown by Student Classification Required by Policy	
Freshman	368
Sophomore	122
Junior	0
Senior	0
Total	490
<b>Not Required by Policy</b>	
Freshman	21
Sophomore	39
Junior	75
Senior	38
Non-Degree Seeking	
Undergraduate Total	174
Graduate Degree Seeking	1
Graduate Non-Degree Seeking	0
Undergraduate Total	1
Total Fall 2016 Occupancy	665

## Identify numbers of student counted in utilization at no or reduced costs

Resident Assistants	19
Residence Hall Directors	0
Housing Scholarship Students	36

## 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. The university is also excited to bring on line the new residence hall opening fall semester of 2017. The infusion of new space will increase the designed 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 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 will 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. DSU will explore converting more space in the older halls into collaboration and casual gathering locations. Residence life also welcomes the return of first floor space in Zimmermann Hall. This space will become the main casual and collaboration lounge for the residents

of this community. Gaining this space will also allow DSU to relocate laundry room facilities currently located in the basement of Zimmermann Hall as well as create a more suitable location for the hall director's office. Currently this space is the location of Einstein Bros. Bagels, which will be relocated as part of the Trojan Center renovation project. Einstein Bros. Bagels will open in the new location fall of 2017.

## 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
- New entry point into the bookstore to maximize exposure

### Summary of facilities and operations

The student union staff consists of a full-time director, one full time facilities worker, four student night and weekend student labor employees and one custodial student work-study position. Campus physical plant facilities services 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						
	FY12	FY13	FY14	FY15	FY16	Projected FY17
<b>Revenue</b>						
Fee & Other Revenue	1,644,195	1,634,544	1,810,994	1,731,604	1,877,635	2,165,836
GAF	235,959	251,148	277,522	282,908	451,965	608,625
Interest						
<b>Total Revenue</b>	<b>1,880,153</b>	<b>1,885,691</b>	<b>2,088,516</b>	<b>2,014,512</b>	<b>2,329,600</b>	<b>2,774,461</b>
<b>Expenditures</b>						
Personal Services	130,297	146,684	180,453	187,598	187,418	193,041
Operating Expenses	1,361,811	1,506,714	1,450,565	1,629,958	1,933,327	1,970,295
<b>Total Expenses</b>	<b>1,492,108</b>	<b>1,653,397</b>	<b>1,631,018</b>	<b>1,817,556</b>	<b>2,120,745</b>	<b>2,163,336</b>
<b>Net Revenue</b>	<b>388,046</b>	<b>232,294</b>	<b>457,498</b>	<b>196,955</b>	<b>208,855</b>	<b>611,125</b>
<b>Debt Service</b>	<b>203,530</b>	<b>203,801</b>	<b>203,325</b>	<b>155,133</b>	<b>213,700</b>	<b>474,624</b>

<b>Coverage Ratio</b>	1.91	1.14	2.25	1.27	0.98	1.29
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### 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 FY17 plans.

	FY12	FY13	FY14	FY15	FY16	FY17*
Total Meal Plans	626	685	635	703	735	777

\*Projected meal plans for FY17

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 150 (150 meals per semester), and Dakota 125 (125 meals per semester) plans. Second year students can select from the Trojan Basic Plan (75 meals per semester) in addition to the previously mentioned plans. Third year students also have the additional option of the Trojan Flex and Trojan Advantage Plans which are both flex dollar plans. Students who reside in the 8-Plex apartments have the availability of the Trojan Apartments Plan, which is also an all flex dollar plan.

### Major plans and changes

FY17 will be the year of transition in the Trojan Center student union. The university will go through an \$8.3 million renovation and addition to the facility. Upon completion, the union will feature new square footage devoted to dining services food preparation and serving area along with a game room, student lounge and causal gathering locations for student use. Renovated space is dedicated to the bookstore, Einstein Bros. Bagels, a convenience store, the Student Services Center office suites, and student organization offices. Significant upgrades to the building envelope infrastructure are also included in the project. The campus looks forward to the mid-August 2017 completion date and the opportunity to enjoy the refreshed and enhanced space.

# FY16 Auxiliary Business Plan



# 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
  - Crow Peak Hall
- Student Union
- Dining Services (revenues support the Student Union)
- Bookstore (revenues support the Student Union)
- Parking

The housing system includes 4 traditional style halls, 1 suite style hall, and 8 campus apartment buildings, which provide a total of 857 beds. Crow Peak 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 next major project is a renovation of the bookstore. The Board of Regents has already approved this project and an architect is engaged. The project is currently in the planning stages.

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 FY17 is provided below, followed by 2016 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**  
**Fiscal Years 2012-2017**

	<b>Actual 2012</b>	<b>Actual 2013</b>	<b>Actual 2014</b>	<b>Actual 2015</b>	<b>Actual 2016</b>	<b>Projected 2017</b>
<b>Revenue</b>						
General Revenue	\$6,866,574	\$6,743,458	\$6,901,293	\$6,465,313	\$6,422,344	\$6,684,955
GAF Revenue – Operations	\$480,491	\$501,137	\$501,726	\$541,184	\$520,127	\$517,549
GAF Revenue - Bond Support	\$529,500	\$529,500	\$529,500	\$467,080	\$428,400	\$432,816
Interest Earnings	\$64,946	\$49,509	\$49,130	\$28,977	\$63,244	\$55,611
Capitalized Interest	\$57	\$55	\$81	\$0	\$0	\$0
Other Revenue	\$0	\$0	\$98,240	\$494,784	\$95,484	\$95,000
<b>Total Revenue</b>	<b>\$7,941,567</b>	<b>\$7,823,659</b>	<b>\$8,079,969</b>	<b>\$7,997,338</b>	<b>\$7,529,599</b>	<b>\$7,785,930</b>
<b>Expenditures</b>						
<b>Personal Services</b>						
Full Time Staff	\$1,405,901	\$1,464,700	\$1,407,846	\$950,065	\$1,023,188	\$1,048,126
Student Labor	\$215,663	\$245,245	\$248,949	\$202,700	\$144,792	\$151,024
<b>Operating</b>						
Student Support	\$3,529,951	\$3,319,679	\$3,270,203	\$2,853,617	\$3,122,089	\$3,135,041
Facilities and Maintenance	\$492,379	\$295,169	\$241,622	\$707,227	\$477,646	\$552,947
Utilities	\$412,377	\$405,776	\$436,379	\$474,353	\$463,728	\$456,912
Overhead Paid to University	\$1,784	\$1,784	\$4,793	\$3,568	\$0	\$3,568
<b>Total Expenditures</b>	<b>\$6,058,054</b>	<b>\$5,732,352</b>	<b>\$5,609,792</b>	<b>\$5,191,531</b>	<b>\$5,231,444</b>	<b>\$5,347,618</b>
<b>Net Revenue Generated</b>	<b>\$1,883,513</b>	<b>\$2,091,307</b>	<b>\$2,470,178</b>	<b>\$2,805,807</b>	<b>\$2,298,155</b>	<b>\$2,438,312</b>
<b>Debt Service</b>	<b>\$1,331,301</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>Coverage Ratio</b>	<b>1.41</b>	<b>1.57</b>	<b>1.79</b>	<b>1.61</b>	<b>1.32</b>	<b>1.40</b>
<b>Net Income After Debt Service</b>	<b>\$552,212</b>	<b>\$761,391</b>	<b>\$1,090,708</b>	<b>\$1,067,235</b>	<b>\$559,089</b>	<b>\$695,472</b>

**Auxiliary System Revenue and Expense Statement**  
**Fiscal Year 2016**  
**by Department**

	<b>Housing</b>	<b>Student Union</b>	<b>Dining Services</b>	<b>Bookstore</b>	<b>Parking</b>	<b>Total</b>
<b>Revenue</b>						
General Revenue	\$2,445,400	\$17,840	\$1,806,015	\$1,978,594	\$174,495	\$6,422,344
GAF Revenue - Operations	\$0	\$520,127	\$0	\$0	\$0	\$520,127
GAF Revenue - Bond Support	\$0	\$428,400	\$0	\$0	\$0	\$428,400
Interest Earnings	\$43,207	\$3,015	\$8,848	\$7,102	\$1,072	\$63,244
Other Revenue	\$95,000	\$484	\$0	\$0	\$0	\$95,484
<b>Total Revenue</b>	<b>\$2,583,607</b>	<b>\$969,866</b>	<b>\$1,814,863</b>	<b>\$1,985,696</b>	<b>\$175,567</b>	<b>\$7,529,599</b>
<b>Expenditures</b>						
<b>Personal Services</b>						
Full Time Staff	\$370,723	\$208,723	\$16,780	\$422,442	\$4,521	\$1,023,188
Student Labor	\$75,907	\$0	\$8,915	\$54,268	\$5,702	\$144,792
<b>Operating</b>						
Student Support	\$99,891	\$36,865	\$1,474,131	\$1,497,303	\$13,899	\$3,122,089
Facilities and Maintenance	\$273,090	\$137,480	\$35,767	\$29,056	\$2,254	\$477,646
Utilities	\$332,837	\$121,308	\$3,391	\$3,224	\$2,969	\$463,728
<b>Total Expenditures</b>	<b>\$1,152,448</b>	<b>\$504,375</b>	<b>\$1,538,984</b>	<b>\$2,006,293</b>	<b>\$29,345</b>	<b>\$5,231,444</b>
<b>Net Revenue Generated</b>	<b>\$1,431,159</b>	<b>\$465,491</b>	<b>\$275,879</b>	<b>(\$20,597)</b>	<b>\$146,223</b>	<b>\$2,298,155</b>
<b>Debt Service</b>	<b>\$859,825</b>	<b>\$428,245</b>	<b>\$232,916</b>	<b>\$119,957</b>	<b>\$98,124</b>	<b>\$1,739,066</b>
<b>Coverage Ratio</b>	<b>1.66</b>	<b>1.09</b>	<b>1.18</b>	<b>-0.17</b>	<b>1.49</b>	<b>1.32</b>
<b>Net Income(Loss) After Debt Service</b>	<b>\$571,334</b>	<b>\$37,246</b>	<b>\$42,963</b>	<b>(\$140,554)</b>	<b>\$48,099</b>	<b>\$559,088</b>



# 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 Crow Peak 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 Crow Peak 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 since FY12. Pangburn Hall was demolished in 2016. Humbert Hall was removed from the Auxiliary Revenue System in FY16. Utilization data is from Fall 2016.

### Summary of Facilities & Operations in Housing System

Name of Building	Year	Type of Space	Capacity	Occupancy	Utilization
Wenona Cook Hall	1899	Traditional	140	99	70.71%
Pangburn Hall	1952	Demolished	NA	NA	NA
Humbert Hall	1958	Traditional	85	65	76.47%
Heidepriem Hall	1964	Traditional	160	144	90.00%
Thomas Hall	1966	Traditional	156	135	86.54%
Yellow Jacket Apartments	1993	Apartments	120	107	89.17%
Crow Peak Hall	2015	Suite Style	196	191	97.45%
Total Capacity			857	741	86.46%

*Note: The Factbook does not include Humbert Hall, so shows a capacity of 676 and a utilization of 87.56%.*

### Utilization by Student Classification Fall 2016

Freshman	501
Sophomore	161
Junior	49
Senior	21
Total Undergraduates	732
Graduate	9
Total	741

**Utilization at Reduced Cost  
Fall 2016**

Resident Assistants	28
Residence Hall Directors	7
Room Scholarship	41
Graduate Assistants	<u>2</u>
Total at Reduced Rate	78

**Housing System Utilization History  
FY12 – FY17**

	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
Occupancy	782	792	787	709	660	676
Capacity	788	792	792	793	785	772
Utilization	98.74%	92.93%	99.37%	89.41%	84.08%	87.56%

The following table provides a summary of revenues and expenditures for those facilities included in the auxiliary revenue system for FY12 – FY17.

**BHSU Housing System  
5-year History and 1-year Projection  
Fiscal Years 2012-2017**

	Actual FY12	Actual FY13	Actual FY14	Actual FY15	Actual FY16	Estimated FY17
<b>Revenues</b>						
General Revenue	\$2,335,284	\$2,407,413	\$2,580,203	\$2,549,193	\$2,445,400	\$2,590,465
GAF Revenue - Operations	\$0	\$0	\$0	\$62,730	\$0	\$0
Interest Earnings	\$28,940	\$29,421	\$17,413	\$9,671	\$43,207	\$41,100
Capitalized Interest	\$57	\$55	\$81	\$0	\$0	\$0
Other	\$0	\$0	\$98,240	\$480,284	\$95,000	\$95,000
Total Revenue	\$2,364,281	\$2,436,889	\$2,695,937	\$3,101,877	\$2,583,607	\$2,726,565
<b>Expenditures</b>						
<b>Personal Services</b>						
Full-Time Staff	\$724,393	\$767,511	\$666,164	\$379,816	\$370,723	\$405,175
Student Labor	\$119,465	\$122,835	\$140,568	\$104,325	\$75,907	\$86,448
Total Personal Services	\$843,858	\$890,346	\$806,732	\$484,141	\$446,630	\$491,623
<b>Operating</b>						
Student Support	\$203,666	\$91,653	\$203,674	\$97,169	\$99,891	\$101,045
Facilities and Maintenance	\$239,177	\$147,890	\$133,225	\$423,439	\$273,090	\$311,592
Utilities	\$298,286	\$298,875	\$323,530	\$278,282	\$332,837	\$322,540
Overhead Paid to University	\$0	\$0	\$3,009	\$1,784	\$0	\$1,784
Total Operating	\$741,129	\$538,418	\$663,438	\$800,674	\$705,818	\$736,961
Total Expenditures	\$1,584,988	\$1,428,764	\$1,470,170	\$1,284,815	\$1,152,448	\$1,228,584
Net Revenue Generated	\$779,293	\$1,008,125	\$1,225,767	\$1,817,063	\$1,431,159	\$1,497,981
Debt Service	\$260,015	\$260,530	\$365,323	\$861,825	\$859,825	\$863,425
Coverage Ratio	3.00	3.87	3.36	2.11	1.66	1.73

# 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 \$9,676,602.

## Planned Investments

- New carpet and paint
- Boiler replacement
- New windows in north stairwell

## Improvements over Last Five Years

- Domestic hot water heaters replaced
- Increased internet speed/digital tv capability
- Added new bike racks



- Created a garbage shelter/recycling area
- Boiler shed renovation
- Shower faucet hardware replacement
- Improved tunnel access
- Laundry room renovation with new front load washers/dryers
- LED Lighting on exterior and stairwells
- Moved mail services to Student Union



# 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 \$3,826,368.

## Planned Investments

- New carpet and paint
- Fire safety upgrade
- New vestibule doors

## Improvements over Last 5 Years

- Increased internet speed/digital tv capability
- Front entrance doors
- Laundry room renovation with new front loading washer/dryers
- Kitchen remodel
- Remodel bathroom and showers
- LED Lighting on exterior and stairwells
- Paint rooms
- Moved mail services to Student Union



# 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 \$7,649,928.

## Planned Investments

- Fire safety upgrade
- New vestibule doors
- Window replacement

## Improvements over Last 5 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
- 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

# Heidepriem 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 \$7,416,162.

## Planned Investments

- Fire safety upgrade
- New vestibule doors

## Improvements over Last 5 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
- 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 \$10,139,008.

#### Planned Investments

- Remodel Apartments F & B - Includes carpet, paint, windows, appliances, plumbing fixtures, air conditioners

#### Improvements over Last 5 Years

- Remodel Apartments A & E – Includes carpet, paint, windows, appliances, plumbing fixtures, air conditioners
- Increased internet speed/digital tv capability
- Boiler low water cutoff upgrade
- LED lighting on exterior green area

# Crow Peak Hall



Crow Peak 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. The new facility will house a freshmen/sophomore mix, 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 and has a current replacement value of \$11,013,000.







# Student Union

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. A bookstore renovation is in the planning stages.

## Planned Investments

- Windows replacement
- Sound system
- Carpet replacement
- New furniture

## Improvements over Last 5 Years

- Commuter kitchen station added
- Laptop computer stations added
- Admissions Welcome Center added
- Relocated Central Receiving & Mail Services
- Digital controls mechanical upgrade
- Pneumatic to digital control conversion
- Air conditioning to the south end of building piped to the central plant
- Veterans' Center renovation
- Relocated the information desk
- Cellular booster for the basement
- Paint touch up
- LED Lighting on exterior
- Ruddell gallery renovation
- JLR painted
- Card control access to several areas of the building
- Buzz Card office added







## Student Union 5-year History and 1-year Projection Fiscal Years 2012 - 2017

	Actual FY12	Actual FY13	Actual FY14	Actual FY15	Actual FY16	Estimated FY17
<b>Revenues</b>						
General Revenue	\$27,753	\$35,418	\$44,764	\$41,162	\$17,840	\$18,606
Facility Support Fee	\$0	\$0	\$0	\$0	\$0	\$0
GAF Revenue - Operations	\$480,491	\$501,137	\$501,726	\$478,454	\$520,127	\$517,549
GAF Revenue - Bond Support	\$529,500	\$529,500	\$529,500	\$467,080	\$428,400	\$432,816
Interest Earnings	\$25,534	\$3,371	\$17,067	\$9,281	\$3,015	\$1,877
Other	\$0	\$0	\$0	\$0	\$484	\$0
<b>Total Revenue</b>	<b>\$1,063,278</b>	<b>\$1,069,426</b>	<b>\$1,093,057</b>	<b>\$995,977</b>	<b>\$969,866</b>	<b>\$970,848</b>
<b>Expenditures</b>						
<b>Personal Services</b>						
Full-Time Staff	\$296,775	\$287,285	\$300,198	\$170,493	\$208,723	\$214,984
Student Labor	\$42,583	\$43,951	\$47,133	\$37,162	\$0	\$0
Total Personal Services	\$339,358	\$331,235	\$347,331	\$207,655	\$208,723	\$214,984
<b>Operating</b>						
Student Support	\$39,555	\$34,835	\$73,590	\$73,825	\$36,865	\$42,019
Facilities and Maintenance	\$57,771	\$29,977	\$15,807	\$158,921	\$137,480	\$151,734
Utilities	\$108,198	\$97,920	\$103,098	\$186,979	\$121,308	\$124,947
Total Operating	\$205,524	\$162,732	\$192,495	\$419,725	\$295,652	\$318,699
<b>Total Expenditures</b>	<b>\$544,881</b>	<b>\$493,967</b>	<b>\$539,826</b>	<b>\$627,380</b>	<b>\$504,375</b>	<b>\$533,684</b>
<b>Net Revenue Generated</b>	<b>\$518,397</b>	<b>\$575,459</b>	<b>\$553,231</b>	<b>\$368,597</b>	<b>\$465,491</b>	<b>\$437,164</b>
<b>Debt Service</b>	<b>\$575,039</b>	<b>\$575,260</b>	<b>\$540,903</b>	<b>\$394,530</b>	<b>\$428,244</b>	<b>\$430,967</b>
<b>Coverage Ratio</b>	<b>0.90</b>	<b>1.00</b>	<b>1.02</b>	<b>0.93</b>	<b>1.09</b>	<b>1.01</b>

# Parking System

The BHSU Parking system contains 10 parking lots and 1,904 total spaces.

## Planned Investments

- LED parking lot lights for the faculty/staff parking lot
- LED parking lights for the Peaks lot
- Grasscrete for Lyle Hare Stadium Lot
- Additional security cameras

## Improvements over Last 5 Years

- Added 90 parking spaces for Crow Peak 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 YJ Apartments



**Parking System 5-year History and 1-year Projection**  
**Fiscal Years 2012 – 2017**

	Actual FY12	Actual FY13	Actual FY14	Actual FY15	Actual FY16	Estimated FY17
Revenues						
General Revenue	\$170,765	\$169,088	\$188,207	\$167,123	\$174,495	\$179,964
Interest Earnings	\$1,504	\$5,243	\$2,940	\$2,198	\$1,072	\$804
Total Revenue	\$172,268	\$174,331	\$191,147	\$169,321	\$175,567	\$180,768
Expenditures						
<b>Personal Services</b>						
Full-Time Staff	\$3,108	\$3,350	\$4,503	\$4,276	\$4,521	\$4,619
Student Labor	\$22,480	\$31,827	\$16,079	\$9,407	\$5,702	\$7,555
Total Personal Services	\$25,588	\$35,177	\$20,582	\$13,683	\$10,223	\$12,173
<b>Operating</b>						
Student Support	\$11,112	\$11,953	\$7,988	\$12,142	\$13,899	\$14,903
Facilities and Maintenance	\$34,886	\$19,482	\$20,046	\$19,428	\$2,254	\$10,841
Utilities	\$2,644	\$2,780	\$2,623	\$2,221	\$2,969	\$2,604
Total Operating	\$48,642	\$34,216	\$30,656	\$33,791	\$19,122	\$28,348
Total Expenditures	\$74,230	\$69,393	\$51,238	\$47,474	\$29,345	\$40,521
Net Revenue Generated	\$98,038	\$104,938	\$139,909	\$121,846	\$146,223	\$140,247
Debt Service	\$97,140	\$94,984	\$97,828	\$95,476	\$98,124	\$95,576
Coverage Ratio	1.01	1.10	1.43	1.28	1.49	1.47



# Dining Services

BHSU operates several dining outlets on campus for students, faculty, staff, and community members:

- **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
- Upgrade Somat system for repurposing food waste

## Improvements over Last 5 Years

- Einstein's Bros. Bagels added in Library
- Stage added in cafeteria
- New convection oven, grill, steam convection oven
- Refrigeration updates and repairs
- Smallwares investments





## Dining Services 5-year History and 1-year Projection Fiscal Years 2012 - 2017

	Actual FY12	Actual FY13	Actual FY14	Actual FY15	Actual FY16	Estimated FY17
<b>Revenues</b>						
General Revenue	\$1,860,226	\$1,688,742	\$2,024,339	\$1,663,512	\$1,806,015	\$1,857,968
Interest Earnings	\$163	\$1,240	\$2,970	\$3,754	\$8,848	\$5,191
Other	\$0	\$0	\$0	\$14,500	\$0	\$0
Total Revenue	\$1,860,389	\$1,689,983	\$2,027,310	\$1,681,767	\$1,814,863	\$1,863,159
<b>Expenditures</b>						
<b>Personal Services</b>						
Full-Time Staff	\$0	\$0	\$12,118	\$10,669	\$16,780	\$19,296
Student Labor	\$1,656	\$1,781	\$3,395	\$8,933	\$8,915	\$10,253
Total Personal Services	\$1,656	\$1,781	\$15,513	\$19,602	\$25,695	\$29,549
<b>Operating</b>						
Student Support	\$1,355,710	\$1,270,216	\$1,497,382	\$1,279,000	\$1,474,131	\$1,503,701
Facilities and Maintenance	\$105,613	\$47,998	\$17,207	\$12,317	\$35,767	\$43,780
Utilities	\$248	\$2,822	\$3,579	\$3,452	\$3,391	\$3,474
Overhead Paid to University	\$1,784	\$1,784	\$1,784	\$1,784	\$0	\$1,784
Total Operating	\$1,463,354	\$1,322,820	\$1,519,952	\$1,296,553	\$1,513,289	\$1,552,740
Total Expenditures	\$1,465,010	\$1,324,601	\$1,535,465	\$1,316,155	\$1,538,984	\$1,582,289
Net Revenue Generated	\$395,379	\$365,382	\$491,844	\$365,612	\$275,879	\$280,870
Debt Service	\$263,356	\$263,425	\$247,723	\$255,197	\$232,916	\$232,916
Coverage Ratio	1.50	1.39	1.99	1.43	1.18	1.21

# Bookstore

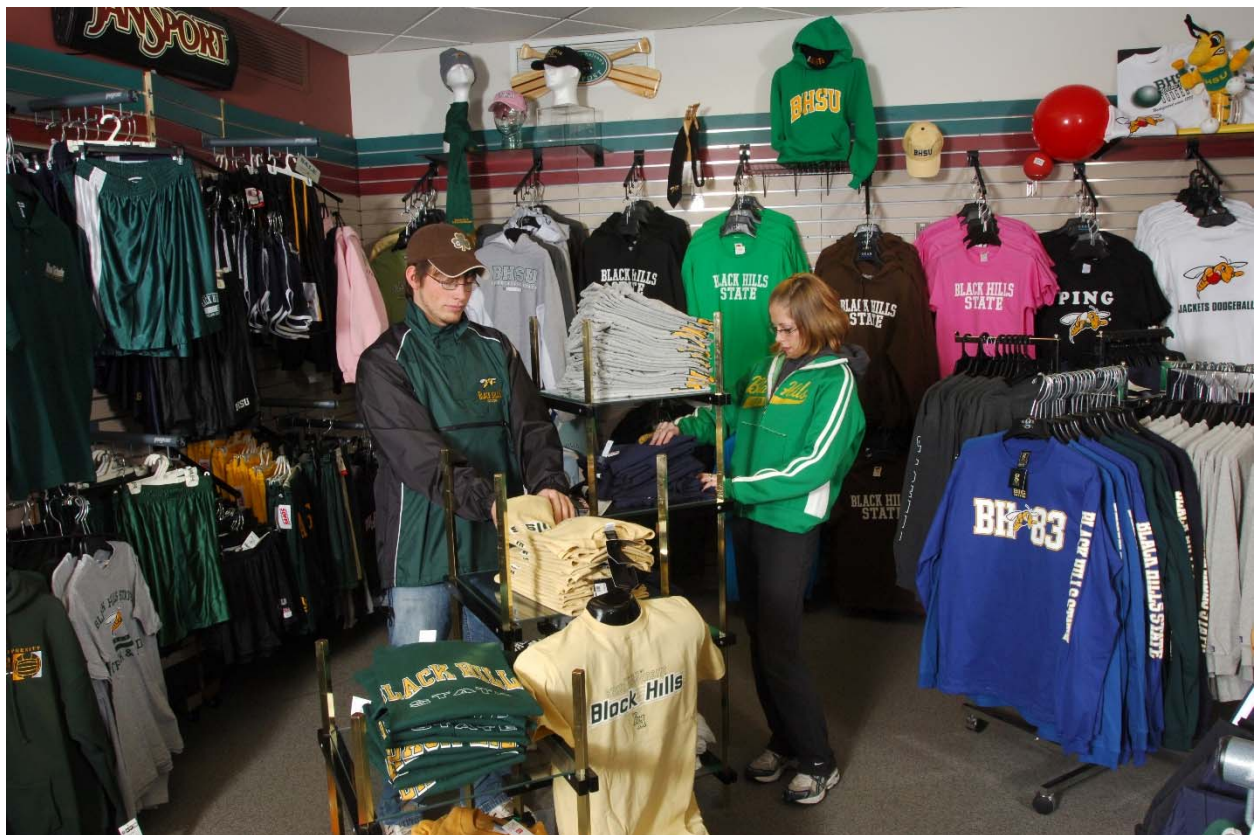
The BHSU Bookstore supplies the academic community with textbooks, supplies and tools for the mind. They adhere closely to their mission of providing goods and services at the lowest possible prices consistent with sound business practices. They have a diverse selection of books, collegiate clothing and supplies that reflect the wide variety of backgrounds and interests of our students, faculty, and alumni.

## Planned Investments

- Complete renovation of store

## Improvements over Last 5 Years

- Storage area redefined



## Bookstore 5-year History and 1-year Projection Fiscal Years 2012 - 2017

	Actual FY12	Actual FY13	Actual FY14	Actual FY15	Actual FY16	Estimated FY17
<b>Revenues</b>						
General Revenue	\$2,472,546	\$2,442,798	\$2,063,778	\$2,044,323	\$1,978,594	\$2,037,952
Interest Earnings	\$8,805	\$10,234	\$8,740	\$4,073	\$7,102	\$6,638
<b>Total Revenue</b>	<b>\$2,481,351</b>	<b>\$2,453,031</b>	<b>\$2,072,519</b>	<b>\$2,048,396</b>	<b>\$1,985,696</b>	<b>\$2,044,590</b>
<b>Expenditures</b>						
<b>Personal Services</b>						
Full-Time Staff	\$381,625	\$406,554	\$424,862	\$384,812	\$422,442	\$404,052
Student Labor	\$29,478	\$44,851	\$41,776	\$42,873	\$54,268	\$46,768
<b>Total Personal Services</b>	<b>\$411,103</b>	<b>\$451,406</b>	<b>\$466,638</b>	<b>\$427,685</b>	<b>\$476,710</b>	<b>\$450,820</b>
<b>Operating</b>						
Student Support	\$1,919,907	\$1,911,022	\$1,487,569	\$1,391,481	\$1,497,303	\$1,473,372
Facilities and Maintenance	\$54,932	\$49,821	\$55,336	\$93,123	\$29,056	\$35,000
Utilities	\$3,002	\$3,378	\$3,549	\$3,419	\$3,224	\$3,347
<b>Total Operating</b>	<b>\$1,977,842</b>	<b>\$1,964,222</b>	<b>\$1,546,455</b>	<b>\$1,488,022</b>	<b>\$1,529,583</b>	<b>\$1,511,720</b>
<b>Total Expenditures</b>	<b>\$2,388,945</b>	<b>\$2,415,628</b>	<b>\$2,013,093</b>	<b>\$1,915,707</b>	<b>\$2,006,293</b>	<b>\$1,962,540</b>
<b>Net Revenue Generated</b>	<b>\$92,406</b>	<b>\$37,404</b>	<b>\$59,426</b>	<b>\$132,689</b>	<b>-\$20,597</b>	<b>\$82,050</b>
<b>Debt Service</b>	<b>\$135,751</b>	<b>\$135,786</b>	<b>\$127,692</b>	<b>\$131,545</b>	<b>\$119,957</b>	<b>\$119,957</b>
<b>Coverage Ratio</b>	<b>0.68</b>	<b>0.28</b>	<b>0.47</b>	<b>1.01</b>	<b>-0.17</b>	<b>0.68</b>

**SOUTH DAKOTA BOARD OF REGENTS**

**Board Work**

**AGENDA ITEM: 3 – D**

**DATE: March 28-30, 2017**

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**SUBJECT: Rolling Calendar**

The Board is being asked to establish the March 2018 BOR meeting dates as March 27-29, 2018 and the meeting location as Black Hills State University.

The recommended meeting dates and locations consider factors such as holidays, past host locations, etc. To reference the factors that contribute to the recommendations, see the following attachments:

- Attachment I – Proposed calendar of 2018 dates and locations
- Attachment II – Important dates to avoid
- Attachment III – 2018 calendar
- Attachment IV – Dates and hosting locations for BOR meetings over the previous 10 years

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**DRAFT MOTION 20170328\_3-D:** I move to approve March 27-29 as the dates and Black Hills State University as the site for the March 2018 Board of Regents' meeting.

## 2018 Calendar - DRAFT

<b>COPS MAILOUT</b>	<b>COPS MEETING</b>	<b>BOR ITEMS DUE (from campus)</b>	<b>BOR MAILOUT</b>	<b>BOR MEETINGS</b>	<b>LOCATION</b>
March 6	March 13	March 1	March 20	March 27-29 (Tues-Thurs)	BHSU, Spearfish
April 17	April 24	April 17	May 1	May 8-10 (Tues-Thurs)	SDSU, Brookings
June 5	June 12	June 5	June 19	June 26-28 (Tues-Thurs)	USD, Vermillion
July 17	July 24	July 17	July 31	August 7-9 (Tues-Thurs)	Pierre
September 4	September 11*	September 7	September 25	October 2-4 (Tues-Thurs)	SD Mines, Rapid City
November 7	November 14*	November 8	November 27	December 4-6 (Tues-Thurs)	DSU, Madison

\*The COPS meetings marked with asterisks have been scheduled a week earlier than usual.

## DATES TO KEEP IN MIND 2018

**January 1, Monday**

January 9, Tuesday (tentative)

**January 15, Monday****February 19, Monday**

March 5-9, Mon – Fri

March 9, Friday (tentative)

March 17, Saturday

March 26, Monday (tentative)

March 30, Friday

**April 1, Sunday**

April 22-24, Sun-Tues

April 30-May 4, Mon – Fri

May 5, Saturday

May 7-8, Mon – Tues

**May 28, Monday**

June 24-27, Sun – Wed

**July 4, Wednesday**

July 9-13, Tues-Friday

August 6-12, Mon – Sun

August 6-9, Mon – Thurs

**September 3, Monday**

September 28, Friday

**October 8, Monday**

October 20, Saturday

October 19-20, Fri – Sat

**November 11, Sunday****November 12, Monday****November 22, Thursday**

December 6-12, Thurs – Wed

December 15, Saturday

**December 25, Tuesday****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**

AGB (San Francisco, CA)

Finals Week at Campuses

Commencements

WICHE (Montana)

**Memorial Day**

NACUA Annual Conference (Minneapolis, MN)

**Independence Day**

SHEEO Annual Meeting (Park City, UT)

Sturgis Rally

SHEEO Higher Education Policy Conference  
(Denver, CO)**Labor Day**

Buffalo Roundup

**Native American Day**

First day of Pheasant Hunting Season

Governor's Hunt

**Veterans' Day****Veterans' Day Observed****Thanksgiving**

Finals Week at Campuses

Commencement at Campuses

**Christmas**



# HOLIDAYS IN 2018

NEW YEAR'S DAY  
*Monday, January 1*

M.L. KING JR. DAY  
*Monday, January 15*

ASH WEDNESDAY  
*Wednesday, February 14*

PRESIDENT'S DAY  
*Monday, February 19*

ST. PATRICK'S DAY  
*Saturday, March 17*

GOOD FRIDAY  
*Friday, March 30*

PASSOVER  
*Sundown, March 30 through April 7*

EASTER  
*Sunday, April 1*

MOTHER'S DAY  
*Sunday, May 13*

MEMORIAL DAY  
*Monday, May 28*

FATHER'S DAY  
*Sunday, June 17*

INDEPENDENCE DAY  
*Wednesday, July 4*

LABOR DAY  
*Monday, September 3*

ROSH HASHANAH  
*Sundown, Sept. 9 through Sept. 10*

YOM KIPPUR  
*Sundown, Sept. 18 through Sept. 19*

COLUMBUS DAY  
*Monday, October 8*

ELECTION DAY  
*Tuesday, November 6*

VETERANS DAY  
*Sunday, November 11*

THANKSGIVING DAY  
*Thursday, November 22*

HANUKKAH  
*Sundown, Dec. 2 through Dec. 10*

CHRISTMAS  
*Tuesday, December 25*

# 2018

JANUARY

S	M	T	W	T	F	S
	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

S	M	T	W	T	F	S
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				

FEBRUARY

S	M	T	W	T	F	S
		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			

AUGUST

S	M	T	W	T	F	S
			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	

MARCH

S	M	T	W	T	F	S
			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

SEPTEMBER

S	M	T	W	T	F	S
						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

S	M	T	W	T	F	S
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					

OCTOBER

S	M	T	W	T	F	S
		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		

MAY

S	M	T	W	T	F	S
		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		

NOVEMBER

S	M	T	W	T	F	S
			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	

JUNE

S	M	T	W	T	F	S
				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

DECEMBER

S	M	T	W	T	F	S
						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
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**

**Board Work**

**AGENDA ITEM: 3 – E**

**DATE: March 28-30, 2017**

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**SUBJECT: BOR Policy Format Changes**

In an effort to create consistent formatting for BOR policies, the Board staff recently discussed and agreed upon a common template that will be used as a guide for all new and revised policies going forward. The major elements of the new format include the following:

- The new template breaks policies into three main parts:

**A. PURPOSE**

**B. DEFINITIONS**

**C. POLICY**

- Purpose section will include a “To...” statement that summarizes the intent of the policy.
- Definition section will be presented alphabetically.
- The numbering convention in the Policy section is built so that the appropriate reference carries forward with each subsection, eliminating the need for users to flip to previous pages to locate the correct reference.
- Overall, the new format better uses the space on the page, minimizing the amount of white space and therefore lessening the total number of pages.

As revised policies are presented for Board review, staff will convert the policy to the new format and then use track changes to demonstrate the proposed revisions. Included in the track changes will be the Purpose statement and any defined terms that were not previously called out.

See Attachment I for an example of the new format.

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**INFORMATIONAL ITEM**

# SOUTH DAKOTA BOARD OF REGENTS

## Policy Manual

**SUBJECT:** Unmanned Aircraft Systems ~~(UAS Policy)~~

**NUMBER:** 1:30

---

### **A. PURPOSE**

~~The Board permits the use of unmanned aircraft systems (UAS) to support administrative, research, instructional, and service functions of the institutions.~~ To provide for the requisite oversight and authority for the operation of UAS, guidance concerning the appropriate operation of and uses for UAS, ~~relating to academic endeavors~~ and to protect them from abuse and from unlawful or other misuse.

### **B. DEFINITIONS**

- 1. Certificate of Authorization (COA):** Pursuant to Federal Aviation Administration (“FAA”) regulations, the COA is an authorization issued by the Air Traffic Organization to a public operator for a specific UAS activity.
- 2. Civil Operations:** Any UAS operations that are not “public operations” are civil operations. All UAS operations for commercial purposes, including university business, teaching and research, unless otherwise noted herein, are civil operations.
- 3. Institutional Airspace:** Includes that portion of the air space between the surface of the ground and 300 feet above the ground or above a building or structure erected on the university property.
- 4. Institutional UAS Use:** Any UAS operation by university employees or students as part of their university employment or as part of a university program.
- 5. Model Aircraft:** UAS that is (1) flown for hobby or recreational purposes, per section 336(c) of the FAA Modernization and Reform Act of 2012 and any amendments thereto; (2) capable of sustained flight in the atmosphere; and (3) flown within visual line of sight of the aircraft operator. Model aircraft must not exceed 55 pounds and require FAA registration and appropriate marking prior to any flight operation.
- 6. Part 107:** FAA final rule on Operation and Certification of Small Unmanned Aircraft Systems, 49 CFR Part 107 and any amendments thereto. This rule governs civil operations of small UAS weighing less than 55 pounds by a Remote Pilot in Command or under the direct supervision of a certified Remote Pilot. Part 107 does not apply to model aircraft.
- 7. Private UAS Use:** All UAS operation that is not institutional UAS use, which includes model aircraft.
- 8. Public Operations:** Include those aircraft owned and operated by government or public entities for governmental purposes and which are not operated under Part 107.

**9. Section 333 Exemption:** FAA exemption from certain approval requirements based on Section 333 of the FAA Modernization and Reform Act of 2012 and any amendments thereto, which grants the Secretary of Transportation the authority to determine whether an airworthiness certificate is required for a UAS to operate safely in the National Airspace System.

**10. Unmanned Aircraft Systems (“UAS”):** Unmanned aircraft and their associated elements (including communication links and the components that control the unmanned aircraft) that are required for the pilot in command to safely and efficiently operate the unmanned aircraft.

## **C. POLICY**

### **1. Compliance with Federal Aviation Administration Regulations**

~~The F~~AA~~Federal Aviation Administration (FAA) has jurisdiction over all navigable airspace in the United States. The mission of the FAA is to ensure the safe and efficient management of the national airspace system (NAS). All aircraft, whether manned or unmanned, are subject to FAA rules and regulations. The FAA classifies all aircraft operated by entities as belonging to one of two categories of operation: public or civil. Public UAS operations include those aircraft owned and operated by government or public entities for governmental purposes. All other UAS operations are considered civil. UAS operated by individuals for hobby or recreational purposes are considered model aircrafts. Model aircraft operations do not generally require special FAA approval, so long as they adhere to certain statutory parameters. Ownership and use of UAS by entities do not generally fall within these parameters. All university employees, students and visitors are responsible for complying with FAA regulations, state and federal laws, and university policies with respect to private UAS use in institutional airspace or institutional UAS use.~~

### **2. Establishment of Institutional Administration**

Each institution that intends to operate UAS shall develop, implement and administer specific policies and procedures as necessary to comply with this policy and the requirements of state and federal law and designate an institutional office to assume responsibility for overseeing institutional UAS compliance. The designated institutional office’s responsibilities shall include, but are not limited to, providing oversight and approval of institutional UAS use under Part 107, administering requests to pursue a COA or Section 333 exemption on behalf of an institutional unit, and ensuring compliance of institutional UAS use operating under a COA or Section 333 exemption.

### **3. Institutional UAS Use**

Institutional UAS use must be conducted under Part 107 or by obtaining a Section 333 exemption or COA from the FAA. Any institutional UAS use permissible under Part 107 shall be considered a Civil Operation and governed by Part 107 unless the designated institutional office determines that a COA or Section 333 exemption is necessary and appropriate. Prior to granting approval for any institutional UAS use the designated institutional office must: (1) ensure the UAS operation is authorized under Part 107, a Section 333 exemption, or a COA; (2) obtain adequate insurance coverage; (3) ensure each person controlling the UAS has received the requisite training, certification or licensure;

and (4) establish and document such additional training, maintenance, logging and control procedures as may be required under FAA policy and guidance. ~~Model aircraft operated for hobby or recreational purposes by individuals or other UAS devices may not be operated over institutional grounds without prior permission, and may never be operated in ways that interfere with the use of institutional grounds.~~

#### **1. ~~Establishment of Institutional Administration~~**

~~Each institution that intends to operate a UAS will designate an institutional office to assume responsibility for overseeing institutional UAS compliance. The institutional office will be responsible for handling requests to pursue a COA or § 333 exemption on behalf of an institutional unit. Where the cognizant institutional administrators determine that the investment in the technology, its operation and maintenance is justified, the institutional office will be responsible for making arrangements to submit applications, obtain insurance coverage, train operators and assemble the necessary operations manuals and record-keeping systems. Upon receipt of authorization from the FAA, the institutional office will be responsible for monitoring institutional compliance with FAA training, operations, maintenance, record-keeping and other regulatory requirements.~~

#### **4. Institutional UAS Use Pursuant to Part 107**

Any institutional UAS use permissible under Part 107 may be declared a Civil Operation and conducted in accordance with Part 107. Authorization to fly may be given by the designated institutional office upon completion of the documentation necessary to demonstrate compliance with the provisions of this policy and with the Part 107 pre-flight requirements. Operators must comply with all Part 107 requirements and restrictions, except to the extent that a waiver has been granted by the FAA and approved by the designated institutional office. The FAA summary of the Part 107 parameters is set forth in Appendix A.

#### **2.5. Institutional UAS Usage Pursuant to a ~~Certificate of Authorization~~ COA**

The FAA may grant permission to institutions to operate UAS, so long as their use qualifies as a government function under 49 USC §40125 and any amendments thereto. ~~In order for an administrative unit within the institution~~ If an institution intends to operate UAS for a government function that cannot be conducted under Part 107, the institution must apply for and be granted a ~~Certificate of Authorization (COA)~~ COA from the FAA ~~to enable operation of a UAS~~. Government uses for purposes of the COA include research in furtherance of core governmental functions, institutional security, facilities maintenance, institutional relations and activities provided to the public at no cost incidental to an institution's public service mission.

The designated institutional office shall be responsible for determining if institutional UAS use conducted outside of Part 107 is necessary and appropriate, and if so, for pursuing a COA for such activity. COAs are only available to government agencies or public entities for operations that are considered public ~~aircraft~~ operations. COAs cannot be granted to public institutions for education or training since these applications are considered commercial in nature. A COA is granted to the institution, not to individuals. Data acquired through the use of the UAS belongs to the institution and not to the individual.

## ~~2.1. Requirements Institutions must meet in order to use UAS for government uses:~~

- ~~2.1.1. Institutions must obtain a COA from the FAA for governmental uses or other FAA exceptions or authorizations prior to use;~~
- ~~2.1.2. Insurance Coverage is obtained;~~
- ~~2.1.3. Each person controlling the UAS must receive Operator Training; and~~
- ~~2.1.4. Each institution must establish and document such additional training, maintenance, logging and control procedures as may be required under FAA policy and guidance.~~

## ~~2.2. Overview of COA Process~~

~~Due to the potential legal and risk management issues involved in managing a COA, a two-step process must be followed for institutional administrative units~~the designated institution office must conduct due diligence, considering the need, any available alternative(s) and the pros and cons associated therewith, prior that wish seeking to apply for a COA for government purposes.

### ~~STEP ONE:~~

~~A brief narrative must be completed detailing the following:~~

- ~~i. Nature of institutional function supported by the use of a UAS and goals of the work to be undertaken;~~
- ~~ii. Need for a UAS;~~
- ~~iii. Type of UAS to be utilized and the manner in which it/they will be operated;~~
- ~~iv. Type of data to be collected and plan for collected data;~~
- ~~v. Person(s) who will be operating the UAS and proof of training;~~
- ~~vi. Schedule of the activities to be undertaken; and~~
- ~~vii. Sources and nature of financial support when appropriate~~

~~Much of this information is required for the COA, this information may be duplicated from the information put in the COA.~~

### ~~STEP TWO:~~

~~An internal application checklist must be completed to ensure the UAS will be operated within the COA framework. The checklist includes:~~

- ~~i. Completion of the brief narrative of Step One;~~
- ~~ii. Review of justifications for data collection (including instrumentation and project goals);~~
- ~~iii. Creation and maintenance of logs of all flights and all data files collected;~~
- ~~iv. Creation and maintenance of operator file(s) with proof of training;~~
- ~~v. Copy of completed and approved COA; and~~
- ~~vi. Proof of insurance~~

## **6. Institutional Usage of UAS UAS Use pursuant to a Section § 333 Exemption**



~~from general rules governing civil aviation.~~

~~FAA regulations do not currently allow UAS operation for nongovernmental civil (commercial) purposes. Any aircraft operation in the national airspace requires a certificated and registered aircraft, a licensed pilot, and operational approval through an exemption petition process. Any institution wishing to engage in civil operations that are not permissible under Part 107 must pursue a Section 333 exemption. The designated institutional office shall be responsible for determining if institutional UAS use conducted outside of Part 107 is necessary and appropriate, and if so, for pursuing a Section 333 exemption for such activity.~~

~~Section 333 of the FAA Modernization and Reform Act of 2012 grants the Secretary of Transportation the authority to determine whether an airworthiness certificate is required for a UAS to operate safely. When a petitioner has demonstrated that adequate safety measures are in place, the FAA may grant an exemption that would allow UAS operation for commercial purposes. Commercial purposes involve uses including, but not limited to: education, training, marketing, news, promotional research, and public service.~~

### ~~2.3. Requirements Institutions must meet in order to use UAS for commercial purposes:~~

- ~~2.3.1. Institutions must obtain a § 333 exemption for civil operations by demonstrating that the UAS can be operated safely within an assigned area and cause no harm to the public;~~
- ~~2.3.2. Insurance Coverage is required;~~
- ~~2.3.3. Each person controlling the UAS must receive Operator Training and be a licensed pilot; and~~
- ~~2.3.4. Each institution must establish and document such additional training, maintenance, logging and control procedures as may be required under FAA policy and guidance~~

## ~~3.—Private use of Model Aircraft~~UAS Use and UAS Usage ~~within institutional airspace~~

### ~~4.7.~~

~~Model aircraft operated for hobby or recreational purposes by individuals or other UAS devices may not be operated over institutional grounds without prior permission, and may never be operated in ways that interfere with the use of institutional grounds.~~

All private UAS use in institutional airspace requires prior approval and may not interfere with the use of institutional grounds. If an institution has not designated an institutional office to oversee UAS compliance, permission to use drones for private UAS use within institutional airspace may shall be requested through the institutional offices that administer requests for private use of institutional facilities.

The following restrictions apply to the time, place, and manner ~~private model aircraft or UAS devices of~~ private UAS use ~~are operated:~~

4.1.7.1. Only with prior permission;

4.1.1.7.1.1. EXAMPLE TO SHOW NUMBERING

~~4.1.2.7.1.2.~~ EXAMPLE TO SHOW NUMBERING

~~4.1.2.1.7.1.2.1.~~ EXAMPLE TO SHOW NUMBERING

- ~~4.2.7.2.~~ Only during daylight hours;
- ~~4.3.7.3.~~ Within full view and control of operator;
- ~~4.4.7.4.~~ Not during out-of-door institutional events;
- ~~4.5.7.5.~~ Not over outdoor athletic facilities or any portion of the campus grounds within a 1,320 foot radius of the facility;
- ~~4.6.7.6.~~ Not within 300 feet of buildings;
- ~~4.7.7.7.~~ Not within 150 feet of persons or animals; and
- ~~4.8.~~ Not in a manner which interferes with ground vehicles or traffic.
- ~~4.9.~~
- ~~4.10.7.8.~~

~~For purposes of this section, institutional airspace includes that portion of the air space between the surface of the ground and 300 feet above the ground or above a building or structure erected on the property.~~

~~For purposes of this section, all use other than use by the institution is private use. Students, student organizations, employees or employee organizations may use model aircraft or UAS only with permission first obtained.~~

## **5.8 UAS Compliance with Other Policies**

This policy is to be read in conjunction with institutional policies regarding conduct while on institutional grounds and utilizing institutional resources.

**FORMS/APPENDICES:**

[Appendix A \(FAA News – June 21, 2016\)](#)

**SOURCE:**

BOR March-April 2015; [BOR March 2017](#).

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**  
**Consent**

**AGENDA ITEM: 4 – A**

**DATE: March 28-30, 2017**

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**SUBJECT: Resolution of Recognition**

Black Hills State University requests approval to recognize Dr. John Aslup as the Black Hills State University Distinguished Faculty Honoree from March 2017 through March 2018 (Attachment I).

Dakota State University requests approval to recognize Dianne Halverson for 23 years of outstanding service and dedication to public higher education and to the state of South Dakota (Attachment II).

\*\*\*\*\*

**DRAFT MOTION 20170328\_4-A:** I move to recognize Dr. John Aslup as the Black Hills State University Distinguished Faculty Honoree from March 2017 through March 2018; and Dianne Halverson (DSU) for her years of dedicated service to South Dakota's system of public higher education.

## SPECIAL RESOLUTION

**WHEREAS**, the Black Hills State University Faculty Senate has resolved to select one faculty member each year to recognize as a Distinguished Faculty Member; and

**WHEREAS**, the Committee, to select a Distinguished Faculty Member, has designated Dr. John Alsup, Professor of Math Education in the College of Education and Behavioral Sciences, as the 2017 Black Hills State University Distinguished Faculty Member; and

**THEREFORE, BE IT RESOLVED**, that from March 2017 through March 2018, Dr. John Alsup be recognized as the Black Hills State University Distinguished Faculty Honoree; and

**THEREFORE, BE IT RESOLVED**, that the South Dakota Board of Regents joins the Black Hills State University faculty in congratulating Dr. Alsup and in expressing appreciation for his example of excellence in education, and it is ordered that this resolution be spread on the minutes of the Board of Regents and a copy be forwarded to Dr. John Alsup.

Adopted this 29<sup>th</sup> day of March, 2017.

### SOUTH DAKOTA BOARD OF REGENTS

\_\_\_\_\_  
Randy Schaefer, President

\_\_\_\_\_  
Bob Sutton, Vice President

\_\_\_\_\_  
Kevin Schieffer, Secretary

**ATTEST:**

\_\_\_\_\_  
Dr. Tom Jackson, Jr., President  
Black Hills State University

**Special Resolution Number 26-2017**

## SPECIAL RESOLUTION

**WHEREAS**, Dianne Halverson, Senior Secretary, has retired from active service at Dakota State University effective June 21, 2017, and

**WHEREAS**, Mrs. Halverson has devoted twenty three years of her career to Dakota State University, to provide support and accounting functions for departmental efforts, first for the Business and Education Institute, then Technology Support Services, and finally the Center for Advancement of Health Information Technology. At the same time Mrs. Halverson provided support to eleven school districts of the Prairie Lakes Education Cooperative by processing Medicaid claims and supporting both the director and school psychologists, and

**WHEREAS**, Mrs. Halverson, has humbly shared her expertise with campus staff, as well as with visitors to the campus, and has provided admirable service to the South Dakota System of Higher Education and to the alumni of the university through her hard work to ensure the successful delivery of outreach across South Dakota and the upper Midwest, 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 Mrs. Halverson for her leadership and many years of dedicated service to the students, to the University, to the community, and to the profession, and

**THEREFORE, BE IT RESOLVED**, that Mrs. Dianne A. Halverson be accorded special recognition for her 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 Mrs. Halverson.

Adopted this 29<sup>th</sup> day of March, 2017.

### SOUTH DAKOTA BOARD OF REGENTS

\_\_\_\_\_  
Randy Schaefer, President

\_\_\_\_\_  
Bob Sutton, Vice President

\_\_\_\_\_  
Kevin Schieffer, Secretary

**ATTEST:**

\_\_\_\_\_  
Dr. José-Marie Griffiths, President  
Dakota State University

**Special Resolution Number 01-2017**

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**  
**Consent**

**AGENDA ITEM: 4 – B (1)**

**DATE: March 28-30, 2017**

\*\*\*\*\*

**SUBJECT: Program Modifications – BHSU**

Black Hills State University has submitted the following program modification proposals provided in Attachment I. These requests have been reviewed by the system Vice President for Academic Affairs and the Executive Director recommends approval.

Existing Program: Substantive Program Modification

- English (BS)
- Composite Music (BS)
- Biology (BSED)
- Business Education (BSED)
- Chemistry Education (BSED)
- Composite English (BSED)
- Elementary Education (BSED)
- English (BSED)
- K-12 Special Education (BSED)
- Composite Social Science Education (BSED)
- Speech (BSED)
- Composite Speech Communication (BSED)
- Composite Science Education (BSED)

*Each of the 13 aforementioned requests all seek to request to change the total credits required within the discipline, total credits of supportive coursework, and total credits of elective coursework for each respective program*

- Physical Education (BSED) – *request to change total credits required within the discipline for the program*

\*\*\*\*\*

**DRAFT MOTION 20170328\_4-B(1):** I move to approve BHSU's program modification requests for its B.S. in English; B.S. in Composite Music; BSED in Biology; BSED in Business Education; BSED in Chemistry Education; BSED in Composite English; BSED in Elementary Education; BSED in English; BSED in K-12 Special Education; BSED in Composite Social Science Education; BSED in Speech; BSED in Composite Speech Communication; BSED in Composite Science Education; and BSED in Physical Education programs.



### South Dakota Board of Regents

#### EXISTING PROGRAM: SUBSTANTIVE PROGRAM MODIFICATION

This form is used to request substantive changes in already existing programs (majors, minors, specializations).

**1. INSTITUTION:**    **Black Hills State University**

**2. CURRENT PROGRAM NAME:**    **B.S. in English**

**3. THIS PROPOSAL DEALS WITH A CHANGE IN:**

*Distribution of Credits*

<u>  X  </u> total credits required within the discipline	<u>        </u> Program name
<u>  X  </u> total credits of supportive course work	<u>        </u> Existing specialization
<u>  X  </u> total credits of elective course work	<u>        </u> Addition of specialization
<u>        </u> total credits required for program	<u>        </u> Other (explain)

**4. LEVEL:**

         Certificate  
         Associate Degree  
  X   Bachelor's Degree  
         Master's Degree  
         Doctoral Degree

**5. CATEGORY:**

         Minor  
  X   Major  
         Specialization

**6. EFFECTIVE DATE OF CHANGE:**    2017 Fall

**7. IF A NAME CHANGE IS PROPOSED, THIS WILL OCCUR:**

         on the effective date for all students

         on the effective date for students new to the program  
                   (enrolled students will graduate from existing program)

**8. PRIMARY ASPECTS OF THE MODIFICATION:**

Existing Curriculum				Proposed Curriculum (Highlight Changes)			
Current Program Name: English				Proposed Program Name: English			
Pre	Num	Title	Cr Hrs	Pre	Num	Title	Cr Hrs
		System General Education	30			System General Education	30
		Required Minor	18			Required Minor	18
		Free electives (was 25 credits, but number recently increased by 5 with the elimination of IGRs that now need to be counted in the major)	30			<b>Free electives</b>	<b>21</b>
ENGL	221	British Literature I (3 credits counted in gen ed)	0	ENGL	221	British Literature I (3 credits counted in gen ed)	0
ENGL	222	British Literature II	3	ENGL	222	British Literature II	3
ENGL	241	American Lit I	3	ENGL	241	American Lit I	3
ENGL	242	American Lit II	3	ENGL	242	American Lit II	3
				<b>ENGL</b>	<b>284</b>	<b>Introduction to Criticism</b>	<b>3</b>
ENGL	401	Advanced Writing	3	ENGL	401	Advanced Writing	3
ENGL	484	Literary Criticism (Writing/Experiential)	3	ENGL	484	Literary Criticism (Writing/Experiential)	3
ENGL	200/300/400 Elective	Except ENGL 201, 210	3	ENGL	200/300/400 Elective	Except ENGL 201, 210	3
ENGL	300/400	Elective	3	ENGL	300/400	Elective	3
						<b>Take 1 class from the following:</b>	<b>3</b>
				<b>ENGL</b>	<b>214</b>	<b>Introduction to American Indian Literature (3)</b>	
				<b>ENGL</b>	<b>244</b>	<b>American Indians in Film &amp; Media (3)</b>	
				<b>ENGL</b>	<b>248</b>	<b>Women in Literature (3)</b>	
				<b>ENGL</b>	<b>256</b>	<b>Literature of the American West (3)</b>	
						<b>Take 1 class from the following:</b>	<b>3</b>
				<b>ENGL</b>	<b>320</b>	<b>The Non-Western Novel (3)</b>	
				<b>ENGL</b>	<b>406</b>	<b>Adolescent Literature (3)</b>	
				<b>ENGL</b>	<b>411</b>	<b>Bible as Literature (3)</b>	
				<b>ENGL</b>	<b>453</b>	<b>American Renaissance (3)</b>	
				<b>ENGL</b>	<b>468</b>	<b>Contemporary Fiction (3)</b>	
				<b>ENGL</b>	<b>476</b>	<b>Creative Writing: Fiction (3)</b>	
				<b>ENGL</b>	<b>478</b>	<b>Creative Writing: Poetry (3)</b>	
				<b>ENGL</b>	<b>482</b>	<b>Creative Writing II (3)</b>	
				<b>ENGL</b>	<b>483</b>	<b>Advanced Creative Writing (3)</b>	
				<b>ENGL</b>	<b>486</b>	<b>Rhetorical Theory &amp; Practice (3)</b>	



ENGL	211	World Lit I (global) (3)		ENGL	211	World Lit I (global) (3)	
		OR	3			OR	3
ENGL	212	World Lit II (global) (3)		ENGL	212	World Lit II (global) (3)	
ENGL	426	History & Structures of English (3)		ENGL	426	History & Structures of English (3)	
		OR	3			OR	3
LING	403	Introduction to Linguistics (3)		LING	403	Introduction to Linguistics (3)	
ENGL	431	Shakespeare I (3)		ENGL	431	Shakespeare I (3)	
		OR	3			OR	3
ENGL	432	Shakespeare II (3)		ENGL	432	Shakespeare II (3)	
		Take 12 credits from ENGL 490/492 (Topics/Seminar)				Take 12 credits from ENGL 490/492 (Topics/Seminar)	
ENGL	490/492		3	ENGL	490/492		3
ENGL	490/492		3	ENGL	490/492		3
ENGL	490/492		3	ENGL	490/492		3
ENGL	490/492		3	ENGL	490/492		3

**Total number of hours required for major, minor, or specialization**

**42**

**Total number of hours required for degree**

**120**

**Total number of hours required for major, minor, or specialization**

**51**

**Total number of hours required for degree**

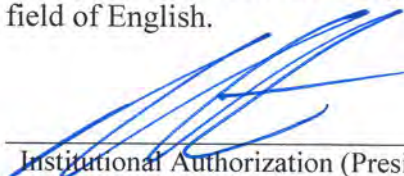
**120**

## 9. EXPLANATION OF THE CHANGE:

ENGL 284 Introduction to Criticism is being added in response to the Annual Exit Process.

Requiring students to choose from one of these four 200-level courses will ensure all English majors are introduced to a richer diversity of literature earlier in their academic programs.

Required students to choose from one of these ten 300- or 400-level courses will ensure English majors broaden their studies in English to incorporate unique literatures or writing classes into their programs. This diversity will make them more well-rounded and knowledgeable about the field of English.



Institutional Authorization (President or Designee)

5/31/16

Date Submitted

### South Dakota Board of Regents

#### EXISTING PROGRAM: SUBSTANTIVE PROGRAM MODIFICATION

This form is used to request substantive changes in already existing programs (majors, minors, specializations).

**1. INSTITUTION:**    **Black Hills State University**

**2. CURRENT PROGRAM NAME:**    **BS in Composite Music**

**3. THIS PROPOSAL DEALS WITH A CHANGE IN:**

*Distribution of Credits*

<u>  X  </u> total credits required within the discipline	<u>      </u> Program name
<u>  X  </u> total credits of supportive course work	<u>      </u> Existing specialization
<u>  X  </u> total credits of elective course work	<u>      </u> Addition of specialization
<u>      </u> total credits required for program	<u>      </u> Other (explain)

**4. LEVEL:**

       Certificate  
       Associate Degree  
  X   Bachelor's Degree  
       Master's Degree  
       Doctoral Degree

**5. CATEGORY:**

       Minor  
  X   Major  
       Specialization

**6. EFFECTIVE DATE OF CHANGE:**    2017 Fall

**7. IF A NAME CHANGE IS PROPOSED, THIS WILL OCCUR:**

       on the effective date for all students  
       on the effective date for students new to the program  
           (enrolled students will graduate from existing program)



**8. PRIMARY ASPECTS OF THE MODIFICATION:**

Existing Curriculum				Proposed Curriculum (Highlight Changes)			
Current Program Name: Music Composite				Proposed Program Name: Music Composite			
Pre	Num	Title	Cr Hrs	Pre	Num	Title	Cr Hrs
		System General Education	30			System General Education	30
		Unspecified Electives (was 24 credits, but number recently increased by 11 with the elimination of IGRs)	35			<b>Unspecified electives</b>	<b>28</b>
		<b>Required Core</b>				<b>Required Core</b>	
MUS	110	Basic Music Theory I	2	MUS	110	Basic Music Theory I	<b>3</b>
MUS	110L	Basic Music Theory I Lab	2	MUS	110L	Basic Music Theory I Lab	2
MUS	111	Basic Music Theory II	2	MUS	111	Basic Music Theory II	<b>3</b>
MUS	111L	Basic Music Theory II Lab	2	MUS	111L	Basic Music Theory II Lab	2
MUS	210	Adv. Music Theory I	2	MUS	210	Adv. Music Theory I	<b>3</b>
MUS	210L	Adv. Music Theory I Lab	2	MUS	210L	Adv. Music Theory I Lab	2
MUS	211	Adv. Music Theory II	2	MUS	211	Adv. Music Theory II	<b>3</b>
MUS	211L	Adv. Music Theory II Lab	2	MUS	211L	Adv. Music Theory II Lab	2
				<b>MUS</b>	<b>215</b>	<b>Introduction to Music Technology</b>	<b>2</b>
MUS	240	Music Cultures of the World (3 credits counted as Gen Ed)	0	MUS	240	Music Cultures of the World (3 credits counted as Gen Ed)	0
MUS	330	Music History I (Writing)	3	MUS	330	Music History I (Writing)	3
MUS	331	Music History II (Writing)	3	MUS	331	Music History II (Writing)	3
MUS	360	Conducting	3	MUS	360	Conducting	3
MUS	420	Orchestration & Arranging	3	MUS	420	Orchestration & Arranging	3
MUAP	115/215	Class Instruction – Keyboard (2)		MUAP	115/215	Class Instruction – Keyboard (2)	
		<b>or</b>	2			<b>or</b>	2
MUAP	311	Applied Music – Keyboard (2)		MUAP	311	Applied Music – Keyboard (2)	
				<b>MUAP</b>	<b>483</b>	<b>Public Recital</b>	<b>1</b>
		<i>MUAP Applied Music Instrument/Voice</i>	6			<i>MUAP Applied Music Instrument/Voice</i>	6
		<i>take one course from the following:</i>	1			<i>take one course from the following:</i>	1
MUAP	400	Applied Music Voice (1) (Experiential)		MUAP	400	Applied Music Voice (1) (Experiential)	
MUAP	410	Applied Music Keyboard (1) (Experiential)		MUAP	410	Applied Music Keyboard (1) (Experiential)	
MUAP	420	Applied Music Woodwinds (1) (Experiential)		MUAP	420	Applied Music Woodwinds (1) (Experiential)	
MUAP	430	Applied Music Brass (1) (Experiential)		MUAP	430	Applied Music Brass (1) (Experiential)	
MUAP	440	Applied Music Percussion (1) (Experiential)		MUAP	440	Applied Music Percussion (1) (Experiential)	

						Foreign Language – take 2 semesters (does not have to be sequential) 4 credits counted in Gen Ed	4
		Music Electives	18			Music Electives	14

Total number of hours required for major,  
minor, or specialization

55

Total number of hours required for degree

120

Total number of hours required for  
major, minor, or specialization


62


Total number of hours required for  
degree

120

### 9. EXPLANATION OF THE CHANGE:

The music curriculum was revised when the reduction to 120 hours mandate was implemented. To satisfy NASM requirements, the class meeting time was kept while reducing the amount of hours earned. By returning the reduced classes to their pre-mandate levels, we better reflect both the amount of time students spent in class and the faculty course load. The Composite Music degree is for students who are 1) interested in graduate school, and 2) not interested in music education. The additional classes will prepare those students for careers beyond the undergraduate level.

  
Institutional Authorization (President or Designee)

  
Date Submitted



### South Dakota Board of Regents

#### EXISTING PROGRAM: SUBSTANTIVE PROGRAM MODIFICATION

This form is used to request substantive changes in already existing programs (majors, minors, specializations).

**1. INSTITUTION:**    **Black Hills State University**

**2. CURRENT PROGRAM NAME:**    **BSED Biology**

**3. THIS PROPOSAL DEALS WITH A CHANGE IN:**

*Distribution of Credits*

<u>  x  </u> total credits required within the discipline	_____ Program name
<u>  x  </u> total credits of supportive course work	_____ Existing specialization
<u>  x  </u> total credits of elective course work	_____ Addition of specialization
_____ total credits required for program	_____ Other (explain)

**4. LEVEL:**

\_\_\_\_\_ Certificate  
 \_\_\_\_\_ Associate Degree  
  x   Bachelor's Degree  
 \_\_\_\_\_ Master's Degree  
 \_\_\_\_\_ Doctoral Degree

**5. CATEGORY:**

\_\_\_\_\_ Minor  
  x   Major  
 \_\_\_\_\_ Specialization

**6. EFFECTIVE DATE OF CHANGE:**      2017FA  

**7. IF A NAME CHANGE IS PROPOSED, THIS WILL OCCUR:**

\_\_\_\_\_ on the effective date for all students  
 \_\_\_\_\_ on the effective date for students new to the program  
                     (enrolled students will graduate from existing program)



**8. PRIMARY ASPECTS OF THE MODIFICATION:**

Existing Curriculum				Proposed Curriculum (Highlight Changes)			
Current Program Name: Biology				Proposed Program Name: Biology			
Pre	Num	Title	Cr Hrs	Pre	Num	Title	Cr Hrs
		System General Education	30			System General Education	30
		Unspecified Electives	20			<b>Unspecified Electives</b>	<b>9</b>
		Required Core				Required Core	
BIOL	151/L	General Biology I/Lab (3 credits counted in Gen Ed)	1	BIOL	151/L	General Biology I/Lab (3 credits counted in Gen Ed)	1
BIOL	153/L	General Biology II/Lab (3 credits counted in Gen Ed)	1	BIOL	153/L	General Biology II/Lab (3 credits counted in Gen Ed)	1
BIOL	371/L	Genetics/Lab	4	BIOL	371/L	Genetics/Lab	4
BIOL	373/L	Evolution/Lab	4	BIOL	373/L	Evolution/Lab	4
BIOL	490	Seminar	2	BIOL	490	Seminar	2
		Restricted Electives – Take 3 classes with corresponding lab from one emphasis area, and 2 classes with corresponding lab from the other. Environmental students must take BIOL 311/L. Cell/Physiology students must take BIOL 343/L. Minimum 17 credits.	17			<b>Restricted Electives – Take 5 classes with corresponding lab from one emphasis area, and 2 classes with corresponding lab from the other. Environmental students must take BIOL 311/L. Cell/Physiology students must take BIOL 343/L. Minimum 25 credits.</b>	<b>25</b>
		<i>Environmental Biology Emphasis</i>				<i>Environmental Biology Emphasis</i>	
BIOL	301/L	Plant Systematics/Lab (4)		BIOL	301/L	Plant Systematics/Lab (4)	
BIOL	302	Animal Behavior (3)		BIOL	302	Animal Behavior (3)	
BIOL	311/L	Principles of Ecology/Lab (4)		BIOL	311/L	Principles of Ecology/Lab (4)	
BIOL	321	Conservation (3)		BIOL	321	Conservation (3)	
BIOL	355/L	Mammalogy/Lab (3)		BIOL	355/L	Mammalogy/Lab (3)	
BIOL	357/L	Invertebrate Zoology/Lab (4)		BIOL	357/L	Invertebrate Zoology/Lab (4)	
BIOL	405/L	Entomology/Lab (4)		BIOL	405/L	Entomology/Lab (4)	
BIOL	415/L	Mycology/Lab (3)		BIOL	415/L	Mycology/Lab (3)	
BIOL	434/L	Herpetology/Lab (4)		BIOL	434/L	Herpetology/Lab (4)	
BIOL	437	Biometry (3)		BIOL	437	Biometry (3)	
BIOL	461/L	Agrostology/Lab (3)		BIOL	461/L	Agrostology/Lab (3)	
BIOL	462/L	Dendrology/Lab (4)		BIOL	462/L	Dendrology/Lab (4)	
BIOL	463/L	Ornithology/Lab (4)		BIOL	463/L	Ornithology/Lab (4)	
		<i>Cell/Physiology Emphasis</i>				<i>Cell/Physiology Emphasis</i>	
BIOL	317/L	Electron Microscopy/Lab (3)		BIOL	317/L	Electron Microscopy/Lab (3)	
BIOL	325/L	Physiology/Lab (4)		BIOL	325/L	Physiology/Lab (4)	



BIOL	331/L	Microbiology/Lab (4)		BIOL	331/L	Microbiology/Lab (4)	
BIOL	343/L	Cell & Molecular Biology/Lab (4)		BIOL	343/L	Cell & Molecular Biology/Lab (4)	
BIOL	381/L	Vertebrate Anatomy/Lab (4)		BIOL	381/L	Vertebrate Anatomy/Lab (4)	
BIOL	422	Immunology (3)		BIOL	422	Immunology (3)	
BIOL	430/L	Neurobiology/Lab (4)		BIOL	430/L	Neurobiology/Lab (4)	
BIOL	437	Biometry (3)		BIOL	437	Biometry (3)	
BIOL	460/L	Evolutionary & Ecological Plant Phys/Lab (3)		BIOL	460/L	Evolutionary & Ecological Plant Phys/Lab (3)	
BIOL	474/L	Ecological Genomics/Lab (4)		BIOL	474/L	Ecological Genomics/Lab (4)	
		Education Coursework				Education Coursework	
SEED	413	7-12 Science Methods	2	SEED	413	7-12 Science Methods	3
EDFN	295	Practicum: Pre-Admission Teaching	1	EDFN	295	Practicum: Pre-Admission Teaching	1
EDFN	338	Foundations of American Education	2	EDFN	338	Foundations of American Education	2
EPSY	302	Educational Psychology	3	EPSY	302	Educational Psychology	3
EPSY	428	Child Growth & Development	3	EPSY	428	Child Growth & Development	3
INED	411	South Dakota Indian Studies	3	INED	411	South Dakota Indian Studies	3
PSYC	101	General Psychology (3 credits counted in Gen Ed)	0	PSYC	101	General Psychology (3 credits counted in Gen Ed)	0
SPED	100	Intro to Persons with Exceptionalities	3	SPED	100	Intro to Persons with Exceptionalities	3
EDFN	365	Computer Based Technology & Learning	3	EDFN	365	Computer Based Technology & Learning	3
				EDFN	375	Methods of Technology Integration	1
				EDFN	440	Classroom Management	1
MLED	480	Middle Level Methods	2	MLED	480	Middle Level Methods	2
SEED	408	The Diverse 7-12 Classroom	3	SEED	408	The Diverse 7-12 Classroom	3
SEED	450	7-12 Teaching Reading in Content Literacy	3	SEED	450	7-12 Teaching Reading in Content Literacy	3
SEED	495	Practicum: Pre-Student Teaching	1	SEED	495	Practicum: Pre-Student Teaching	1
EDFN	475	Human Relations	3	EDFN	475	Human Relations	3
SEED	488	7-12 Student Teaching	9	SEED	488	7-12 Student Teaching	9

Total number of hours required for major,  
minor, or specialization

Total number of Education hours

Total number of hours required for degree

29

41

120

Total number of hours required for  
major, minor, or specialization

Total number of Education hours

Total number of hours required for  
degree

37

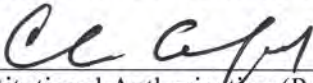
44

120

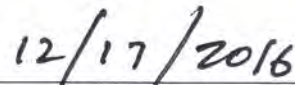
**9. EXPLANATION OF THE CHANGE:**

Eight additional elective hours in biology are being added to the major to allow students to increase the breadth and depth of their exposure to biological concepts and techniques. Based on analysis of MFAT and PRAXIS exam data, this increased training in the discipline will better prepare our biology students for dynamic careers in biology and biology education, or for advanced study in graduate programs.

In response to feedback from program completers, credits are being added to the professional core in all secondary teaching programs to strengthen preparation in classroom management and effective use of technology in the classroom.



\_\_\_\_\_  
Institutional Authorization (President or Designee)



\_\_\_\_\_  
Date Submitted

### South Dakota Board of Regents

#### EXISTING PROGRAM: SUBSTANTIVE PROGRAM MODIFICATION

This form is used to request substantive changes in already existing programs (majors, minors, specializations).

**1. INSTITUTION:**    **Black Hills State University**

**2. CURRENT PROGRAM NAME:**    **B.S.Ed. Business Education**

**3. THIS PROPOSAL DEALS WITH A CHANGE IN:**

*Distribution of Credits*

<u>  x  </u> total credits required within the discipline	<u>      </u> Program name
<u>  x  </u> total credits of supportive course work	<u>      </u> Existing specialization
<u>  x  </u> total credits of elective course work	<u>      </u> Addition of specialization
<u>      </u> total credits required for program	<u>      </u> Other (explain)

**4. LEVEL:**

       Certificate  
       Associate Degree  
  x   Bachelor's Degree  
       Master's Degree  
       Doctoral Degree

**5. CATEGORY:**

       Minor  
  x   Major  
       Specialization

**6. EFFECTIVE DATE OF CHANGE:**      2017FA  

**7. IF A NAME CHANGE IS PROPOSED, THIS WILL OCCUR:**

       on the effective date for all students  
       on the effective date for students new to the program  
           (enrolled students will graduate from existing program)



**8. PRIMARY ASPECTS OF THE MODIFICATION:**

Existing Curriculum				Proposed Curriculum (Highlight Changes)			
Current Program Name: Business Education				Proposed Program Name: Business Education			
Pre	Num	Title	Cr Hrs	Pre	Num	Title	Cr Hrs
		<b>Required Core</b>				<b>Required Core</b>	
		SGRs	30			SGRs	30
		Free electives	9			<b>Free electives</b>	<b>7</b>
		<i>Pre-Business Core</i>				<i>Pre-Business Core</i>	
ACCT	210	Principles of Accounting I	3	ACCT	210	Principles of Accounting I	3
ACCT	211	Principles of Accounting II	3	ACCT	211	Principles of Accounting II	3
ECON	201	Principles of Microeconomics (3 credits counted in Gen Ed)	0	ECON	201	Principles of Microeconomics (3 credits counted in Gen Ed)	0
ECON	202	Principles of Macroeconomics	3	ECON	202	Principles of Macroeconomics	3
MATH	281	Introduction to Statistics	3	MATH	281	Introduction to Statistics	3
MIS	205	Advanced Computer Applications	3	MIS	205	Advanced Computer Applications	3
		<i>Required Core</i>				<i>Required Core</i>	
BADM	310	Business Finance	3	BADM	310	Business Finance	3
BADM	344	Managerial Communications	3	BADM	344	Managerial Communications	3
BADM	350	Legal Environment of Business	3	BADM	350	Legal Environment of Business	3
BADM	360	Organization & Management	3	BADM	360	Organization & Management	3
BADM	370	Marketing	3	BADM	370	Marketing	3
BADM	407	International Business	3	BADM	407	International Business	3
BADM	482	Business Policy & Strategy	3	BADM	482	Business Policy & Strategy	3
MIS	325	Management Information Systems	3	MIS	325	Management Information Systems	3
		<i>Education Coursework</i>				<i>Education Coursework</i>	
BED	480	7-12 Business Education Methods	3	BED	480	7-12 Business Education Methods	3
EDFN	295	Practicum: Pre-Admission Teaching	1	EDFN	295	Practicum: Pre-Admission Teaching	1
EDFN	338	Foundations of American Education	2	EDFN	338	Foundations of American Education	2
EPSY	302	Educational Psychology	3	EPSY	302	Educational Psychology	3
EPSY	428	Child Growth & Development	3	EPSY	428	Child Growth & Development	3
INED	411	South Dakota Indian Studies	3	INED	411	South Dakota Indian Studies	3
PSYC	101	General Psychology (3 credits counted in Gen Ed)	0	PSYC	101	General Psychology (3 credits counted in Gen Ed)	0

SPED	100	Intro to Persons with Exceptionalities	3	SPED	100	Intro to Persons with Exceptionalities	3
EDFN	365	Computer Based Technology & Learning	3	EDFN	365	Computer Based Technology & Learning	3
				EDFN	375	Methods of Technology Integration	1
				EDFN	440	Classroom Management	1
MLED	480	Middle Level Methods	2	MLED	480	Middle Level Methods	2
SEED	408	The Diverse 7-12 Classroom	3	SEED	408	The Diverse 7-12 Classroom	3
SEED	450	7-12 Teaching Reading in Content Literacy	3	SEED	450	7-12 Teaching Reading in Content Literacy	3
SEED	495	Practicum: Pre-Student Teaching	1	SEED	495	Practicum: Pre-Student Teaching	1
EDFN	475	Human Relations	3	EDFN	475	Human Relations	3
SEED	488	7-12 Student Teaching	9	SEED	488	7-12 Student Teaching	9

**Total number of hours required for major, minor, or specialization**

**Total number of Education hours**

**Total number of hours required for degree**

39

42

120

**Total number of hours required for major, minor, or specialization**

**Total number of Education hours**

**Total number of hours required for degree**

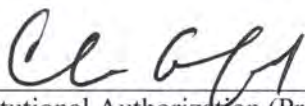
39

44

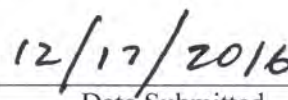
120

## 9. EXPLANATION OF THE CHANGE:

In response to feedback from program completers, credits are being added to the professional core in all secondary teaching programs to strengthen preparation in classroom management and effective use of technology in the classroom.



Institutional Authorization (President or Designee)



Date Submitted



### South Dakota Board of Regents

#### EXISTING PROGRAM: SUBSTANTIVE PROGRAM MODIFICATION

This form is used to request substantive changes in already existing programs (majors, minors, specializations).

**1. INSTITUTION:**    **Black Hills State University**

**2. CURRENT PROGRAM NAME:**    **BSED Chemistry Education**

**3. THIS PROPOSAL DEALS WITH A CHANGE IN:**

*Distribution of Credits*

<u>  x  </u> total credits required within the discipline	<u>      </u> Program name
<u>  x  </u> total credits of supportive course work	<u>      </u> Existing specialization
<u>  x  </u> total credits of elective course work	<u>      </u> Addition of specialization
<u>      </u> total credits required for program	<u>      </u> Other (explain)

**4. LEVEL:**

       Certificate  
       Associate Degree  
  x   Bachelor's Degree  
       Master's Degree  
       Doctoral Degree

**5. CATEGORY:**

       Minor  
  x   Major  
       Specialization

**6. EFFECTIVE DATE OF CHANGE:**    2017FA

**7. IF A NAME CHANGE IS PROPOSED, THIS WILL OCCUR:**

       on the effective date for all students  
       on the effective date for students new to the program  
           (enrolled students will graduate from existing program)



**8. PRIMARY ASPECTS OF THE MODIFICATION:**

Existing Curriculum				Proposed Curriculum (Highlight Changes)			
Current Program Name: Chemistry Education				Proposed Program Name: Chemistry Education			
Pre	Num	Title	Cr Hrs	Pre	Num	Title	Cr Hrs
		System General Education	30			System General Education	30
		Unspecified Electives	13			<b>Unspecified Electives</b>	<b>10</b>
		<i>Required Core</i>				<i>Required Core</i>	
CHEM	112/L	General Chemistry I/Lab (3 credits counted in Gen Ed)	1	CHEM	112/L	General Chemistry I/Lab (3 credits counted in Gen Ed)	1
CHEM	114/L	General Chemistry II/Lab (3 credits counted in Gen Ed)	1	CHEM	114/L	General Chemistry II/Lab (3 credits counted in Gen Ed)	1
CHEM	326/L	Organic Chemistry I/Lab	4	CHEM	326/L	Organic Chemistry I/Lab	4
CHEM	328/L	Organic Chemistry II/Lab	4	CHEM	328/L	Organic Chemistry II/Lab	4
CHEM	332/L	Analytical Chem/Lab	4	CHEM	332/L	Analytical Chem/Lab	4
CHEM	342	Physical Chemistry I	3	CHEM	342	Physical Chemistry I	3
CHEM	464/L	Biochemistry I/Lab	4	CHEM	464/L	Biochemistry I/Lab	4
CHEM	490	Senior Seminar	1	CHEM	490	Senior Seminar	1
PHYS	211/L	University Physics I/Lab	5	PHYS	211/L	University Physics I/Lab	5
PHYS	213/L	University Physics II/Lab	5	PHYS	213/L	University Physics II/Lab	5
MATH	121	Survey of Calculus (4)		MATH	121	Survey of Calculus (4)	
		<b>OR</b> (3 credits counted in Gen Ed)	1			<b>OR</b> (3 credits counted in Gen Ed)	1
MATH	123	Calculus I (4)		MATH	123	Calculus I (4)	
		<i>take 1 course and corresponding lab from the following:</i>	3			<i>take 1 course and corresponding lab from the following:</i>	3
CHEM	355/L	Field Environmental Chemistry/Lab (4)		CHEM	355/L	Field Environmental Chemistry/Lab (4)	
CHEM	434/L	Instrumental Analysis/Lab (4)		CHEM	434/L	Instrumental Analysis/Lab (4)	
CHEM	452	Inorganic Chemistry (3)		CHEM	452	Inorganic Chemistry (3)	
CHEM	465/L	Biochemistry II/Lab (4)		CHEM	465/L	Biochemistry II/Lab (4)	
GEOL	360	Geochemistry (3)		GEOL	360	Geochemistry (3)	
RESR	498	Research (3)		RESR	498	Research (3)	
		<i>Education Coursework</i>				<i>Education Coursework</i>	
SEED	413	7-12 Science Methods	2	SEED	413	7-12 Science Methods	<b>3</b>
EDFN	295	Practicum: Pre-Admission Teaching	1	EDFN	295	Practicum: Pre-Admission Teaching	1
EDFN	338	Foundations of American Education	2	EDFN	338	Foundations of American Education	2
EPSY	302	Educational Psychology	3	EPSY	302	Educational Psychology	3
EPSY	428	Child Growth & Development	3	EPSY	428	Child Growth & Development	3

INED	411	South Dakota Indian Studies	3	INED	411	South Dakota Indian Studies	3
PSYC	101	General Psychology (3 credits counted in Gen Ed)	0	PSYC	101	General Psychology (3 credits counted in Gen Ed)	0
SPED	100	Intro to Persons with Exceptionalities	3	SPED	100	Intro to Persons with Exceptionalities	3
EDFN	365	Computer Based Technology & Learning	3	EDFN	365	Computer Based Technology & Learning	3
				EDFN	375	Methods of Technology Integration	1
				EDFN	440	Classroom Management	1
MLED	480	Middle Level Methods	2	MLED	480	Middle Level Methods	2
SEED	408	The Diverse 7-12 Classroom	3	SEED	408	The Diverse 7-12 Classroom	3
SEED	450	7-12 Teaching Reading in Content Literacy	3	SEED	450	7-12 Teaching Reading in Content Literacy	3
SEED	495	Practicum: Pre-Student Teaching	1	SEED	495	Practicum: Pre-Student Teaching	1
EDFN	475	Human Relations	3	EDFN	475	Human Relations	3
SEED	488	7-12 Student Teaching	9	SEED	488	7-12 Student Teaching	9

Total number of hours required for major, minor, or specialization

36

Total number of Education hours

41

Total number of hours required for degree

120

Total number of hours required for major, minor, or specialization

36

Total number of Education hours

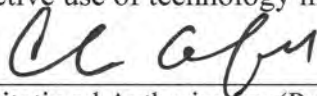
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Total number of hours required for degree

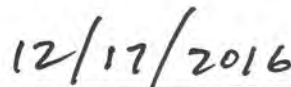
120

## 9. EXPLANATION OF THE CHANGE:

In response to feedback from program completers, credits are being added to the professional core in all secondary teaching programs to strengthen preparation in classroom management and effective use of technology in the classroom.



Institutional Authorization (President or Designee)



Date Submitted



### South Dakota Board of Regents

#### EXISTING PROGRAM: SUBSTANTIVE PROGRAM MODIFICATION

This form is used to request substantive changes in already existing programs (majors, minors, specializations).

**1. INSTITUTION:**    **Black Hills State University**

**2. CURRENT PROGRAM NAME:**    **BSED Composite English**

**3. THIS PROPOSAL DEALS WITH A CHANGE IN:**

*Distribution of Credits*

<u>  x  </u> total credits required within the discipline	<u>      </u> Program name
<u>  x  </u> total credits of supportive course work	<u>      </u> Existing specialization
<u>  x  </u> total credits of elective course work	<u>      </u> Addition of specialization
<u>      </u> total credits required for program	<u>      </u> Other (explain)

**4. LEVEL:**

       Certificate  
       Associate Degree  
  x   Bachelor's Degree  
       Master's Degree  
       Doctoral Degree

**5. CATEGORY:**

       Minor  
  x   Major  
       Specialization

**6. EFFECTIVE DATE OF CHANGE:**    2017FA

**7. IF A NAME CHANGE IS PROPOSED, THIS WILL OCCUR:**

       on the effective date for all students  
       on the effective date for students new to the program  
           (enrolled students will graduate from existing program)

**8. PRIMARY ASPECTS OF THE MODIFICATION:**

Existing Curriculum				Proposed Curriculum (Highlight Changes)			
Current Program Name: Composite English				Proposed Program Name: Composite English			
Pre	Num	Title	Cr Hrs	Pre	Num	Title	Cr Hrs
		System General Education	30			System General Education	30
		Unspecified Electives	6			<b>Unspecified Electives</b>	<b>4</b>
		<i>Required Core</i>				<i>Required Core</i>	
ENGL	221	British Literature I (3 credits counted in gen ed)	0	ENGL	221	British Literature I (3 credits counted in gen ed)	0
ENGL	241	American Lit I (gen ed)	3	ENGL	241	American Lit I (gen ed)	3
ENGL	304	Fundamentals of English Grammar	3	ENGL	304	Fundamentals of English Grammar	3
ENGL	412	Composition for the English Teacher	3	ENGL	412	Composition for the English Teacher	3
ENGL	484	Literary Criticism	3	ENGL	484	Literary Criticism	3
ENGL	290	Seminar (or 490)	3	ENGL	290	Seminar (or 490)	3
ENGL	292	Special Topics (or 492)	3	ENGL	292	Special Topics (or 492)	3
SPCM	215	Public Speaking (3 credits counted in gen ed)	0	SPCM	215	Public Speaking (3 credits counted in gen ed)	0
SPCM	222	Argumentation and Debate	3	SPCM	222	Argumentation and Debate	3
SPCM	340	Oral Interpretation of Literature	3	SPCM	340	Oral Interpretation of Literature	3
SPCM	466	Principles of Rhetoric	3	SPCM	466	Principles of Rhetoric	3
THEA	131	Introduction to Acting (3 credits counted in gen ed)	0	THEA	131	Introduction to Acting (3 credits counted in gen ed)	0
THEA	241	Stagecraft	3	THEA	241	Stagecraft	3
THEA	351	Directing	3	THEA	351	Directing	3
ENGL	211	World Lit I (3)		ENGL	211	World Lit I (3)	
		<b>OR</b>	3			<b>OR</b>	3
ENGL	212	World Lit II (3)		ENGL	212	World Lit II (3)	
ENGL	222	British Literature II (3)		ENGL	222	British Literature II (3)	
		<b>OR</b>	3			<b>OR</b>	3
ENGL	242	American Lit II (3)		ENGL	242	American Lit II (3)	
ENGL	431	Shakespeare I (3)		ENGL	431	Shakespeare I (3)	
		<b>OR</b>	3			<b>OR</b>	3
ENGL	432	Shakespeare II (3)		ENGL	432	Shakespeare II (3)	
		<i>Education Coursework</i>				<i>Education Coursework</i>	
SEED	424	7-12 Language Arts Methods	3	SEED	424	7-12 Language Arts Methods	3
EDFN	295	Practicum: Pre-Admission Teaching	1	EDFN	295	Practicum: Pre-Admission Teaching	1
EDFN	338	Foundations of American Education	2	EDFN	338	Foundations of American Education	2
EPSY	302	Educational Psychology	3	EPSY	302	Educational Psychology	3



EPSY	428	Child Growth & Development	3	EPSY	428	Child Growth & Development	3
INED	411	South Dakota Indian Studies	3	INED	411	South Dakota Indian Studies	3
PSYC	101	General Psychology (3 credits counted in Gen Ed)	0	PSYC	101	General Psychology (3 credits counted in Gen Ed)	0
SPED	100	Intro to Persons with Exceptionalities	3	SPED	100	Intro to Persons with Exceptionalities	3
EDFN	365	Computer Based Technology & Learning	3	EDFN	365	Computer Based Technology & Learning	3
				EDFN	375	Methods of Technology Integration	1
				EDFN	440	Classroom Management	1
MLED	480	Middle Level Methods	2	MLED	480	Middle Level Methods	2
SEED	408	The Diverse 7-12 Classroom	3	SEED	408	The Diverse 7-12 Classroom	3
SEED	450	7-12 Teaching Reading in Content Literacy	3	SEED	450	7-12 Teaching Reading in Content Literacy	3
SEED	495	Practicum: Pre-Student Teaching	1	SEED	495	Practicum: Pre-Student Teaching	1
EDFN	475	Human Relations	3	EDFN	475	Human Relations	3
SEED	488	7-12 Student Teaching	9	SEED	488	7-12 Student Teaching	9

Total number of hours required for major, minor, or specialization

42

Total number of Education hours

42

Total number of hours required for degree

120

Total number of hours required for major, minor, or specialization

42

Total number of Education hours

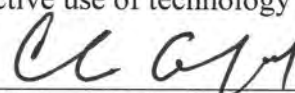
44

Total number of hours required for degree

120

## 9. EXPLANATION OF THE CHANGE:

In response to feedback from program completers, credits are being added to the professional core in all secondary teaching programs to strengthen preparation in classroom management and effective use of technology in the classroom.

  
Institutional Authorization (President or Designee)

  
Date Submitted





**8. PRIMARY ASPECTS OF THE MODIFICATION:**

Existing Curriculum

Proposed Curriculum (Highlight Changes)

Current Program Name: Elementary Education				Proposed Program Name: Elementary Education			
Pre	Num	Title	Cr Hrs	Pre	Num	Title	Cr Hrs
		<b>Required Core</b>				<b>Required Core</b>	
		SGRs	30			SGRs	30
		Unspecified Electives	14			<b>Unspecified electives</b>	<b>9</b>
		<b>Required Gen Eds</b>				<b>Required Gen Eds</b>	
BIOL	101/103	Biology Survey I or II & Lab (3 credits counted in Gen Ed)		BIOL	101/103	Biology Survey I or II & Lab (3 credits counted in Gen Ed)	
		<b>OR</b>	1			<b>OR</b>	1
BIOL	151/153	General Biology I or II & Lab (3 credits counted in Gen Ed)		BIOL	151/153	General Biology I or II & Lab (3 credits counted in Gen Ed)	
GEOG	210	World Regional Geography (global)	3	GEOG	210	World Regional Geography (global)	3
HIST	151	United States History I		HIST	151	United States History I	
		<b>OR</b>	3			<b>OR</b>	3
HIST	152	United States History II		HIST	152	United States History II	
MATH		Any Gen Ed Math (3 credits counted in Gen Ed)	0	MATH		Any Gen Ed Math (3 credits counted in Gen Ed)	0
POLS	100	American Government (3 credits counted in Gen Ed)	0	POLS	100	American Government (3 credits counted in Gen Ed)	0
PSYC	101	General Psychology (3 credits counted in Gen Ed)	0	PSYC	101	General Psychology (3 credits counted in Gen Ed)	0
		<b>Pre-Professional Core</b>				<b>Pre-Professional Core</b>	
ARTE	310	K-8 Art Methods	2	ARTE	310	K-8 Art Methods	2
EDFN	295	Practicum: Pre-Admission Teaching	1	EDFN	295	Practicum: Pre-Admission Teaching	1
EDFN	338	Foundations of American Education	2	EDFN	338	Foundations of American Education	2
ELED	303	Earth and Physical Science for Elementary Teachers	4	ELED	303	Earth and Physical Science for Elementary Teachers	4
ELED	315	Fndtns/Thry of Rdg (Writing/Experiential)	2	ELED	315	Fndtns/Thry of Rdg (Writing/Experiential)	2
				<b>ELED</b>	<b>361</b>	<b>Social Science for Elementary Teachers</b>	<b>2</b>
EPSY	302	Educational Psychology	3	EPSY	302	Educational Psychology	3
EPSY	428	Child & Adolescent Development	3	EPSY	428	Child & Adolescent Development	3
HLTH	321	K-8 Methods of Teaching Health	2	HLTH	321	K-8 Methods of Teaching Health	2
INED	411	South Dakota Indian Studies	3	INED	411	South Dakota Indian Studies	3
LIBM	205	Children's Literature	2	LIBM	205	Children's Literature	2
MATH	341	Math Concepts for Teachers I	3	MATH	341	Math Concepts for Teachers I	3
MATH	342	Math Concepts for Teachers II	3	MATH	342	Math Concepts for Teachers II	3
MUS	353	K-8 Music Methods	2	MUS	353	K-8 Music Methods	2
PE	360	K-8 Physical Education Methods	2	PE	360	K-8 Physical Education Methods	2
SPED	100	Intro to Persons with Exceptionalities	3	SPED	100	Intro to Persons with Exceptionalities	3

BSED.ELED

4/27/2016



		<i>Professional Core</i>				<i>Professional Core</i>	
		<i>Take prior to residency courses</i>				<i>Take prior to residency courses</i>	
EDFN	365	Computer Based Technology & Learning	3	EDFN	365	Computer Based Technology & Learning	3
				EDFN	375	Methods of Technology Integration	1
				EDFN	440	Classroom Management	1
ELED	408	Diverse K-8 Classroom	2	ELED	408	Diverse K-8 Classroom	2
				ELED	415	Assessment for the Elementary Teacher	1
		<i>Residency courses</i>				<i>Residency courses</i>	
ELED	320	K-8 Science Methods	2	ELED	320	K-8 Science Methods	2
ELED	330	K-8 Math Methods	2	ELED	330	K-8 Math Methods	3
ELED	360	K-8 Social Science Methods	2	ELED	360	K-8 Social Science Methods	2
ELED	440	K-8 Language Arts Methods	2	ELED	440	K-8 Language Arts Methods	2
ELED	450	K-8 Reading Methods	2	ELED	450	K-8 Reading Methods	2
ELED	459	Intro to Literacy Assessment & Remediation	3	ELED	459	Intro to Literacy Assessment & Remediation	2
ELED	495	Practicum: Pre-Student Teaching	2	ELED	495	Practicum: Pre-Student Teaching	2
EDFN	475	Human Relations	3	EDFN	475	Human Relations	3
ELED	488	K-8 Student Teaching	9	ELED	488	K-8 Student Teaching	9

Total number of hours required for major, minor, or specialization

76

Total number of hours required for degree

120

Total number of hours required for major, minor, or specialization

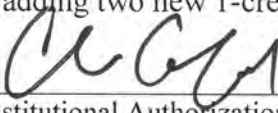
81

Total number of hours required for degree

120

## 9. EXPLANATION OF THE CHANGE:

Based on PRAXIS data, faculty believe our elementary education majors need stronger preparation in social studies content and in the area of assessment of student learning. Because of this, we are adding Social Science for the Elementary Teacher (2 credits) and a 1-credit course titled Assessment for the Elementary Teacher. Feedback from students, as well as assessment data, led to the addition of one credit to the Math Methods course. In order to avoid adding credits to the full elementary block semester, we gained space for that one credit by reducing ELED 459 Introduction to Literacy Assessment and Remediation. Feedback from our graduates and from employers led us to strengthen preparation in classroom management and technology integration by adding two new 1-credit courses.

  
Institutional Authorization (President or Designee)

9/23/2016

Date Submitted

BSSED.ELED

4/27/2016

### South Dakota Board of Regents

#### EXISTING PROGRAM: SUBSTANTIVE PROGRAM MODIFICATION

This form is used to request substantive changes in already existing programs (majors, minors, specializations).

**1. INSTITUTION:**    **Black Hills State University**

**2. CURRENT PROGRAM NAME:**    **BSED English**

**3. THIS PROPOSAL DEALS WITH A CHANGE IN:**

*Distribution of Credits*

<u>  x  </u> total credits required within the discipline	<u>      </u> Program name
<u>  x  </u> total credits of supportive course work	<u>      </u> Existing specialization
<u>  x  </u> total credits of elective course work	<u>      </u> Addition of specialization
<u>      </u> total credits required for program	<u>      </u> Other (explain)

**4. LEVEL:**

       Certificate  
       Associate Degree  
  x   Bachelor's Degree  
       Master's Degree  
       Doctoral Degree

**5. CATEGORY:**

       Minor  
  x   Major  
       Specialization

**6. EFFECTIVE DATE OF CHANGE:**      2017FA  

**7. IF A NAME CHANGE IS PROPOSED, THIS WILL OCCUR:**

       on the effective date for all students  
       on the effective date for students new to the program  
           (enrolled students will graduate from existing program)



**8. PRIMARY ASPECTS OF THE MODIFICATION:**

Existing Curriculum				Proposed Curriculum (Highlight Changes)			
Current Program Name: English				Proposed Program Name: English			
Pre	Num	Title	Cr Hrs	Pre	Num	Title	Cr Hrs
		System General Education	30			System General Education	30
		Unspecified Electives	12			<b>Unspecified Electives</b>	<b>10</b>
		<i>Required Core</i>				<i>Required Core</i>	
ENGL	221	British Literature I (3 credits counted in gen ed)	0	ENGL	221	British Literature I (3 credits counted in gen ed)	0
ENGL	222	British Literature	3	ENGL	222	British Literature	3
ENGL	241	American Lit I	3	ENGL	241	American Lit I	3
ENGL	242	American Lit II	3	ENGL	242	American Lit II	3
ENGL	304	Fundamentals of English Grammar	3	ENGL	304	Fundamentals of English Grammar	3
ENGL	406	Adolescent Literature	3	ENGL	406	Adolescent Literature	3
ENGL	412	Composition for the English Teacher	3	ENGL	412	Composition for the English Teacher	3
ENGL	484	Literary Criticism	3	ENGL	484	Literary Criticism	3
ENGL		200/300/400 Elective (Except 201, 210)	3	ENGL		200/300/400 Elective (Except 201, 210)	3
ENGL	211	World Lit I (3)		ENGL	211	World Lit I (3)	
		<b>OR</b>	3			<b>OR</b>	3
ENGL	212	World Lit II (3)		ENGL	212	World Lit II (3)	
ENGL	431	Shakespeare I (3)		ENGL	431	Shakespeare I (3)	
		<b>OR</b>	3			<b>OR</b>	3
ENGL	432	Shakespeare II (3)		ENGL	432	Shakespeare II (3)	
		Take 6 credits from ENGL 490/492	6			Take 6 credits from ENGL 490/492	6
		<i>Education Coursework</i>				<i>Education Coursework</i>	
SEED	424	7-12 Language Arts Methods	3	SEED	424	7-12 Language Arts Methods	3
EDFN	295	Practicum: Pre-Admission Teaching	1	EDFN	295	Practicum: Pre-Admission Teaching	1
EDFN	338	Foundations of American Education	2	EDFN	338	Foundations of American Education	2
EPSY	302	Educational Psychology	3	EPSY	302	Educational Psychology	3
EPSY	428	Child Growth & Development	3	EPSY	428	Child Growth & Development	3
INED	411	South Dakota Indian Studies	3	INED	411	South Dakota Indian Studies	3
PSYC	101	General Psychology (3 credits counted in Gen Ed)	0	PSYC	101	General Psychology (3 credits counted in Gen Ed)	0
SPED	100	Intro to Persons with Exceptionalities	3	SPED	100	Intro to Persons with Exceptionalities	3

EDFN	365	Computer Based Technology & Learning	3	EDFN	365	Computer Based Technology & Learning	3
				EDFN	375	Methods of Technology Integration	1
				EDFN	440	Classroom Management	1
MLED	480	Middle Level Methods	2	MLED	480	Middle Level Methods	2
SEED	408	The Diverse 7-12 Classroom	3	SEED	408	The Diverse 7-12 Classroom	3
SEED	450	7-12 Teaching Reading in Content Literacy	3	SEED	450	7-12 Teaching Reading in Content Literacy	3
SEED	495	Practicum: Pre-Student Teaching	1	SEED	495	Practicum: Pre-Student Teaching	1
EDFN	475	Human Relations	3	EDFN	475	Human Relations	3
SEED	488	7-12 Student Teaching	9	SEED	488	7-12 Student Teaching	9

Total number of hours required for major,  
minor, or specialization

36

Total number of Education hours

42

Total number of hours required for degree

120

Total number of hours required for  
major, minor, or specialization

36

Total number of Education hours

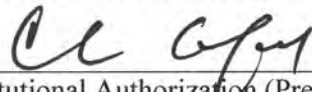
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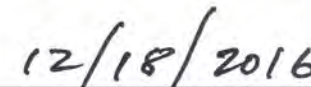
Total number of hours required for  
degree

120

## 9. EXPLANATION OF THE CHANGE:

In response to feedback from program completers, credits are being added to the professional core in all secondary teaching programs to strengthen preparation in classroom management and effective use of technology in the classroom.

  
Institutional Authorization (President or Designee)

  
Date Submitted



### South Dakota Board of Regents

#### EXISTING PROGRAM: SUBSTANTIVE PROGRAM MODIFICATION

This form is used to request substantive changes in already existing programs (majors, minors, specializations).

**1. INSTITUTION:**    **Black Hills State University**

**2. CURRENT PROGRAM NAME:**    **B.S.Ed. K-12 Special Education**

**3. THIS PROPOSAL DEALS WITH A CHANGE IN:**

*Distribution of Credits*

<u>  x  </u> total credits required within the discipline	_____ Program name
<u>  x  </u> total credits of supportive course work	_____ Existing specialization
<u>  x  </u> total credits of elective course work	_____ Addition of specialization
_____ total credits required for program	_____ Other (explain)

**4. LEVEL:**

\_\_\_\_\_ Certificate  
 \_\_\_\_\_ Associate Degree  
  x   Bachelor's Degree  
 \_\_\_\_\_ Master's Degree  
 \_\_\_\_\_ Doctoral Degree

**5. CATEGORY:**

\_\_\_\_\_ Minor  
  x   Major  
 \_\_\_\_\_ Specialization

**6. EFFECTIVE DATE OF CHANGE:**      2017FA  

**7. IF A NAME CHANGE IS PROPOSED, THIS WILL OCCUR:**

\_\_\_\_\_ on the effective date for all students

\_\_\_\_\_ on the effective date for students new to the program  
                     (enrolled students will graduate from existing program)

**8. PRIMARY ASPECTS OF THE MODIFICATION:**

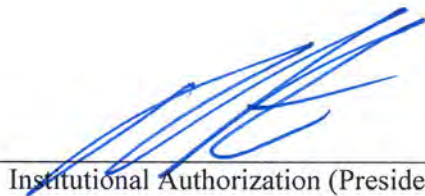
Existing Curriculum				Proposed Curriculum (Highlight Changes)			
Current Program Name:				Proposed Program Name:			
Pre	Num	Title	Cr Hrs	Pre	Num	Title	Cr Hrs
		Required Core				Required Core	
		SGRs	30			SGRs	30
		Unspecified Electives	28			Unspecified electives	19
		<b>Pre-Professional Core</b>				<b>Pre-Professional Core</b>	
EDFN	295	Practicum: Pre-Admission Teaching	1	EDFN	295	Practicum: Pre-Admission Teaching	1
EDFN	338	Foundations of American Education	2	EDFN	338	Foundations of American Education	2
EPSY	302	Educational Psychology	3	EPSY	302	Educational Psychology	3
EPSY	428	Child & Adolescent Development	3	EPSY	428	Child & Adolescent Development	3
HLTH	251	First Aid & CPR	1	HLTH	251	First Aid & CPR	1
INED	411	South Dakota Indian Studies	3	INED	411	South Dakota Indian Studies	3
PSYC	101	General Psychology (3 credits counted in gen ed)	0	PSYC	101	General Psychology (3 credits counted in gen ed)	0
		<b>Special Ed Core</b>				<b>Special Ed Core</b>	
				ED	420	Single Subject Research Methodology	2
SPED	100	Intro to Persons with Exceptionalities	3	SPED	100	Intro to Persons with Exceptionalities	3
				SPED	406	Introduction to Assistive Technology	2
SPED	410	Behavior Management of Exceptional Children	3	SPED	410	Behavior Management of Exceptional Children	3
SPED	413	Students with MR, DD, and Severe Disabilities	3	SPED	413	Students with MR, DD, and Severe Disabilities	3
SPED	417	Vocational-Transitional Programming	3	SPED	417	Vocational-Transitional Programming	3
SPED	420	Curriculum & Instructional Strategies K-12	3	SPED	420	Curriculum & Instructional Strategies K-12	3
SPED	431	Identification and Assessment in Special Ed	3	SPED	431	Identification and Assessment in Special Ed	3
				SPED	453	Introduction to Autism Spectrum Disorder	3
SPED	460	Family Systems and Professional Collaboration	3	SPED	460	Family Systems and Professional Collaboration	3
SPED	495	Practicum: Special Education	2	SPED	495	Practicum: Special Education	2
		<b>take one course from the following:</b>	2			<b>take one course from the following:</b>	2







- 1) Five courses are being added to the program. The first addition is *Introduction to Assistive Technology* (2 credits), in which students will become familiar with both lo-tech and hi-tech strategies for supporting individuals with disabilities in areas of communication and independent living. Future special educators will become familiar with AT devices and practices they are likely to encounter in their classrooms.
- 2) Students will take *Introduction to Autism Spectrum Disorders* (3 credits) to learn the characteristics of individuals diagnosed with ASD, legal implications, the impact on families, and strategies that guide the instruction of students with ASD. This diagnosis has become even more common in the last few years, and this is a necessary addition to the preparation of SPED teachers.
- 3) Students will take *Single Subject Research Methodology* (2 credits) to prepare them as future SPED teachers to more effectively determine needs, base program decisions on empirical evidence, and be accountable for delivering an "appropriate" education to persons with disabilities. This will enable these future teachers to conduct research that contributes to the field.
- 4) Students will take *Methods of Technology Integration* (1 credit) to prepare them to make the most effective use of current technology and media in whatever content areas they teach. This course builds on what they have learned in the earlier 3-credit instructional technology course taken by all persons planning to teach. Addition of this course to most of the BHSU teaching programs is in response to feedback from alumni and employers.
- 5) Students will take *Classroom Management* (1 credit) to strengthen preparation in classroom management. Addition of this course to most of the BHSU teaching programs is in response to feedback from alumni and employers.
- 6) Faculty are reducing the number of choices in one area of the program to ensure future SPED teachers take a course in either Intro to Literacy Assessment and Remediation, Adaptive Physical Education, or Psychology of Abnormal Behavior rather than having broader choices.




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Institutional Authorization (President or Designee)




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Date Submitted

### South Dakota Board of Regents

#### EXISTING PROGRAM: SUBSTANTIVE PROGRAM MODIFICATION

This form is used to request substantive changes in already existing programs (majors, minors, specializations).

**1. INSTITUTION:**    **Black Hills State University**

**2. CURRENT PROGRAM NAME:**    **B.BSED.SSC Composite Social Science Education**

**3. THIS PROPOSAL DEALS WITH A CHANGE IN:**

*Distribution of Credits*

<u>  x  </u> total credits required within the discipline	_____ Program name
<u>  x  </u> total credits of supportive course work	_____ Existing specialization
<u>  x  </u> total credits of elective course work	_____ Addition of specialization
_____ total credits required for program	_____ Other (explain)

**4. LEVEL:**

\_\_\_\_\_ Certificate  
 \_\_\_\_\_ Associate Degree  
  x   Bachelor's Degree  
 \_\_\_\_\_ Master's Degree  
 \_\_\_\_\_ Doctoral Degree

**5. CATEGORY:**

\_\_\_\_\_ Minor  
  x   Major  
 \_\_\_\_\_ Specialization

**6. EFFECTIVE DATE OF CHANGE:**      2017FA  

**7. IF A NAME CHANGE IS PROPOSED, THIS WILL OCCUR:**

\_\_\_\_\_ on the effective date for all students

\_\_\_\_\_ on the effective date for students new to the program  
                   (enrolled students will graduate from existing program)



**8. PRIMARY ASPECTS OF THE MODIFICATION:**

Existing Curriculum				Proposed Curriculum (Highlight Changes)			
Current Program Name: Composite Social Science - Teaching				Proposed Program Name: Composite Social Science - Teaching			
Pre	Num	Title	Cr Hrs	Pre	Num	Title	Cr Hrs
		System General Education Requirements (SGRs)	30			System General Education Requirements (SGRs)	30
		Unspecified Electives	9			<b>Unspecified Electives</b>	<b>1</b>
		<i>Required Core</i>				<i>Required Core</i>	
				<b>GEOG</b>	<b>101</b>	<b>Intro to Geography</b>	<b>3</b>
GEOG	210	World Regional Geography (3 credits counted in Gen Ed)	0	GEOG	210	World Regional Geography (3 credits counted in Gen Ed)	0
GEOG		300/400 level Elective	3	GEOG		300/400 level Elective	3
HIST	115	Survey of Non-Western Civilizations	3	HIST	115	Survey of Non-Western Civilizations	3
HIST	121	Western Civilization I (3 credits counted in Gen Ed)	0	HIST	121	Western Civilization I (3 credits counted in Gen Ed)	0
HIST	151	United States History I (3 credits counted in Gen Ed)	0	HIST	151	United States History I (3 credits counted in Gen Ed)	0
HIST	152	United States History II	3	HIST	152	United States History II	3
HIST	327	European History 1500-1815	3	HIST	327	European History 1500-1815	3
HIST	328	European History since 1815	3	HIST	328	European History since 1815	3
HIST	476	History of South Dakota	3	HIST	476	History of South Dakota	3
POLS	100	American Government	3	POLS	100	American Government	3
POLS	141	Governments of the World	3	POLS	141	Governments of the World	3
POLS	210	State and Local Government	3	POLS	210	State and Local Government	3
				<b>POLS</b>	<b>250</b>	<b>Intro to International Relations</b>	<b>3</b>
SOC	100	Introduction to Sociology	3	SOC	100	Introduction to Sociology	3
ECON	201	Principles of Microeconomics (3)		ECON	201	Principles of Microeconomics (3)	
		OR	3			OR	3
ECON	202	Principles of Macroeconomics (3)		ECON	202	Principles of Macroeconomics (3)	
HIST	480	Historical Methods and Historiography (3)		HIST	480	Historical Methods and Historiography (3)	
		OR	3			OR	3
SS	350	Introduction to Research Methods (3)				<b>DELETE</b>	
				<b>POLS</b>	<b>412</b>	<b>Social Research Methods and Design (3)</b>	



		<i>Education Coursework</i>				<i>Education Coursework</i>	
SEED	415	7-12 Social Science Methods	3	SEED	415	7-12 Social Science Methods	3
EDFN	295	Practicum: Pre-Admission Teaching	1	EDFN	295	Practicum: Pre-Admission Teaching	1
EDFN	338	Foundations of American Education	2	EDFN	338	Foundations of American Education	2
EPSY	302	Educational Psychology	3	EPSY	302	Educational Psychology	3
EPSY	428	Child & Adolescent Development	3	EPSY	428	Child & Adolescent Development	3
INED	411	South Dakota Indian Studies	3	INED	411	South Dakota Indian Studies	3
PSYC	101	General Psychology	3	PSYC	101	General Psychology	3
SPED	100	Intro to Persons with Exceptionalities	3	SPED	100	Intro to Persons with Exceptionalities	3
EDFN	365	Computer Based Technology & Learning	3	EDFN	365	Computer Based Technology & Learning	3
MLED	480	Middle Level Methods	2	MLED	480	Middle Level Methods	2
SEED	408	The Diverse 7-12 Classroom	3	SEED	408	The Diverse 7-12 Classroom	3
				EDFN	440	Classroom Management	1
				EDFN	375	Methods of Technology Integration	1
SEED	450	7-12 Teaching Reading in Content Literacy	3	SEED	450	7-12 Teaching Reading in Content Literacy	3
SEED	495	Practicum: Pre-Student Teaching	1	SEED	495	Practicum: Pre-Student Teaching	1
EDFN	475	Human Relations	3	EDFN	475	Human Relations	3
SEED	488	7-12 Student Teaching	9	SEED	488	7-12 Student Teaching	9

**Total number of hours required for major, minor, or specialization**

**36**

**Total number of Education hours**

**45**

**Total number of hours required for degree**

**120**

**Total number of hours required for major, minor, or specialization**

**42**

**Total number of Education hours**

**47**

**Total number of hours required for degree**

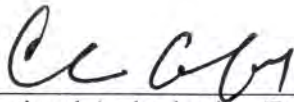
**120**

## 9. EXPLANATION OF THE CHANGE:

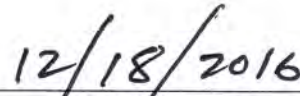
GEOG 101 and POLS 250 are being added to the required courses to better prepare our students to pass the PRAXIS exams in these areas and to better prepare them to teach Geography and Government in the high school setting. This decision is based on analyses of exit exam and PRAXIS exam data. History (US and World), Geography, and Government are the courses most commonly taught in high school social studies in SD and WY, so these are the areas receiving greater emphasis in the SSC major. Students are advised that if they plan to be able to teach Psychology, Sociology, or Economics that they will need to take additional coursework outside that required by the program.

SS 350 will no longer be offered. POLS 412 is replacing it and the content covered will remain the same.

In response to feedback from program completers, credits are being added to the professional core in all secondary teaching programs to strengthen preparation in classroom management and effective use of technology in the classroom.



\_\_\_\_\_  
Institutional Authorization (President or Designee)



\_\_\_\_\_  
Date Submitted

### South Dakota Board of Regents

#### EXISTING PROGRAM: SUBSTANTIVE PROGRAM MODIFICATION

This form is used to request substantive changes in already existing programs (majors, minors, specializations).

**1. INSTITUTION:**    **Black Hills State University**

**2. CURRENT PROGRAM NAME:**    **BSED Speech**

**3. THIS PROPOSAL DEALS WITH A CHANGE IN:**

*Distribution of Credits*

<u>  x  </u> total credits required within the discipline	<u>      </u> Program name
<u>  x  </u> total credits of supportive course work	<u>      </u> Existing specialization
<u>  x  </u> total credits of elective course work	<u>      </u> Addition of specialization
<u>      </u> total credits required for program	<u>      </u> Other (explain)

**4. LEVEL:**

       Certificate  
       Associate Degree  
  x   Bachelor's Degree  
       Master's Degree  
       Doctoral Degree

**5. CATEGORY:**

       Minor  
  x   Major  
       Specialization

**6. EFFECTIVE DATE OF CHANGE:**      2017FA  

**7. IF A NAME CHANGE IS PROPOSED, THIS WILL OCCUR:**

       on the effective date for all students  
       on the effective date for students new to the program  
           (enrolled students will graduate from existing program)



**8. PRIMARY ASPECTS OF THE MODIFICATION:**

Existing Curriculum				Proposed Curriculum (Highlight Changes)			
Current Program Name: Speech				Proposed Program Name: Speech			
Pre	Num	Title	Cr Hrs	Pre	Num	Title	Cr Hrs
		System General Education	30			System General Education	30
		Unspecified Electives	21			<b>Unspecified Electives</b>	<b>19</b>
		<i>Take one emphasis &amp; the teaching cores</i>				<i>Take one emphasis &amp; the teaching cores</i>	
		<i>Communication Emphasis</i>				<i>Communication Emphasis</i>	
MCOM		300/400 level Elective	3	MCOM		300/400 level Elective	3
SPCM	201	Interpersonal Communication	3	SPCM	201	Interpersonal Communication	3
SPCM	215	Public Speaking (3 credits counted in gen ed)	0	SPCM	215	Public Speaking (3 credits counted in gen ed)	0
SPCM	222	Argumentation and Debate	3	SPCM	222	Argumentation and Debate	3
SPCM	405	Theories of Communication	3	SPCM	405	Theories of Communication	3
SPCM	410	Organizational Communication	3	SPCM	410	Organizational Communication	3
SPCM	466	Principles of Rhetoric	3	SPCM	466	Principles of Rhetoric	3
THEA	131	Introduction to Acting (3 credits counted in gen ed)	0	THEA	131	Introduction to Acting (3 credits counted in gen ed)	0
		<i>Electives from SPCM, MCOM, PHIL 220, or THEA</i>	6			<i>Electives from SPCM, MCOM, PHIL 220, or THEA</i>	6
		<i>Theatre Emphasis</i>				<i>Theatre Emphasis</i>	
SPCM	222	Argumentation & Debate (3 credits counted in gen ed)	0	SPCM	222	Argumentation & Debate (3 credits counted in gen ed)	0
THEA	100	Introduction to Theatre (3 credits counted in gen ed)	0	THEA	100	Introduction to Theatre (3 credits counted in gen ed)	0
THEA	131	Introduction to Acting	3	THEA	131	Introduction to Acting	3
THEA	241	Stagecraft	3	THEA	241	Stagecraft	3
THEA	243	Makeup	3	THEA	243	Makeup	3
THEA	344	Fundamentals of Design	3	THEA	344	Fundamentals of Design	3
THEA	351	Directing	3	THEA	351	Directing	3
THEA	361	Lit & History of the Theatre I	3	THEA	361	Lit & History of the Theatre I	3
THEA	364	Lit & History of the Theatre II	3	THEA	364	Lit & History of the Theatre II	3
THEA	450	Senior Capstone Project	3	THEA	450	Senior Capstone Project	3
THEA	495	Practicum	3	THEA	495	Practicum	3

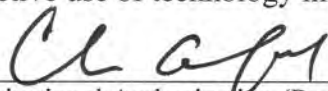
<i>Education Coursework</i>				<i>Education Coursework</i>			
SEED	424	7-12 Language Arts Methods	3	SEED	424	7-12 Language Arts Methods	3
EDFN	295	Practicum: Pre-Admission Teaching	1	EDFN	295	Practicum: Pre-Admission Teaching	1
EDFN	338	Foundations of American Education	2	EDFN	338	Foundations of American Education	2
EPSY	302	Educational Psychology	3	EPSY	302	Educational Psychology	3
EPSY	428	Child Growth & Development	3	EPSY	428	Child Growth & Development	3
INED	411	South Dakota Indian Studies	3	INED	411	South Dakota Indian Studies	3
PSYC	101	General Psychology (3 credits counted in Gen Ed)	0	PSYC	101	General Psychology (3 credits counted in Gen Ed)	0
SPED	100	Intro to Persons with Exceptionalities	3	SPED	100	Intro to Persons with Exceptionalities	3
EDFN	365	Computer Based Technology & Learning	3	EDFN	365	Computer Based Technology & Learning	3
				EDFN	375	Methods of Technology Integration	1
				EDFN	440	Classroom Management	1
MLED	480	Middle Level Methods	2	MLED	480	Middle Level Methods	2
SEED	408	The Diverse 7-12 Classroom	3	SEED	408	The Diverse 7-12 Classroom	3
SEED	450	7-12 Teaching Reading in Content Literacy	3	SEED	450	7-12 Teaching Reading in Content Literacy	3
SEED	495	Practicum: Pre-Student Teaching	1	SEED	495	Practicum: Pre-Student Teaching	1
EDFN	475	Human Relations	3	EDFN	475	Human Relations	3
SEED	488	7-12 Student Teaching	9	SEED	488	7-12 Student Teaching	9

Total number of hours required for major, minor, or specialization	24-27
Total number of Education hours	42
Total number of hours required for degree	120

Total number of hours required for major, minor, or specialization	24-27
Total number of Education hours	44
Total number of hours required for degree	120

## 9. EXPLANATION OF THE CHANGE:

In response to feedback from program completers, credits are being added to the professional core in all secondary teaching programs to strengthen preparation in classroom management and effective use of technology in the classroom.

  
Institutional Authorization (President or Designee)

12/18/2016  
Date Submitted



### South Dakota Board of Regents

#### EXISTING PROGRAM: SUBSTANTIVE PROGRAM MODIFICATION

This form is used to request substantive changes in already existing programs (majors, minors, specializations).

**1. INSTITUTION:**    **Black Hills State University**

**2. CURRENT PROGRAM NAME:**    **BSED Composite Speech Communication**

**3. THIS PROPOSAL DEALS WITH A CHANGE IN:**

*Distribution of Credits*

  x   total credits required within the discipline

           Program name

  x   total credits of supportive course work

           Existing specialization

  x   total credits of elective course work

           Addition of specialization

           total credits required for program

           Other (explain)

**4. LEVEL:**

           Certificate

           Associate Degree

  x   Bachelor's Degree

           Master's Degree

           Doctoral Degree

**5. CATEGORY:**

           Minor

  x   Major

           Specialization

**6. EFFECTIVE DATE OF CHANGE:**      2017FA  

**7. IF A NAME CHANGE IS PROPOSED, THIS WILL OCCUR:**

           on the effective date for all students

           on the effective date for students new to the program  
                     (enrolled students will graduate from existing program)

**8. PRIMARY ASPECTS OF THE MODIFICATION:**

Existing Curriculum				Proposed Curriculum (Highlight Changes)			
Current Program Name: Composite Speech Communication				Proposed Program Name: Composite Speech Communication			
Pre	Num	Title	Cr Hrs	Pre	Num	Title	Cr Hrs
		System General Education	30			System General Education	30
		Unspecified Electives	6			<b>Unspecified Electives</b>	<b>4</b>
		<i>Required Core</i>				<i>Required Core</i>	
ENGL	221	British Literature I (3 credits counted in gen ed)	0	ENGL	221	British Literature I (3 credits counted in gen ed)	0
ENGL	241	American Lit I	3	ENGL	241	American Lit I	3
ENGL	304	Fundamentals of English Grammar	3	ENGL	304	Fundamentals of English Grammar	3
ENGL	426	History & Structures of English	3	ENGL	426	History & Structures of English	3
ENGL	484	Literary Criticism	3	ENGL	484	Literary Criticism	3
MCOM		300/400 level Elective	3	MCOM		300/400 level Elective	3
SPCM	201	Interpersonal Communication	3	SPCM	201	Interpersonal Communication	3
SPCM	215	Public Speaking (3 credits counted in gen ed)	0	SPCM	215	Public Speaking (3 credits counted in gen ed)	0
SPCM	222	Argumentation and Debate	3	SPCM	222	Argumentation and Debate	3
SPCM	405	Theories of Communication	3	SPCM	405	Theories of Communication	3
SPCM	410	Organizational Communication	3	SPCM	410	Organizational Communication	3
SPCM	466	Principles of Rhetoric	3	SPCM	466	Principles of Rhetoric	3
THEA	131	Introduction to Acting (3 credits counted in gen ed)	0	THEA	131	Introduction to Acting (3 credits counted in gen ed)	0
ENGL	211	World Lit I (3)		ENGL	211	World Lit I	
		<b>OR</b>	3			<b>OR</b>	3
ENGL	212	World Lit II (3)		ENGL	212	World Lit II	
ENGL	242	American Lit II (3)		ENGL	242	American Lit II	
		<b>OR</b>	3			<b>OR</b>	3
ENGL	222	British Literature II (3)		ENGL	222	British Literature II	
		<i>Electives from SPCM, MCOM, or THEA</i>	6			<i>Electives from SPCM, MCOM, or THEA</i>	6
		<i>Education Coursework</i>				<i>Education Coursework</i>	
SEED	424	7-12 Language Arts	3	SEED	424	7-12 Language Arts	3
EDFN	295	Practicum: Pre-Admission Teaching	1	EDFN	295	Practicum: Pre-Admission Teaching	1
EDFN	338	Foundations of American Education	2	EDFN	338	Foundations of American Education	2
EPSY	302	Educational Psychology	3	EPSY	302	Educational Psychology	3



EPSY	428	Child Growth & Development	3	EPSY	428	Child Growth & Development	3
INED	411	South Dakota Indian Studies	3	INED	411	South Dakota Indian Studies	3
PSYC	101	General Psychology (3 credits counted in Gen Ed)	0	PSYC	101	General Psychology (3 credits counted in Gen Ed)	0
SPED	100	Intro to Persons with Exceptionalities	3	SPED	100	Intro to Persons with Exceptionalities	3
EDFN	365	Computer Based Technology & Learning	3	EDFN	365	Computer Based Technology & Learning	3
				EDFN	375	Methods of Technology Integration	1
				EDFN	440	Classroom Management	1
MLED	480	Middle Level Methods	2	MLED	480	Middle Level Methods	2
SEED	408	The Diverse 7-12 Classroom	3	SEED	408	The Diverse 7-12 Classroom	3
SEED	450	7-12 Teaching Reading in Content Literacy	3	SEED	450	7-12 Teaching Reading in Content Literacy	3
SEED	495	Practicum: Pre-Student Teaching	1	SEED	495	Practicum: Pre-Student Teaching	1
EDFN	475	Human Relations	3	EDFN	475	Human Relations	3
SEED	488	7-12 Student Teaching	9	SEED	488	7-12 Student Teaching	9

**Total number of hours required for major, minor, or specialization**

**42**

**Total number of Education hours**

**42**

**Total number of hours required for degree**

**120**

**Total number of hours required for major, minor, or specialization**

**42**

**Total number of Education hours**

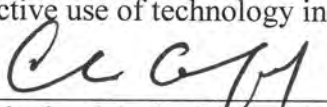
**44**

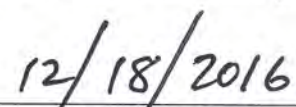
**Total number of hours required for degree**

**120**

## 9. EXPLANATION OF THE CHANGE:

In response to feedback from program completers, credits are being added to the professional core in all secondary teaching programs to strengthen preparation in classroom management and effective use of technology in the classroom.

  
Institutional Authorization (President or Designee)

  
Date Submitted

### South Dakota Board of Regents

#### EXISTING PROGRAM: SUBSTANTIVE PROGRAM MODIFICATION

This form is used to request substantive changes in already existing programs (majors, minors, specializations).

**1. INSTITUTION:**    **Black Hills State University**

**2. CURRENT PROGRAM NAME:**    **B.S.Ed. Composite Science Education**

**3. THIS PROPOSAL DEALS WITH A CHANGE IN:**

*Distribution of Credits*

<input checked="" type="checkbox"/> total credits required within the discipline	_____ Program name
<input checked="" type="checkbox"/> total credits of supportive course work	_____ Existing specialization
<input checked="" type="checkbox"/> total credits of elective course work	_____ Addition of specialization
_____ total credits required for program	_____ Other (explain)

**4. LEVEL:**

\_\_\_\_\_ Certificate  
 \_\_\_\_\_ Associate Degree  
☒ Bachelor's Degree  
 \_\_\_\_\_ Master's Degree  
 \_\_\_\_\_ Doctoral Degree

**5. CATEGORY:**

\_\_\_\_\_ Minor  
☒ Major  
 \_\_\_\_\_ Specialization

**6. EFFECTIVE DATE OF CHANGE:**    2017FA

**7. IF A NAME CHANGE IS PROPOSED, THIS WILL OCCUR:**

\_\_\_\_\_ on the effective date for all students

\_\_\_\_\_ on the effective date for students new to the program  
                     (enrolled students will graduate from existing program)



**8. PRIMARY ASPECTS OF THE MODIFICATION:**

Existing Curriculum				Proposed Curriculum (Highlight Changes)			
Current Program Name: Composite Science Education				Proposed Program Name: Composite Science Education			
Pre	Num	Title	Cr Hrs	Pre	Num	Title	Cr Hrs
		<b>Required Core</b>				<b>Required Core</b>	
		SGRs	30			SGRs	30
		Unspecified electives	14			<b>Unspecified electives</b>	<b>4</b>
		<i>Required Core</i>				<i>Required Core</i>	
MATH	123	Calculus I (3 credits counted in Gen Ed)	1	MATH	123	Calculus I (3 credits counted in Gen Ed)	1
		Take two areas of science study from the following:				Take two areas of science study from the following:	
		<b>Biology emphasis - 23 semester hours</b> (6 credits counted in Gen Ed)				<b>Biology emphasis - 24 semester hours</b> (6 credits counted in Gen Ed)	
BIOL	151	General Biology I & 151L Lab	4	BIOL	151	General Biology I & 151L Lab	4
BIOL	153	General Biology II 153L Lab	4	BIOL	153	General Biology II 153L Lab	4
BIOL	311	Principles of Ecology & 311L Lab	4	BIOL	311	Principles of Ecology & 311L Lab	4
BIOL	331	Microbiology & 331L Lab	4	BIOL	331	Microbiology & 331L Lab	4
				<b>BIOL</b>	<b>325/L</b>	<b>Physiology &amp; 325L Lab</b>	4
BIOL	371	Genetics & 371L Lab	4	BIOL	371	Genetics & 371L Lab	4
BIOL		Elective	3			<b>DELETE</b>	
		<b>Chemistry emphasis - 20 semester hours</b> (6 credits counted in Gen Ed)				<b>Chemistry emphasis - 24 semester hours</b> (6 credits counted in Gen Ed)	
CHEM	112	General Chemistry I & 112L Lab	4	CHEM	112	General Chemistry I & 112L Lab	4
CHEM	114	General Chemistry II & 114L Lab	4	CHEM	114	General Chemistry II & 114L Lab	4
CHEM	326	Organic Chemistry I & 326L Lab	4	CHEM	326	Organic Chemistry I & 326L Lab	4
CHEM	328	Organic Chemistry II & 328L Lab	4	CHEM	328	Organic Chemistry II & 328L Lab	4
CHEM	332	Analytical Chemistry & 332L Lab	4	CHEM	332	Analytical Chemistry & 332L Lab	4
				<b>CHEM</b>	<b>464/L</b>	<b>Biochemistry I &amp; Lab</b>	4



		<b>Earth Science emphasis - 20 semester hours</b> (6 credits counted in Gen Ed)				<b>Earth Science emphasis – 23 semester hours</b> (6 credits counted in Gen Ed)	<b>17</b>
GEOL	201	Physical Geology & 201L Lab	4	GEOL	201	Physical Geology & 201L Lab	4
GEOL	203	Historical Geology & 203L Lab	4	GEOL	203	Historical Geology & 203L Lab	4
GEOL	321	Conservation of Natural Resources	3	GEOL	321	Conservation of Natural Resources (3)	3
PHYS	185	Introduction to Astronomy I & 185L Lab	3	PHYS	185	Introduction to Astronomy I & 185L Lab	3
		<b>take two courses from the following:</b>	<b>6</b>			<b>take three courses from the following:</b>	<b>9</b>
GEOL	340	Mineralogy/Petrology (3)		<b>GEOG</b>	<b>310</b>	<b>Volcanology (3)</b>	
GEOL	350	Environmental Geology (3)		<b>GEOL</b>	<b>340</b>	<b>Mineralogy/Petrology (3)</b>	
GEOL	360	Environmental Geochemistry (3)		GEOL	350	Environmental Geology (3)	
GEOL	370	Hydrogeology (3)		GEOL	360	Environmental Geochemistry (3)	
				GEOL	370	Hydrogeology (3)	
				<b>PHYS</b>	<b>211</b>	<b>University Physics &amp; Lab (5)</b>	
SCI	388	Global Positioning & Geographical Info Systems (3)		SCI	388	Global Positioning & Geographical Info Systems (3)	
		<b>Physics - 19 semester hours</b> (6 credits counted in Gen Ed)				<b>Physics – 24 semester hours</b> (6 credits counted in Gen Ed)	<b>24</b>
PHYS	185	Introduction to Astronomy I & 185L Lab	3	PHYS	185	Introduction to Astronomy I & 185L Lab	3
PHYS	211	University Physics I & 211L Lab	4	<b>PHYS</b>	<b>211</b>	<b>University Physics I &amp; 211L Lab</b>	5
PHYS	213	University Physics II & 213L Lab	4	<b>PHYS</b>	<b>213</b>	<b>University Physics II &amp; 213L Lab</b>	5
PHYS	331	Introduction to Modern Physics	4	PHYS	331	Introduction to Modern Physics	4
				<b>PHYS</b>	<b>451</b>	<b>Classical Mechanics</b>	3
PHYS	471	Quantum Mechanics	4	<b>Math</b>	<b>125</b>	<b>Calculus II</b>	4
						<b>DELETE</b>	
		<b>Education Coursework</b>				<b>Education Coursework</b>	
SEED	413	7-12 Science Methods	3	SEED	413	7-12 Science Methods	3
EDFN	295	Practicum: Pre-Admission Teaching	1	EDFN	295	Practicum: Pre-Admission Teaching	1
EDFN	338	Foundations of American Education	2	EDFN	338	Foundations of American Education	2
EPSY	302	Educational Psychology	3	EPSY	302	Educational Psychology	3
EPSY	428	Child & Adolescent Development	3	EPSY	428	Child & Adolescent Development	3



INED	411	South Dakota Indian Studies	3	INED	411	South Dakota Indian Studies	3
PSYC	101	General Psychology (3 credits counted in Gen Ed)	0	PSYC	101	General Psychology (3 credits counted in Gen Ed)	0
SPED	100	Intro to Persons with Exceptionalities	3	SPED	100	Intro to Persons with Exceptionalities	3
EDFN	365	Computer Based Technology & Learning	3	EDFN	365	Computer Based Technology & Learning	3
				EDFN	375	Methods of Technology Integration	1
				EDFN	440	Classroom Management	1
MLED	480	Middle Level Methods Plan, Manage & Assess the 7-12 Diverse Classroom	2	MLED	480	Middle Level Methods	2
SEED	408	7-12 Reading and Content Literacy	3	SEED	408	Plan, Manage & Assess the 7-12 Diverse Classroom	3
SEED	450	Practicum: Pre-Student Teaching	1	SEED	450	7-12 Reading and Content Literacy	3
SEED	495	Human Relations	3	SEED	495	Practicum: Pre-Student Teaching	1
EDFN	475	7-12 Student Teaching	9	EDFN	475	Human Relations	3
SEED	488			SEED	488	7-12 Student Teaching	9

**Total number of hours required for major, minor, or specialization**

**34**

**Total number of Education hours**

**42**

**Total number of hours required for degree**

**120**

**Total number of hours required for major, minor, or specialization**

**42**

**Total number of Education hours**

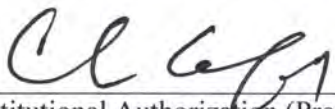
**44**

**Total number of hours required for degree**

**120**

## 9. EXPLANATION OF THE CHANGE:

In making these changes, faculty are responding to feedback from program completers, to updates in national standards adopted as state standards, and Praxis content changes. Physiology is being added to the Biology area (in space created by the removal of an elective), and Biochemistry with the Lab are being added to the Chemistry area. In the area of Earth Science, three additional credits will be required, and new choices have been added to strengthen preparation. Five additional credits will be required in the Physics area, including Classical Mechanics and Calculus II. The five additional credits also reflect the fact that University Physics I and II are 5-credit rather than 4-credit classes. Technology Integration (1 credit) and Classroom Management (1 credit) have been added to the Professional Core in response to feedback from graduates and employers, who say our students need stronger preparation in these areas.

  
Institutional Authorization (President or Designee)

  
Date Submitted

### South Dakota Board of Regents

#### EXISTING PROGRAM: SUBSTANTIVE PROGRAM MODIFICATION

This form is used to request substantive changes in already existing programs (majors, minors, specializations).

**1. INSTITUTION:**    **Black Hills State University**

**2. CURRENT PROGRAM NAME:**    **BSED in Physical Education**

**3. THIS PROPOSAL DEALS WITH A CHANGE IN:**

*Distribution of Credits*

<u>  X  </u> total credits required within the discipline	<u>      </u> Program name
<u>      </u> total credits of supportive course work	<u>      </u> Existing specialization
<u>      </u> total credits of elective course work	<u>      </u> Addition of specialization
<u>      </u> total credits required for program	<u>      </u> Other (explain)

**4. LEVEL:**

       Certificate  
       Associate Degree  
  X   Bachelor's Degree  
       Master's Degree  
       Doctoral Degree

**5. CATEGORY:**

       Minor  
  X   Major  
       Specialization

**6. EFFECTIVE DATE OF CHANGE:**      Fall 2017  

**7. IF A NAME CHANGE IS PROPOSED, THIS WILL OCCUR:**

       on the effective date for all students  
       on the effective date for students new to the program  
           (enrolled students will graduate from existing program)



**8. PRIMARY ASPECTS OF THE MODIFICATION:**

Existing Curriculum				Proposed Curriculum (Highlight Changes)			
Current Program Name: <b>BSED in Physical Education</b>				Proposed Program Name: <b>BSED in Physical Education</b>			
Pre	Num	Title	Cr Hrs	Pre	Num	Title	Cr Hrs
		System General Education	30			System General Education	30
		Unspecified Electives	14			<b>Unspecified Electives</b>	<b>7</b>
		<i>Required Core - 42 semester hours</i>				<i>Required Core - 31 semester hours</i>	
		<i>Choose option A or B:</i>	3			<i>Choose option A or B:</i>	3
HLTH	420	<b>A)</b> Methods of Health Instruction (3 cr hr)		HLTH	420	<b>A)</b> Methods of Health Instruction (3)	
		<b>OR</b>				<b>OR</b>	
HLTH	321	<b>B)</b> K-8 Methods of Teaching Health (2)		HLTH	321	<b>B)</b> K-8 Methods of Teaching Health (2)	
		and one of the following courses (each 2 cr hr)				and one of the following courses (each 2 cr hr)	
PE	469	Coaching Baseball/Softball (2)		PE	469	Coaching Baseball/Softball (2)	
PE	470	Coaching Basketball (2)		PE	470	Coaching Basketball (2)	
PE	471	Coaching Football (2)		PE	471	Coaching Football (2)	
PE	473	Coaching Track/Field/CC (2)		PE	473	Coaching Track/Field/CC (2)	
PE	474	Coaching Wrestling (2)		PE	474	Coaching Wrestling (2)	
PE	475	Coaching Volleyball (2)		PE	475	Coaching Volleyball (2)	
HLTH	251	First Aid & CPR	1	HLTH	251	First Aid & CPR	1
HLTH	422	Nutrition	3	HLTH	422	Nutrition	3
PE	121	Intermediate Swimming (level 4)	1	PE	121	Intermediate Swimming (level 4)	1
PE	180	Foundations of HPER	2	PE	180	Foundations of HPER	2
PE	181	Fundamentals of Elementary PE	2	PE	181	Fundamentals of Elementary PE	2
PE	181L	Fundamentals of Elementary PE Lab	1	PE	181L	Fundamentals of Elementary PE Lab	1
PE	201	Professional Preparation: Gymnastics	1	PE	201	Professional Preparation: Gymnastics	1
PE	204	Professional Preparation: Rhythm & Dance	1	PE	204	Professional Preparation: Rhythm & Dance	1
PE	250	Human Anatomy & Physiology	3	PE	250	Human Anatomy & Physiology	3
PE	250L	Human Anatomy & Physiology Lab	1	PE	250L	Human Anatomy & Physiology Lab	1
PE	263	Physical Education Outdoors	3	PE	263	Physical Education Outdoors	3
PE	341	Curriculum Development & Evaluation	2	PE	341	Curriculum Development & Evaluation	2
PE	352	Adapted Physical Education	3	PE	352	Adapted Physical Education	3
PE	353	Kinesiology	3	PE	353	Kinesiology	3

				<b>PE</b>	<b>353 L</b>	<b>Kinesiology Lab</b>	<b>1</b>
PE	354	Prevention & Care of Athletic Injuries	3	PE	354	Prevention & Care of Athletic Injuries	3
PE	363	Skills Concept	3	PE	363	Skills Concept	3
PE	363L	Skills Concept Lab	1	PE	363 L	Skills Concept Lab	1
				<b>PE</b>	<b>364</b>	<b>Skills Concept II</b>	<b>3</b>
				<b>PE</b>	<b>364 L</b>	<b>Skills Concept Lab II</b>	<b>1</b>
PE	481	Methods & Evaluation	5	PE	481	Methods & Evaluation	5

		<i>Education Coursework</i>				<i>Education Coursework</i>	
EDFN	295	Practicum: Pre-Admission Teaching	1	EDFN	295	Practicum: Pre-Admission Teaching	1
EDFN	338	Foundations of American Education	2	EDFN	338	Foundations of American Education	2
EDFN	475	Human Relations	3	EDFN	475	Human Relations	3
EPSY	302	Educational Psychology	3	EPSY	302	Educational Psychology	3
EPSY	428	Child & Adolescent Development	3	EPSY	428	Child & Adolescent Development	3
INED	411	South Dakota Indian Studies	3	INED	411	South Dakota Indian Studies	3
PSYC	101	General Psychology (3 credits counted in Gen Ed)	0	PSYC	101	General Psychology (3 credits counted in Gen Ed)	0
SPED	100	Intro to Persons with Exceptionalities	3	SPED	100	Intro to Persons with Exceptionalities	3
EDFN	365	Computer Based Technology & Learning	3	EDFN	365	Computer Based Technology & Learning	3
				<b>EDFN</b>	<b>375</b>	<b>Methods of Technology Integration</b>	<b>1</b>
				<b>EDFN</b>	<b>440</b>	<b>Classroom Management</b>	<b>1</b>
SEED	450	7-12 Reading and Content Literacy	3	SEED	450	7-12 Reading and Content Literacy	3
SEED	495	Practicum: Pre-Student Teaching	1	SEED	495	Practicum: Pre-Student Teaching	1
SEED	444	K-12 Student Teaching	9	SEED	444	K-12 Student Teaching	9

**Total number of hours required for major, minor, or specialization**

**Total number of Education hours**

**Total number of hours required for degree**

42

34

120

**Total number of hours required for major, minor, or specialization**

**Total number of Education hours**

**Total number of hours required for degree**

47

36

120



## 9. EXPLANATION OF THE CHANGE:

The addition of the technology course arises from the recommendation of employers and graduates indicating the need for more preparation.

The addition of the Kinesiology Lab arises from the recommendation of graduates and clinical educators for additional experience vs. knowledge related to kinesiology. The addition of the kinesiology lab will strengthen our existing PE program by helping students develop the skills and abilities necessary to create developmentally appropriate activities for K-12 students.

Our PE program is currently nationally recognized through the national CAEP accreditation content SPA, National Association for Sport and Physical Education. Maintaining the accreditation requires meeting the national standards; Skills Concepts II supports our program for meeting the standard:

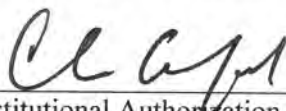
### **Standard 1: Scientific and Theoretical Knowledge**

Elements – Teacher candidates will:

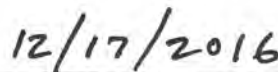
**1.1 Describe and apply physiological and biomechanical concepts** related to skillful movement, physical activity and fitness.

**1.3 Describe and apply motor development theory and principles** related to skillful movement, physical activity, and fitness.

**1.5 Analyze and correct critical elements** of motor skills and performance concepts.



\_\_\_\_\_  
Institutional Authorization (President or Designee)



\_\_\_\_\_  
Date Submitted

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**  
**Consent**

**AGENDA ITEM: 4 – B (2)**

**DATE: March 28-30, 2017**

\*\*\*\*\*

**SUBJECT: Program Modifications – SDSM&T**

South Dakota School of Mines and Technology has submitted the following program modification proposal provided in Attachment I. This request has been reviewed by the system Vice President for Academic Affairs and the Executive Director recommends approval.

Existing Program: Substantive Program Modification

- Interdisciplinary Sciences (BS) – Atmospheric Sciences Specialization – *request to change total credits of elective course work, and total credits of supportive course work*

\*\*\*\*\*

**DRAFT MOTION 20170328\_4-B(2):** I move to approve SDSM&T's program modification for its B.S. in Interdisciplinary Sciences program.



## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

### Substantive Program Modification Program

Use this form to request minor changes in existing programs (majors, minors, certificates, or specializations).

<b>UNIVERSITY:</b>	SDSM&T
<b>CURRENT PROGRAM TITLE:</b>	<b>B.S. in Interdisciplinary Sciences-Atmospheric Sciences Specialization</b>
<b>CIP CODE:</b>	<b>30.9999</b>
<b>UNIVERSITY DEPARTMENT:</b>	<b>Humanities and Social Sciences (Interdisciplinary Sciences)</b>
<b>UNIVERSITY DIVISION:</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.*

Dr. Demitris Kouris

Vice President of Academic Affairs or  
President of the University

1/31/2017

Date

#### 1. This modification addresses a change in (place an "X" in the appropriate box):

- |   |   |
|---|---|
| <input type="checkbox"/> Total credits required within the discipline     | <input checked="" type="checkbox"/> Total credits of supportive course work |
| <input checked="" type="checkbox"/> Total credits of elective course work | <input type="checkbox"/> Total credits required for program                 |
| <input type="checkbox"/> Program name                                     | <input type="checkbox"/> Existing specialization                            |
| <input type="checkbox"/> CIP Code   | <input type="checkbox"/> Other (explain below)                              |

#### 2. Effective date of change: 8/1/2017

#### 3. Program Degree Level (place an "X" in the appropriate box):

Associate ☐ Bachelor's ☒ Master's ☐ Doctoral ☐

#### 4. Category (place an "X" in the appropriate box):

Certificate ☐ Specialization ☒ Minor ☐ Major ☐

**5. If a name change is proposed, the change will occur (place an "X" in the appropriate box):**

☐ On the effective date for all students

☐ On the effective date for students new to the program (enrolled students will graduate from existing program)

**Proposed new name:**

*Reminder: Name changes may require updating related articulation agreements, site approvals, etc.*

**6. Primary Aspects of the Modification (add lines or adjust cell size as needed):**

<i>Existing Curriculum</i>				<i>Proposed Curriculum (highlight changes)</i>			
Pref.	Num.	Title	Cr. Hrs.	Pref.	Num.	Title	Cr. Hrs.
CSC	150/ 150 L	Computer Science I/Lab	3	CSC	150/ 150L OR 170/ 170L	Computer Science I/Lab OR Programming for Engineers and Scientists	3
AES	110	Orientation to the Atmospheric Sciences	1			removed	
		Program approved electives	17			Program approved electives	18
CHEM	112/ L	General Chemistry I and Lab	4	CHEM	112/L	General Chemistry I and Lab	4
CHEM	114/ L	General Chemistry II and Lab	4	CHEM	114/L	General Chemistry II and Lab	4
PHYS	211	University Physics I	3	PHYS	211	University Physics I	3
PHYS	213/ L	University Physics II and Lab	4	PHYS	213/L	University Physics II and Lab	4
BIOL	311	Principles of Ecology	3	BIOL	311	Principles of Ecology	3
MATH	123	Calculus I	4	MATH	123	Calculus I	4
MATH	125	Calculus II	4	MATH	125	Calculus II	4
MATH	225	Calculus III	4	MATH	225	Calculus III	4
MATH	321	Differential Equations	3	MATH	321	Differential Equations	3
ENGL	101	Composition I	3	ENGL	101	Composition I	3
ENGL	279	Technical Communications I	3	ENGL	279	Technical Communications I	3
ENGL	289	Technical Communications II	3	ENGL	289	Technical Communications II	3
IS	201	Intro. to Science, Technology and Society	3	IS	201	Intro. to Science, Technology and Society	3
IS	401	Writing and Research in Interdisciplinary Sciences	3	IS	401	Writing and Research in Interdisciplinary Sciences	3
IS	498	Undergraduate Research	3	IS	498	Undergraduate Research	3
AES	201	Introduction to the Atmospheric Sciences	3	AES	201	Introduction to the Atmospheric Sciences	3
AES	404	Atmospheric Thermodynamics	3	AES	404	Atmospheric Thermodynamics	3
AES	450	Synoptic Meteorology I	3	AES	450	Synoptic Meteorology I	3

AES	455	Synoptic Meteorology II	3	AES	455	Synoptic Meteorology II	3
AES	406	Global Environmental Change	3	AES	406	Global Environmental Change	3
AES	401	Atmospheric Physics	3	AES	401	Atmospheric Physics	3
AES	430	Radar Meteorology	3	AES	430	Radar Meteorology	3
AES	460	Atmospheric Dynamics	3	AES	460	Atmospheric Dynamics	3
		Lower Division Hum/Soc. Science electives	12			Lower Division Hum/Soc. Science electives	12
		Upper Division Hum/Soc. Science Electives	12			Upper Division Hum/Soc. Science Electives	12
Total number of hours required for major, minor, or specialization			120	Total number of hours required for major, minor, or specialization			120
Total number of hours required for degree			120	Total number of hours required for degree			120

### 7. Explanation of the Change:

- 1) We want to give students that option of taking the recently added CSC 170/L to fulfill the program computer science requirement as an alternative to CSC 150/L
- 2) Due to low enrollment, we have not been able to offer AES 110 regularly the last two years. Instead, we have included much of the introductory material typically offered in AES 110 in our AES 201 course, obviating the need for the additional course. To streamline our curriculum this change removes the AES 110 requirement, replacing it with a “program-approved elective”. This changes the total number of elective credits in the degree program from 17 to 18.

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**  
**Consent**

**AGENDA ITEM: 4 – B (3)**

**DATE: March 28-30, 2017**

\*\*\*\*\*

**SUBJECT: Program Modifications – SDSU**

South Dakota State University has submitted the following program modification proposals provided in Attachment I. These requests have been reviewed by the system Vice President for Academic Affairs and the Executive Director recommends approval.

Existing Program: Substantive Program Modification

- Sport and Recreation Studies (MS) – *request to change total credits required within the discipline; total credits of elective coursework; total credits required for the program; and changed the program name*
- Athletic Training (MS) – *request to total credits required within the discipline, and total credits required for the program*
- Health Education (Minor) – *request to change total credits required within the discipline, total credits of elective course work, and total credits required for program*
- Nutrition and Exercise Sciences (PhD) – *request to change total credits required within the discipline, and total credits of elective course work*
- Nutrition (Minor) – *request to change total credits required within the discipline, and total credits required for program*
- Pharmaceutical Sciences (PhD) – *request to change total credits required within the discipline, and total credits of elective course work*
- Swine Science (Certificate) – *request to change total credits required within the discipline, and total credits of elective course work*

\*\*\*\*\*

**DRAFT MOTION 20170328\_4-B(3):** I move to approve SDSU's program modification requests for its M.S. in Sport Recreation Studies; M.S. in Athletic Training; Minor in Health Education; Ph.D. in Nutrition and Exercise Science; Minor in Nutrition; Ph.D. in Pharmaceutical Sciences; and Certificate in Swine Science programs.





## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

### Substantive Program Modification Program

<b>UNIVERSITY:</b>	<b>SDSU</b>
<b>CURRENT PROGRAM TITLE:</b>	<b>Sport and Recreation Studies (M.S.)</b>
<b>CIP CODE:</b>	<b>31.0501</b>
<b>UNIVERSITY DEPARTMENT:</b>	<b>Health &amp; Nutritional 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.*

<u>Dennis D. Hedge</u> Vice President of Academic Affairs or President of the University	<u>1/12/2017</u> Date
--	--------------------------

#### 1. This modification addresses a change in (place an "X" in the appropriate box):

- |  |  |
|--|--|
| <input checked="" type="checkbox"/> Total credits required within the discipline | <input type="checkbox"/> Total credits of supportive course work       |
| <input checked="" type="checkbox"/> Total credits of elective course work        | <input checked="" type="checkbox"/> Total credits required for program |
| <input checked="" type="checkbox"/> Program name                                 | <input type="checkbox"/> Existing specialization                       |
| <input type="checkbox"/> CIP Code  | <input type="checkbox"/> Other (explain below)                         |

#### 2. Effective date of change: 8/15/2017

#### 3. Program Degree Level (place an "X" in the appropriate box):

Associate ☐ Bachelor's ☐ Master's ☒ Doctoral ☐

#### 4. Category (place an "X" in the appropriate box):

Certificate ☐ Specialization ☐ Minor ☐ Major ☒

#### 5. If a name change is proposed, the change will occur (place an "X" in the appropriate box):

- ☐ On the effective date for all students
- ☒ On the effective date for students new to the program (enrolled students will graduate from existing program)

**Proposed new name:** Sport and Recreation Administration

*Reminder: Name changes may require updating related articulation agreements, site approvals, etc.*

#### 6. Primary Aspects of the Modification (add lines or adjust cell size as needed):

*Existing Curriculum*

*Proposed Curriculum (highlight changes)*

Pref.	Num.	Title	Cr. Hrs.	Pref.	Num.	Title	Cr. Hrs.
EDFN	727	Group Processes	3	<del>EDFN</del>	<del>727</del>	<del>Group Processes</del>	<del>3</del>
HNS	783	Research Methods in Health and Nutritional Sciences	3	HNS	783	Research Methods in Health and Nutritional Sciences	3
PE	732	Analyses and Strategies of Teaching and Supervision of PE	3	<del>PE</del>	<del>732</del>	<del>Analyses and Strategies of Teaching and Supervision of PE</del>	<del>3</del>

		and Sports				and Sports	
PE	742	Psychological Aspects of Sport and Exercise	3	<del>PE</del>	<del>742</del>	<del>Psychological Aspects of Sport and Exercise</del>	<del>3</del>
PE	770	Sport/Recreation Administration and Marketing	3	PE	770	Sport/Recreation Administration and Marketing	3
PE	771	Current Trends in HPER and Athletics	3	PE	771	Seminar in Sport and Recreation Administration	3
PE	772	Financial Aspects of Sport Management	3	PE	772	Financial Aspects of Sport and Recreation Management	3
RECR OR PE	515	Recreation and Sport Facility Management (3)	2-3	RECR <del>OR</del>	515	Sport and Recreation Facility Management (3)	3
	705	Sports Medicine (2)		<del>PE</del>	<del>705</del>	<del>Sports Medicine (2)</del>	
				RECR	750	Foundations of Sport and Recreation Administration	3
				RECR	760	Advanced Sport and Recreation Marketing	3
				RECR	762	Ethics in Sport and Recreation	3
Select one of the following:				Select one of the following:			
Option A: Thesis				Option A: Thesis			
HNS	798	Thesis	5	HNS	798	Thesis	5
Electives			1-2	Electives			3
Option B: Research/Design Paper				Option B: Research/Design Paper			
HNS	788	Master's Research Problems/Projects	3	HNS	788	Master's Research Problems/Projects	3
Electives			5-6	Electives			6
Option C: Coursework Only				Option C: Coursework Only			
				HNS	794	Internship	3
Electives			11-12	Electives			9
Total number of hours required for major				Total number of hours required for major			
Option A			30	Option A			32
Option B			32	Option B			33
Option C			35	Option C			36
Total number of hours required for degree				Total number of hours required for degree			
Option A			30	Option A			32
Option B			32	Option B			33
Option C			35	Option C			36

## 7. Explanation of the Change:

The Department of Health and Nutritional Sciences has hired two new faculty who have expertise in Recreation and Sport Administration. The curriculum changes reflect the expertise of the faculty members as well as the interest of students. Currently, the students are seeking jobs in recreation (municipality recreation programs and athletic departments). The number of credits in each option were revised to reflect an increase in content and rigor of the program.



## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

### Substantive Program Modification Program

<b>UNIVERSITY:</b>	<b>SDSU</b>
<b>CURRENT PROGRAM TITLE:</b>	<b>Athletic Training (M.S.)</b>
<b>CIP CODE:</b>	<b>51.0913</b>
<b>UNIVERSITY DEPARTMENT:</b>	<b>Health &amp; Nutritional 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.*

Dennis D. Hedge

Vice President of Academic Affairs or  
President of the University

1/25/2017

Date

#### 1. This modification addresses a change in:

- |  |  |
|--|--|
| <input checked="" type="checkbox"/> Total credits required within the discipline | <input type="checkbox"/> Total credits of supportive course work       |
| <input type="checkbox"/> Total credits of elective course work                   | <input checked="" type="checkbox"/> Total credits required for program |
| <input type="checkbox"/> Program name  | <input type="checkbox"/> Existing specialization                       |
| <input type="checkbox"/> CIP Code  | <input type="checkbox"/> Other (explain below)                         |

#### 2. Effective date of change: 5/1/2018

#### 3. Program Degree Level:

Associate ☐ Bachelor's ☐ Master's ☒ Doctoral ☐

#### 4. Category:

Certificate ☐ Specialization ☐ Minor ☐ Major ☒

#### 5. If a name change is proposed, the change will occur:

- ☐ On the effective date for all students
- ☐ On the effective date for students new to the program (enrolled students will graduate from existing program)

#### Proposed new name:

*Reminder: Name changes may require updating related articulation agreements, site approvals, etc.*

#### 6. Primary Aspects of the Modification:

*Existing Curriculum*

*Proposed Curriculum (highlight changes)*

Pref.	Num.	Title	Cr. Hrs.	Pref.	Num.	Title	Cr. Hrs.
AT	541-541L	Techniques I & Lab	3	AT	541-541L	Techniques I & Lab	3
AT	542	Techniques II	3	AT	542	Techniques II	3
AT	543-543L	Techniques III & Lab	3	AT	543-543L	Techniques III & Lab	3
AT	544	Techniques IV	2	AT	544	Techniques IV	2

AT	554	Athletic Injury Assessment – LE	2	<del>AT</del>	<del>554</del>	<del>Athletic Injury Assessment – LE</del>	<del>2</del>
AT	556	Athletic Injury Assessment – UE	2	<del>AT</del>	<del>556</del>	<del>Athletic Injury Assessment – UE</del>	<del>2</del>
AT	562	Interventions I	3	<del>AT</del>	<del>562</del>	<del>Interventions I</del>	<del>3</del>
AT	564	Interventions II	2	<del>AT</del>	<del>564</del>	<del>Interventions II</del>	<del>2</del>
AT	574	Interventions III	2	<del>AT</del>	<del>574</del>	<del>Interventions III</del>	<del>2</del>
				AT	700	Principles of Patient Management	2
				AT	710	Interventions I	3
				AT	711	Prophylactic Interventions	1
				AT	722	Patient Examination and Treatment I	6
				AT	725-725L	Principles of Acute Care in Athletic Training & Lab	3
				AT	732	Patient Examination and Treatment II	6
				AT	735	Health Care Administration in Athletic Training	2
				AT	740-740L	Functional Movement & Lab	3
				AT	742	General Medical Examination	3
				AT	751	Clinical Experience I	2
				AT	752	Clinical Experience II	3
				AT	753	Clinical Experience III	3
				AT	754	Clinical Experience IV	2
				AT	755	Clinical Experience V	7
				AT	756	Clinical Experience VI	7
AT	790	Seminar	2	<del>AT</del>	<del>790</del>	<del>Seminar</del>	<del>2</del>
AT	795	Practicum	9	<del>AT</del>	<del>795</del>	<del>Practicum</del>	<del>9</del>
				BIOL	721-721L	Advanced Human Anatomy & Cadaver Dissection	4
				HNS	715	Public Health Nutrition	3
HNS	783	Research Methods	3	HNS	783	Research Methods	3
PE	745	Applied Biomechanics	3	<del>PE</del>	<del>745</del>	<del>Applied Biomechanics</del>	<del>3</del>
PE	750	Advanced Exercise Physiology	3	<del>PE</del>	<del>750</del>	<del>Advanced Exercise Physiology</del>	<del>3</del>
Select one of the following options:				Select one of the following options:			
Option A – Thesis:				Option A – Thesis:			
HNS	798	Thesis	5	HNS	798	Thesis	5
Option B – Research/Design Paper				Option B – Research/Design Paper			
				AT	788	Master's Research Problems/Projects	2
HNS	788	Master's Research Problems/Projects	3	<del>HNS</del>	<del>788</del>	<del>Master's Research Problems/Projects</del>	<del>3</del>
HNS	796	Field Experience	2	<del>HNS</del>	<del>796</del>	<del>Field Experience</del>	<del>2</del>
Option C – Coursework Only				<del>Option C – Coursework Only</del>			
HNS	796	Field Experience	2	<del>HNS</del>	<del>796</del>	<del>Field Experience</del>	<del>2</del>
Total number of hours required for major				Total number of hours required for major			
Option A			47	Option A			67
Option B			47	Option B			64
Option C			44	<del>Option C</del>			--
Total number of hours required for degree				Total number of hours required for degree			
Option A			47	Option A			67
Option B			47	Option B			64
Option C			44	<del>Option C</del>			--

## 7. Explanation of the Change:

In May of 2015, The Commission on Accreditation of Athletic Training Education (CAATE), which accredits educational programs in Athletic Training, along with the Board of Certification and the National Athletic Trainers' Association, established the professional degree in Athletic Training at the master's level. This transition prompted the following changes for the existing M.S. in Athletic Training at SDSU.

### a. Total Credits

- The increase in total credits required for the M.S. in Athletic Training degree comes from individual course credit management and the infusion of 23 clinical experience credits not previously contained within the existing curriculum. Similar to students in other health-related education programs including Dietetics, Nursing, Physical Therapy, and Pharmacy, athletic training students are required to complete extensive hands-on clinical experiences involving actual patient encounters to complement what they are learning in the classroom and laboratory environment. Over the course of 4 semesters in the M.S. in Athletic Training program, students have averaged approximately 1,000 hours of patient interaction in the clinical environment. Despite this, students' time spent in the clinical environment was not accurately reflected by credit hours. Students clinical experience hours were linked to 5 separate AT 795 Practicum courses for a total of 9 credits. However, students were also required to complete 45-90 hours of classroom seat time for each of the respective practicum courses. To rectify this, (6) separate clinical experience courses were added across the curriculum with credit hours commensurate with time spent in the clinical environment. The credit hours assigned to each course are based on a 1cr:60hr ratio which is in line with University clinical experience policy and comparable to other health-related programs at SDSU including Nursing and Pharmacy. Currently, the credit hours required by athletic training programs across the United States is highly variable, ranging from the mid-40s to low 70s.

### b. Courses

- The courses proposed within the new curriculum represent a blend of completely new courses as well as courses which are similar in content to several in the B.S. in Athletic Training program which will be phased out in Spring 2019. Content within each course reflects professional knowledge standards set by the Commission on Accreditation of Athletic Training Education Programs. In addition, the Plan C option of study will be eliminated. Students in healthcare professions are expected to be both consumers and disseminators of contemporary knowledge that informs clinical practice. Therefore, all students within the M.S. in Athletic Training will be expected to complete at minimum a research project for completion of the degree.

The revised curriculum was developed in collaboration with athletic training program preceptors and feedback from program leaders in the Colleges of Education and Human Sciences, Nursing, and Pharmacy and Allied Health Professions.



## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

### Substantive Program Modification Program

<b>UNIVERSITY:</b>	<b>SDSU</b>
<b>CURRENT PROGRAM TITLE:</b>	<b>Health Education Minor</b>
<b>CIP CODE:</b>	<b>13.1307</b>
<b>UNIVERSITY DEPARTMENT:</b>	<b>Health &amp; Nutritional 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.*

Dennis D. Hedge

1/12/2017

Vice President of Academic Affairs or  
President of the University

Date

#### 1. This modification addresses a change in:

- |  |  |
|--|--|
| <input checked="" type="checkbox"/> Total credits required within the discipline | <input type="checkbox"/> Total credits of supportive course work       |
| <input checked="" type="checkbox"/> Total credits of elective course work        | <input checked="" type="checkbox"/> Total credits required for program |
| <input type="checkbox"/> Program name  | <input type="checkbox"/> Existing specialization                       |
| <input type="checkbox"/> CIP Code  | <input type="checkbox"/> Other (explain below)                         |

#### 2. Effective date of change: 8/15/2017

#### 3. Program Degree Level:

Associate ☐ Bachelor's ☒ Master's ☐ Doctoral ☐

#### 4. Category:

Certificate ☐ Specialization ☐ Minor ☒ Major ☐

#### 5. If a name change is proposed, the change will occur:

- ☐ On the effective date for all students
- ☐ On the effective date for students new to the program (enrolled students will graduate from existing program)

**Proposed new name:** \_\_\_\_\_

#### 6. Primary Aspects of the Modification:

*Existing Curriculum*

*Proposed Curriculum (highlight changes)*

Pref.	Num.	Title	Cr. Hrs	Pref.	Num.	Title	Cr. Hrs
EPSY	302	Educational Psychology	3	EPSY	302	Educational Psychology	3
OR				OR			
PSYC	324	Psychology of Aging		PSYC	324	Psychology of Aging	
OR				OR			
PSCY	327	Child Psychology		PSCY	327	Child Psychology	
HDFS	210	Lifespan Development	3	HDFS	210	Lifespan Development	3
HDFS	250	Development of Human Sexuality	3	HDFS	250	Development of Human Sexuality	3



HLTH 120 Community Health (2) OR HLTH 212 Contemporary Health Problems (2)			2	HLTH 120 Community Health (2) OR HLTH 212 Contemporary Health Problems (2)	2
				HLTH 230 Stress Management	3
HLTH 250-250L Pre-Professional First Aid CPR & Lab OR HLTH 251 First Aid CPR			1-2	HLTH 250-250L Pre-Professional First Aid CPR & Lab (2) OR HLTH 251 First Aid CPR (1) OR HLTH 364/L Emergency Medical Technician & Lab (4)	2-4
HLTH	420	K-12 Methods of Health Instruction	2	HLTH 420 K-12 Methods of Health Instruction (2) OR HLTH 475 Community Health Instruction (3)	2-3
				NUTR 221 Survey of Nutrition (3) OR NUTR 315 Human Nutrition (3)	3
				WEL 100 Wellness for Life	2
<b>Electives</b>				<b>Electives</b>	
Select from the following:			3-4	Select from the following:	3-4
CA	289	Consumers in the Market	3	CA 289 Consumers in the Market	3
HDFS	141	Individual & the Family	3	HDFS 141 Individual & the Family	3
HDFS	241	Family Relations	3	HDFS 241 Family Relations	3
HLTH	445	Epidemiology	3	HLTH 445 Epidemiology	3
HSC	302	Wellness and the Family	2	HSC 302 Wellness and the Family	2
NURS	201	Medical Terminology	1	NURS 201 Medical Terminology	1
PE	354-354L	Prevention and Care of Athletic Injuries & Lab	2	PE 354-354L Prevention and Care of Athletic Injuries & Lab	2
PHA	201	Health Psychology	3	PHA 201 Health Psychology	3
SOC	250	Courtship and Marriage	3	SOC 250 Courtship and Marriage	3
Total number of hours required for minor			21	Total number of hours required for minor	18-21
Total number of hours required for minor			21	Total number of hours required for minor	18-21

## 7. Explanation of the Change:

The Department of Health and Nutritional Sciences has reviewed the Health Education minor. Changes include:

- Elimination of EPSY 302, PSYC 324 or PSYC 327. EPSY is no longer offered. PSYC 324 and 327 are geared towards specific populations whereas the health education minor focuses on all age groups.
- Added HLTH 230 Stress Management (3 cr.) The additional of HLTH 230 is based on the fact that stress is a common area requested for education and the knowledge base is fundamental.
- Removed HLTH 251 First Aid CPR (1 cr.). HLTH 251 is no longer offered at SDSU and some students prefer to take the EMT course versus the First Aid course which is a higher level course.
- Added HLTH 475 Community Health Instruction (3 cr.) as an alternative to HLTH 420 K-12 Methods of Health Instruction (2 cr.). HLTH 475 is a new methods course that will address health education in a community setting.
- Added NUTR 221 Survey of Nutrition (3 cr.) or NUTR 315 Human Nutrition (3) to allow students to take the higher level Human Nutrition course.
- Added WEL 100 Wellness for Life (2 cr.). WEL 100 discusses general health topics and concepts replacing the HLTH 120 Community Health (2 cr.) or HLTH 212 Contemporary Health Problems (2 cr.) material.
- Removed the electives as the required courses totaled 18 – 21 credits. The required courses focused on the foundational concepts of health education.



## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

### Substantive Program Modification Program

<b>UNIVERSITY:</b>	<b>SDSU</b>
<b>CURRENT PROGRAM TITLE:</b>	<b>Nutrition and Exercise Sciences (Ph.D.)</b>
<b>CIP CODE:</b>	<b>19.0504</b>
<b>UNIVERSITY DEPARTMENT:</b>	<b>Health &amp; Nutritional 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.*

Dennis D. Hedge

Vice President of Academic Affairs or  
President of the University

1/25/2017

Date

#### 1. This modification addresses a change in:

- |  |  |
|--|--|
| <input checked="" type="checkbox"/> Total credits required within the discipline | <input type="checkbox"/> Total credits of supportive course work |
| <input checked="" type="checkbox"/> Total credits of elective course work        | <input type="checkbox"/> Total credits required for program      |
| <input type="checkbox"/> Program name  | <input type="checkbox"/> Existing specialization                 |
| <input type="checkbox"/> CIP Code  | <input type="checkbox"/> Other (explain below)                   |

#### 2. Effective date of change: 08/15/17

#### 3. Program Degree Level:

Associate ☐ Bachelor's ☐ Master's ☐ Doctoral ☒

#### 4. Category:

Certificate ☐ Specialization ☐ Minor ☐ Major ☒

#### 5. If a name change is proposed, the change will occur:

- ☐ On the effective date for all students
- ☐ On the effective date for students new to the program (enrolled students will graduate from existing program)

#### Proposed new name:

*Reminder: Name changes may require updating related articulation agreements, site approvals, etc.*

#### 6. Primary Aspects of the Modification:

*Existing Curriculum*

*Proposed Curriculum (highlight changes)*

Pref.	Num.	Title	Cr. Hrs.	Pref.	Num.	Title	Cr. Hrs.
		Advanced Research Methods	3			Advanced Research Methods	3
						HNS 783 Research Methods in Health and Nutritional Sciences (3)	
						OR	
						NUTR 782 Epidemiology (3)	

				OR other class approved by the committee			
Advanced Statistics Course				Advanced Statistics Course HSC 631 Biostatistics I (3) OR HSC 731 Biostatistics II (3) OR STAT 541 Statistical Methods II (3) OR other class approved by the committee			
GSR	601	Research Regulations Compliance	1	GSR	601	Research Regulations Compliance	1
HNS	790	Seminar	3	HNS	790	Seminar	1
HNS	898	Dissertation	30	HNS	898	Dissertation	28
NUTR	702	Macronutrients in Human Nutrition	3	NUTR	702	Macronutrients in Human Nutrition	3
NUTR	760	Vitamins and Minerals in Human Nutrition	3	NUTR	760	Vitamins and Minerals in Human Nutrition	3
				PE	750	Advanced Exercise Physiology	3
Electives				Electives			
Total number of hours required for major				Total number of hours required for major			
Total number of hours required for degree				Total number of hours required for degree			

## 7. Explanation of the Change:

The Department of Health and Nutritional Sciences has reviewed the Ph.D. in Nutrition & Exercise Science requirements. HNS 790 Seminar has been reduced from 3 to 1 credit. The Department has reformatted the seminar course and students will only enroll in HNS 790 for one semester rather than two semesters. In addition, PE 750 Advanced Exercise Physiology (3 cr.) was added to reflect the degree is Nutrition and Exercise Sciences.



## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

### Substantive Program Modification Program

<b>UNIVERSITY:</b>	<b>SDSU</b>
<b>CURRENT PROGRAM TITLE:</b>	<b>Nutrition Minor</b>
<b>CIP CODE:</b>	<b>13.1307</b>
<b>UNIVERSITY DEPARTMENT:</b>	<b>Health &amp; Nutritional 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.*

Dennis D. Hedge

1/12/2017

Vice President of Academic Affairs or  
President of the University

Date

#### 1. This modification addresses a change in:

- |  |  |
|--|--|
| <input checked="" type="checkbox"/> Total credits required within the discipline | <input type="checkbox"/> Total credits of supportive course work       |
| <input type="checkbox"/> Total credits of elective course work                   | <input checked="" type="checkbox"/> Total credits required for program |
| <input type="checkbox"/> Program name  | <input type="checkbox"/> Existing specialization                       |
| <input type="checkbox"/> CIP Code  | <input type="checkbox"/> Other (explain below)                         |

#### 2. Effective date of change: 8/15/2017

#### 3. Program Degree Level:

Associate ☐ Bachelor's ☒ Master's ☐ Doctoral ☐

#### 4. Category:

Certificate ☐ Specialization ☐ Minor ☒ Major ☐

#### 5. If a name change is proposed, the change will occur:

- ☐ On the effective date for all students
- ☐ On the effective date for students new to the program (enrolled students will graduate from existing program)

**Proposed new name:** \_\_\_\_\_

#### 6. Primary Aspects of the Modification:

*Existing Curriculum*

*Proposed Curriculum (highlight changes)*

Pref.	Num.	Title	Cr. Hrs.	Pref.	Num.	Title	Cr. Hrs.
FS	251	Food Safety and Quality Management Systems	3	FS	251	Food Safety and Quality Management Systems	3
				HMG	251	Foodservice Sanitation	1
NUTR	111	Food, People and the Environment	3	NUTR	111	Food, People and the Environment	3
NUTR	141-141L	Food Principles and Lab	4	NUTR	141-141L	Food Principles and Lab	4
NUTR	315	Human Nutrition	3	NUTR	315	Human Nutrition	3

NUTR	323	Nutrition Across the Life Cycle	3	NUTR	323	Nutrition Across the Life Cycle	3
NUTR	422	Advanced Human Nutrition and Metabolism	4	NUTR	422	Advanced Human Nutrition and Metabolism	4
Total number of hours required for minor			20	Total number of hours required for minor			18
Total number of hours required for minor			20	Total number of hours required for minor			18

### 7. Explanation of the Change:

Prior to the transition of Food Science to Dairy Science, students were required to take NUTR 251 Food Safety as part of the minor. When the course transferred to Dairy & Food Science the course was modified and the content changed. FS 251 no longer meets the needs of the Nutrition minor. HMGT 251 Foodservice Sanitation covers food safety. The total credits required for the minor has been reduced to 18 credits. This change will bring the minor in line with the BOR guidelines for minors.



## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

### Substantive Program Modification

<b>UNIVERSITY:</b>	<b>SDSU</b>
<b>CURRENT PROGRAM TITLE:</b>	<b>Pharmaceutical Sciences (Ph.D.)</b>
<b>CIP CODE:</b>	<b>51.2010</b>
<b>UNIVERSITY DEPARTMENT:</b>	<b>Pharmaceutical Sciences</b>
<b>UNIVERSITY DIVISION:</b>	<b>Pharmacy &amp; Allied Health Professions</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.*

Dennis D. Hedge

Vice President of Academic Affairs or  
President of the University

1/26/2017

Date

#### 1. This modification addresses a change in (place an "X" in the appropriate box):

- |  |  |
|--|--|
| <input checked="" type="checkbox"/> Total credits required within the discipline | <input type="checkbox"/> Total credits of supportive course work |
| <input checked="" type="checkbox"/> Total credits of elective course work        | <input type="checkbox"/> Total credits required for program      |
| <input type="checkbox"/> Program name  | <input type="checkbox"/> Existing specialization                 |
| <input type="checkbox"/> CIP Code  | <input type="checkbox"/> Other (explain below)                   |

#### 2. Effective date of change: 8/15/2017

#### 3. Program Degree Level (place an "X" in the appropriate box):

Associate ☐ Bachelor's ☐ Master's ☐ Doctoral ☒

#### 4. Category (place an "X" in the appropriate box):

Certificate ☐ Specialization ☐ Minor ☐ Major ☒

#### 5. If a name change is proposed, the change will occur (place an "X" in the appropriate box):

- ☐ On the effective date for all students
- ☐ On the effective date for students new to the program (enrolled students will graduate from existing program)

#### Proposed new name:

*Reminder: Name changes may require updating related articulation agreements, site approvals, etc.*

#### 6. Primary Aspects of the Modification:

*Existing Curriculum*

*Proposed Curriculum (highlight changes)*

Pref.	Num.	Title	Cr.Hrs.	Pref.	Num.	Title	Cr. Hrs.
				PHA	725	Advanced Concepts in Biomedical Sciences and Pharmacogenomics	3
PHA	820	Advanced Concepts in Medicinal Chemistry	3	PHA	820	Advanced Concepts in Medicinal Chemistry	3



PHA	840	Advanced Concepts in Pharmacology	3	PHA	840	Advanced Concepts in Pharmacology	3
PHA	846	Techniques in Pharmaceutical Sciences	3	PHA	846	Techniques in Pharmaceutical Sciences	3
PHA	847	Grant Proposal and Academic Development	3	PHA	847	Grant Proposal and Academic Development	3
PHA	859	Advanced Concepts in Pharmaceutics	3	PHA	859	Advanced Concepts in Pharmaceutics	3
PHA	890	Seminar	2	PHA	890	Seminar	2
PHA	898	Dissertation	50	PHA	898	Dissertation	58
STAT	541	Statistical methods	3	STAT	541	Statistical Methods	3
Electives Courses may be selected from pharmacy (PHA) and related disciplines (e.g. BIOS, BIOL, CHEM, ABS, STAT prefixes)			20	Electives Courses may be selected from pharmacy (PHA) and related disciplines (e.g. BIOS, BIOL, CHEM, ABS, STAT prefixes)			9
Total number of hours required for major, minor, or specialization			90	Total number of hours required for major, minor, or specialization			90
Total number of hours required for degree			90	Total number of hours required for degree			90

## 7. Explanation of the Change:

The form is submitted to decrease the total number of elective course credits and increase the dissertation credits for the Ph.D. program in Pharmaceutical Sciences. The proposed changes do not impact the total credits required for graduation, but reconfigures the existing curriculum by shifting credits from electives to the core course and dissertation credits.

The Ph.D. in Pharmaceutical Sciences was started in 2006 and 25 students have graduated from the program over the last 10 years. To keep up with the changes in the discipline, the Department undertook a comprehensive review of the graduate curriculum. The curriculum review was undertaken with input from the faculty, graduate students and alumni. Further, the graduate curriculum at other peer institutions and the relevant materials from the Graduate Education Special Interest Group of American Association of Colleges of Pharmacy was reviewed. The Department also took into account the career placement of graduate students. Of the 25 students who have graduated from the program, 60% of the students are placed in academia (Faculty, post-docs and scientists), 28% in pharmaceutical industry, 8% in regulatory agencies, and 4% are entrepreneurs. The main goal of the proposed changes is to optimize the current curriculum to meet the current and future needs of students and employers. The proposed changes are as follows:

- Increase the number required core courses from 20 to 23 credits. The graduate students in the program come from various countries with different academic background. From experience, the Department has observed that the students do not have a sufficient background in relevant concepts in biomedical sciences. To address this gap, PHA 725 Advanced Concepts in Biomedical Sciences and Pharmacogenomics (3 cr.) will change from an elective to a required course. This change will ensure that the students have a strong background in the relevant biomedical and pharmacogenomics concepts. The change is consistent with other graduate programs in pharmaceutical sciences. The proposed number of required credits (23 credits) is on par with other graduate programs in pharmaceutical sciences.
- Decrease the total number of elective courses from 20 to 9 credits. The required number of electives in the current curriculum is relatively high compared to other graduate programs in pharmaceutical sciences. The majority of graduate programs in pharmaceutical sciences require only 8 to 15 credits of electives compared to the 20 credits of electives in the current

curriculum. Therefore, a decrease in the elective courses will strengthen and optimize the graduate program by focusing on the most relevant didactic courses. Further, as stated above, that shifting of one course (3 credits of PHA 725) from elective to a core course will ensure that the students have a strong foundation in pharmaceutical sciences. The proposed number of didactic credits (31 credits of core and elective courses) is on par with other graduate programs in pharmaceutical sciences.

- Increase the dissertation credits from 50 to 58 credits. The increase in dissertation credits from 50 credits to 58 credits will result in a stronger research emphasis. This change also aligns with the required dissertation credits at other graduate programs in pharmaceutical sciences.

Overall, the proposed changes will result in a focused curriculum that is comparable to other graduate programs in pharmaceutical sciences. In addition to strengthening the curriculum, the proposed changes will also make the graduate program more attractive to prospective students.



## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

### Substantive Program Modification Program

<b>UNIVERSITY:</b>	<b>SDSU</b>
<b>CURRENT PROGRAM TITLE:</b>	<b>Swine Science Certificate</b>
<b>CIP CODE:</b>	<b>09.0901</b>
<b>UNIVERSITY DEPARTMENT:</b>	<b>Animal Science</b>
<b>UNIVERSITY DIVISION:</b>	<b>Agriculture &amp; Biological 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.*

Dennis D. Hedge

1/25/2017

Vice President of Academic Affairs or  
President of the University

Date

#### 1. This modification addresses a change in:

- |  |  |
|--|--|
| <input checked="" type="checkbox"/> Total credits required within the discipline | <input type="checkbox"/> Total credits of supportive course work |
| <input checked="" type="checkbox"/> Total credits of elective course work        | <input type="checkbox"/> Total credits required for program      |
| <input type="checkbox"/> Program name  | <input type="checkbox"/> Existing specialization                 |
| <input type="checkbox"/> CIP Code  | <input type="checkbox"/> Other (explain below)                   |

#### 2. Effective date of change: 8/15/2017

#### 3. Program Degree Level:

Associate ☐ Bachelor's ☒ Master's ☐ Doctoral ☐

#### 4. Category:

Certificate ☒ Specializations ☐ Minor ☐ Major ☐

#### 5. If a name change is proposed, the change will occur:

- ☐ On the effective date for all students
- ☐ On the effective date for students new to the program (enrolled students will graduate from existing program)

**Proposed new name:** \_\_\_\_\_

#### 6. Primary Aspects of the Modification:

*Existing Curriculum*

*Proposed Curriculum (highlight changes)*

Pref.	Num.	Title	Cr. Hrs.	Pref.	Num.	Title	Cr. Hrs.
<b>Required Coursework</b>			<b>7</b>	<b>Required Coursework</b>			<b>6</b>
AS	202	Basic Swine Science	2	AS	202	Basic Swine Science	2
AS	203L	Basic Swine Science Lab	1	AS	203L	Basic Swine Science Lab	1
AS 306 Swine Breeding and Gestation Management (1) OR AS 307 Swine Farrowing Management (1) OR			1	AS 306 Swine Breeding and Gestation Management (1) OR AS 307 Swine Farrowing Management (1) OR			1

AS 308 Swine Nursery and Finishing Management (1)				AS 308 Swine Nursery and Finishing Management (1)			
AS	310	Employee Management for the Swine Industry	1	AS	310	Employee Management for the Swine Industry	1
AS	313	Swine Health and Biosecurity	1	AS	313	Swine Health and Biosecurity	1
AS	494	Internship	1	AS	494	Internship	1
<b>Electives</b>			<b>5</b>	<b>Electives</b>			<b>6</b>
Choose courses not previously selected:			5	Choose courses not previously selected:			6
AS	301	Advanced Swine Science	2	AS	301	Advanced Swine Science	2
AS	301L	Advanced Swine Science Lab	1	<del>AS</del>	<del>301L</del>	<del>Advanced Swine Science Lab</del>	<del>1</del>
AS	302	Swine Environment Management	1	AS	302	Swine Environment Management	1
AS	303	Swine Feed Mill Management	1	AS	303	Swine Feed Mill Management	1
AS	304	Swine Manure and Nutrient Management	1	AS	304	Swine Manure and Nutrient Management	1
AS	305	Swine Nutrition	1	AS	305	Swine Nutrition	1
AS	306	Swine Breeding and Gestation Management	1	AS	306	Swine Breeding and Gestation Management	1
AS	307	Swine Farrowing Management	1	AS	307	Swine Farrowing Management	1
AS	308	Swine Nursery and Finishing Management	1	AS	308	Swine Nursery and Finishing Management	1
AS	309	Swine Business and Records Analysis	1	AS	309	Swine Business and Records Analysis	1
AS	311	Marketing and Risk Management in the Swine Industry	1	AS	311	Marketing and Risk Management in the Swine Industry	1
AS	312	Pork Quality and Safety	1	AS	312	Pork Quality and Safety	1
AS	314	Pork Export Markets	1	AS	314	Pork Export Markets	1
AS	315	Contemporary Issues in the Swine Industry	1	AS	315	Contemporary Issues in the Swine Industry	1
Total number of hours required for certificate			12	Total number of hours required for certificate			12
Total number of hours required for certificate			12	Total number of hours required for certificate			12

## 7. Explanation of the Change:

In the 5 years that the Swine Science Certificate has been offered through the Great Plains IDEA, logistics has prevented the AS 203L Advanced Swine Science Lab from being offered at any of the participating universities, including SDSU. Thus, there have never been any students registered for the course. The original intent of the consortium was that all courses offered for the Swine Science Certificate would be offered to students from all participating universities as common on-line courses, except for this (AS 203L), which would be offered on-site by each individual university. Students desiring hands-on experience have the resident course of AS 478-478L Swine Production from which to receive experiential instruction. AS 203L is an unnecessary duplication and not essential to successful completion of a Swine Science Certificate.

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**  
**Consent**

**AGENDA ITEM: 4 – B (4)**

**DATE: March 28-30, 2017**

\*\*\*\*\*

**SUBJECT: Program Modifications – USD**

The University of South Dakota has submitted the following program modification proposal provided in Attachment I. This request has been reviewed by the system Vice President for Academic Affairs and the Executive Director recommends approval.

*Existing Program: Substantive Program Modification*

- Public Administration (M.P.A.) – Plan B only – *request to change total credits required for the program*

\*\*\*\*\*

**DRAFT MOTION 20170328\_4-B(4):** I move to approve USD's program modification request for its Master of Public Administration program.



## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS Substantive Program Modification Program

<b>UNIVERSITY:</b>	<b>University of South Dakota</b>
<b>CURRENT PROGRAM TITLE:</b>	<b>Master of Public Administration, M.P.A. (Plan B only)</b>
<b>CIP CODE:</b>	<b>44.0401</b>
<b>UNIVERSITY DEPARTMENT:</b>	<b>Political Science</b>
<b>UNIVERSITY DIVISION:</b>	<b>Social Sciences – 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.*

Elizabeth M. Freeburg

1/19/2017

Vice President of Academic Affairs or  
President of the University

Date

### 1. This modification addresses a change in (place an "X" in the appropriate box):

<input type="checkbox"/> Total credits required within the discipline	<input type="checkbox"/> Total credits of supportive course work
<input type="checkbox"/> Total credits of elective course work	<input checked="" type="checkbox"/> Total credits required for program
<input type="checkbox"/> Program name	<input type="checkbox"/> Existing specialization
<input type="checkbox"/> CIP Code	<input type="checkbox"/> Other (explain below)

### 2. Effective date of change: August 2017

### 3. Program Degree Level (place an "X" in the appropriate box):

Associate ☐ Bachelor's ☐ Master's ☒ Doctoral ☐

### 4. Category (place an "X" in the appropriate box):

Certificate ☐ Specialization ☐ Minor ☐ Major ☒

### 5. If a name change is proposed, the change will occur (place an "X" in the appropriate box):

- ☐ On the effective date for all students
- ☐ On the effective date for students new to the program (enrolled students will graduate from existing program)

**Proposed new name:** N/A

*Reminder: Name changes impact require updating any related articulation agreements, site approvals, etc.*



**7. Primary Aspects of the Modification (add lines as needed):***Existing Curriculum**Proposed Curriculum (highlight changes)***Master of Public Administration, M.P.A.***N/A***(Plan B only)**

Pref.	Num.	Title	Cr. Hrs.	Pref.	Num.	Title	Cr. Hrs.
LDR	501	Advanced Leadership Theory and Practice	3	LDR	501	Advanced Leadership Theory and Practice	3
POLS	721	Introduction to Public Administration	3	POLS	721	Introduction to Public Administration	3
POLS	722	Budgetary and Fiscal Management	3	POLS	722	Budgetary and Fiscal Management	3
POLS	723	Public Personnel Management	3	POLS	723	Public Personnel Management	3
POLS	724	Organization and Management	3	Delete			
POLS	733	Administrative Law & Government	3	POLS	733	Administrative Law & Government	3
POLS	765	Research Methods in Political Science	3	POLS	765	Research Methods in Political Science	3
POLS	766	Analytical Techniques in Public Policy	3	POLS	766	Analytical Techniques in Public Policy	3
POLS	769	Administrative Thought and Ethics	3	POLS	769	Administrative Thought and Ethics	3
POLS	788	Professional Report (Capstone)	3	POLS	788	Professional Report (Capstone)	3
POLS	794	Internship	3	POLS	794	Internship	3
XXXX	5xx/6xx/7xx	Elective	3	XXXX	5xx/6xx/7xx	Elective	3
XXXX	5xx/6xx/7xx	Elective	3	XXXX	5xx/6xx/7xx	Elective	3
XXXX	5xx/6xx/7xx	Elective	3	Delete			
Total number of hours required for major			42	Total number of hours required for major			36
Total number of hours required for degree			42	Total number of hours required for degree			36

**8. Explanation of the Change:**

Four trends drive this proposal. First, NASPAA accreditation (which will remain) requires between 36 to 48 hours of graduate coursework and many smaller MPA programs around the country are moving towards or already require only 36 hours. Resources in the department will be better leveraged in this new MPA curriculum, without sacrificing the development of professional skillsets or academic rigor which are integral to graduate education. Second, graduate enrollments in the social and behavioral sciences has been declining nationwide since 2004. Enrollments in graduate degrees in the Political Science Department have mirrored this national trend. Third, there is a growing sense that degrees which immediately lead to career employment opportunities are useful to promote for students and families struggling with the increasing costs of higher education. Fourth, while online educational opportunities continue to proliferate, the departmental faculty have suggested that a sense of a departmental community of scholars is more easily achieved when students are attending classes on campus and engaged in departmental research, functions, clubs, and enrichment events. Therefore, this proposal intends to increase graduate degree enrollments while encouraging a vibrant departmental on-campus community by offering a degree program of study that will lower the overall costs of a graduate degree that has a track record of career employment after graduation.

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**  
**Consent**

**AGENDA ITEM: 4 – C (1)**

**DATE: March 28-30, 2017**

\*\*\*\*\*

**SUBJECT: New Certificate: BHSU Undergraduate Certificate in Social Media**

Black Hills State University (BHSU) requests authorization to offer an undergraduate certificate in Social Media. The addition of the certificate is in recognition of the technological changes in the way information is consumed and disseminated. The primary audience for the certificate is Business and Communication student although the certificate will also appeal to students interested in social media issues across multiple disciplines. The certificate consists of 12 credit hours, all from existing courses.

BHSU seeks approval to deliver the entire certificate online and at the BHSU-Rapid City location.

\*\*\*\*\*

**DRAFT MOTION 20170328\_4-C(1):** I move to approve BHSU's undergraduate certificate in Social Media as described in Attachment I.

**SOUTH DAKOTA BOARD OF REGENTS**  
**Certificate Request**

This form is to be used to request approval for a new certificate program that includes currently offered courses. A certificate program is not a major or minor. Refer to BOR policy 2:23 Certificate Programs.

BHSU  
**Institution**

Mass Communication  
**Division/Department**

  
**Institutional  
 Signature**

                      
**Approval**

1/20/2017  
**Date**

**1. Name of Program:** Social Media

**2. Provide a justification for the program.**

A social media certificate program is needed due to a changing interdisciplinary communication landscape and a growing need for people to be informed about how to facilitate and use social media in all its forms. There is a need to explicate, at an academic level, the differentiation between professional and personal use. The certificate would be a cutting-edge, high-quality, interdisciplinary academic program offered through Black Hills State University.

Communication among the masses--and sectors of the masses--has changed dramatically over the past decade. Many new forms of communication have now become a part of daily life because of advancing communication technologies. One of the most prominent changes has come with the birth of Web 2.0 technologies and social media. "Social media touches nearly every facet of our personal and business lives" (Qualman, E. (2013). *Socialnomics: how social media transforms the way we live and do business*. Wiley: Hoboken, NJ. Foreward.)

For the past three years, Associate Professor Mary Caton-Rosser and Assistant Professor Barbara Looney have advanced a campus-wide social media experiment designed first to encourage faculty to use more digital tools and social media during instructional practice, and second to provide a measureable scale for the authors to track the trajectory of student and faculty feedback about their use of social media and digital tools.

Two Mass Communication students were involved in a research-gathering independent study in Spring 2015 semester on social media. Their basic justification for offering the certificate shows how social media affects their lives: "Social media [are] a growing need for businesses and anyone in the job market. This teaches students how to use it properly and to their advantage. It also accredits them to future employers looking for someone who has insight on these programs...[where social media is used in] Teaching students how to use social media in a professional way for businesses and personal usage."

The Altimeter Group regularly conducts business surveys that focus on media trends. Early use of social media was driven by marketing forces and public relations initiatives, while current use is evolving into a strong "social business movement that looks to scale and integrate social [activity] across the organization" (Solis, Brian & Li, Charlene. (2013). *The State of Social Business 2013: The Maturing of Social Media into Social Business*. San Francisco: Altimeter Group This organizational



connectivity is more fully explored by human resources expert Dan Pontefract, who asserts that, to be effective, future leaders will need to master and marshal social media assets as a way of building and sustaining employee engagement. Based upon his experience in corporate settings, Pontefract argues that digital connectivity can provide “a nurturing, collaborative, supportive and open [workplace] environment” where employees thrive and more strongly relate to one another and their corporate mission (Pontefract, Dan. (2013). *Flat Army: Creating a Connected and Engaged Organization*. Jossey- Bass/Wiley: Canada. p. 281).

From firsthand research and experience in supervising up to 40 undergraduate Mass Communication, Graphic Design Communication and Corporate Communication student internships a year, Dr. Caton-Rosser has observed that up to 85 percent of the “employers” request knowledge, application and demonstrated ability to-use social media professionally, such as blogs, Twitter, Facebook, Pinterest, Google and others. The same goes for full job descriptions that come in to the university asking for students with degrees in marketing, public relations, business administration, communications, technology, multimedia and broadcasting, specifically, but it is very important to note that occupations across disciplines and subject matter from science to art to history to child development to education to social sciences and politics professionally access social media interactively with audiences and clients, as well as internally with employees, these days.

A Google search of careers in social media reveals three relevant findings. First, social media expertise typically surfaces in the context of public relations and marketing. The Bureau of Labor Statistics<sup>1</sup> projects public relations specialists’ employment growth of 6 percent between 2014 and 2024, as fast as the average. Employment of market research analysts is projected to grow 19 percent from 2014 to 2024, much faster than the average for all occupations.<sup>2</sup> Second, and related, articles such as one in Global News Wire indicate that the “online marketer/social media specialist job outlook shows no sign of dimming.”<sup>3</sup> Third, despite the widespread demand for employees with social media savvy in a variety of fields, many experts argue that social media is not a career and that university students should not major in it. A minor, however, that complements a broader major is deemed quite useful. These three findings reveal an encouraging employment outlook for students with a T-shaped profile that includes a Social Media minor.

### 3. Who is the audience for the program?

The target audience is any student who wants to advance their learning about a rapidly growing medium of communication that studies show will become one of the most common channels of communication in the next five years. This includes university students of any age, major or demographic orientation, as well as community members who could enroll in a complement of courses without prerequisites.

Postsecondary educators should seriously explore and then apply the potential to intentionally and strategically harness the power of these revolutionary transformations of in technology use to better serve the needs of students to enhance their success (Davis, C.H.F., Deil-Amen, R., Rios-Aguilar, C., & Gonzalez Canche, M.S., 2014, p.2).

<sup>1</sup> <http://www.bls.gov/ooh/media-and-communication/public-relations-specialists.htm>

<sup>2</sup> <http://www.bls.gov/ooh/business-and-financial/market-research-analysts.htm>

<sup>3</sup> <https://globenewswire.com/news-release/2013/09/03/570883/10046604/en/Social-Marketing-Career-Wave-of-theFuture.html>



Since all three deans from the colleges at BHSU were interviewed as recently as Spring 2015 semester for their insight on the value of a social media certificate, we know that all majors and minors would most likely benefit from the credential in some way, shape or form.

From the roundtable faculty discussions, workshop series involving both faculty and students and five years of conference-presented research that has been conducted by Dr. Caton-Rosser and Dr. Looney with students and faculty since 2011, it is clear that the use of social media is interdisciplinary (Caton-Rosser, Looney & Schneider. May 2014. *Discovering Interdisciplinary Uses of Online Technologies in Higher Education*. ISSN: 1690-4524 SYSTEMICS, CYBERNETICS AND INFORMATICS VOLUME 12 - NUMBER 3, pp.17-21.)

A 2014 cross compilation of curricular lessons and materials from nearly 20 BHSU faculty was published as an e-book early in 2015 at this link <http://www.mobilizingfacultyonlinetechforteaching.com>, and a second edition of the e-book is currently being prepared with participation from at least a dozen faculty. (Looney, Caton-Rosser and Woodle *Mobilizing Faculty to Engage Social Media as an Instructional Tool: A How-to Experience that Produced an E-book, 2015*.) The various disciplines that are represented are testament to a range of majors and minors that will be interested in this certificate. However, the certificate will not just be available or cater only to a major and minor audience of students. The certificate can be gained by anyone who is willing to do the coursework.

The certificate course options below are specifically organized by college to make it evident to students that they will already be completing several of the certificate options during their regular degree pursuits. Thus, the appeal of earning the Social Media Certificate is heightened and made less burdensome, since most students will be part-way to certificate completion as they meet their degree requirements.

The arrangement by college also simplifies advising. Faculty and students can easily determine which classes, from within a given college, might apply to the certificate. Students and advisors equally determine which courses, from outside a major, might be of most interest to a student selecting the elected two courses.

By selecting courses from all three of the BHSU colleges, the Social Media Certificate can be easily promoted across the university.

We understand four courses under the options list do have “hidden” prerequisites, but eight courses without prerequisites are listed, which anyone could take for certificate completion.

The main point is that this certificate is not narrow – it is one of the first of its kind to be broadly interdisciplinary because of the wide appeal of the study and understanding of social media study and application. This is an interdisciplinary endeavor, not narrowly focused to just one or a handful of majors or minors. The mainstream, entire world uses social media for a variety of reasons and motivated by a variety of topic matter and goals.

The decision to include the following list of class electives is highly purposeful based upon the extensive research, roundtable discussions and workshops with BHSU faculty and students since

2011.

Here are some elaborations on the course choices listed below. For example, the course BADM 344 Managerial Communications will consistently make it evident that social media works as a viable internal and external tool of communication, as would BADM 475 Consumer Behavior. MCOM 210 Basic Newswriting will discuss both theoretically and applicably how social media is changing the information-gathering newsgathering and news presentation landscape among and with all-important audiences, interactively. The field of public relations was one of the primary professional spaces in the early 2000s and the introduction of Web 2.0 interactive online activity to latch on to the use of interactive media as primary tools to create relationships and do outreach and research with audiences. Thus, MCOM 373 PR Case Studies and MCOM 475 Public Relations are essential courses that are built around using the tools of social media. As well, all of these electives will be considered in the presentation of the core certificate course, MCOM 235 Social Media Survey. The curriculum of this course will consistently address and integrate the connections to the various aspects of the elective courses that have been carefully selected based upon qualitative research accomplished at BHSU specifically in Spring 2015 semester among the three college deans, department chairs and faculty.

BHSU seeks approval to deliver the entire certificate online and at the Black Hills State University-Rapid City location.



**4. List the courses to be completed, the credit hours of each course, and the total number of credit hours required for the program.**

<b>Prefix &amp; #</b>	<b>Title</b>	<b>Credit Hrs</b>
MCOM 235	Social Media Survey (new course online)	3

**And**

MCOM 430	Media Law (face-to-face and online)	3
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**And**

TAKE any TWO of the following COURSES from the following options (at least one course must have the BADM or OE prefix):

BADM 344	Managerial Communications (PreRequisite: ENGL201) (face-to-face and online)	3
BADM 370	Marketing (face-to-face and online)	3
BADM 372	Advertising (PreRequisite: BADM370) (face-to-face and online)	3
BADM 407	International Business (face-to-face and online)	3
BADM 475	Consumer Behavior (PreRequisite: BADM370) (face-to-face)	3
MCOM 161	Graphic Communication (face-to-face)	3
MCOM 210	Basic Newswriting (PreRequisite: ENGL101) (face-to-face and online)	3
MCOM 220	Introduction to Digital Media (online)	3
MCOM 373	PR Case Studies (face-to-face)	3
MCOM 475	Public Relations (face-to-face)	3
MCOM 485	Science Writing (online)	3
OE 376	Technology Integration (face-to-face)	3

<b>Total Credit Hours Required</b>	<b>12 credits</b>
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**5. Proposed CIP code** 09.0102

**6. Effective Date of Certificate Program** Summer 2017

## **Addendum to Curriculum Proposal for Social Media Certificate**

Date: February 5, 2016

**Committee concerns:** Some of the options are not really available to ALL students. Committee uncertain the proposal has been passed to faculty who may be impacted by included courses.

**RESPONSE:** This proposal for the Social Media Certificate came after extended research among faculty, all deans, and Dr. Custer. During spring semester 2015, via an independent study entitled Social Media Development, Mass Communication interns Hannah Downs and Lina Katelaite conducted interviews with Deans Simpson, Wolff, and Romkema, as well as with faculty that were suggested by the deans and with students taking a range of majors from all three colleges. All administrators welcomed the Certificate Proposal, viewing it as a means for the University to stay current with digital trends while building enrollment and providing students more options for credentialed study. The impetus for the Certificate come after nearly 5 years of internationally published research in social media on the BHSU campus, including an interdisciplinary e-book of curriculum tools, tested and implemented by a unified faculty across subject matter and across all colleges. The e-book results were presented at an international conference in New York City in summer 2014. A second e-book is in process.

The course list intentionally reaches broadly, listing some classes for which few students may qualify. The point is to offer an option-rich course menu that attracts students because they will see for their selected major that they may already have taken several of the Certificate classes. Thus, adding just two or three more classes will earn them this additional valued area of study. The course list should not be trimmed to reflect options that ALL students can access, because to do so would narrow the pool of potential enrollees.

In this climate of fierce need to attract and retain students, the Social Media Certificate needs to be as broadly available as possible.

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**  
**Consent**

**AGENDA ITEM: 4 – C (2)**

**DATE: March 28-30, 2017**

\*\*\*\*\*

**SUBJECT: New Certificates: USD Undergraduate and Graduate Certificate in Arts in Health**

The University of South Dakota (USD) requests authorization to offer an undergraduate and graduate certificate in Arts in Health. The certificates are intended to capitalize on growing national trends in art therapy as part of healthcare delivery. Students will learn basic and advanced healthcare concepts as well as how the fine arts crossover to patient care tools that assist in patient treatment. USD has provided letters of support from area health care providers. The certificates both consist of 12 credit hours and four new courses.

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**DRAFT MOTION 20170328\_4-C(2):** I move to approve USD's undergraduate and graduate certificate in Arts in Health as described in Attachment I.



## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS New Certificate

<b>UNIVERSITY:</b>	<b>University of South Dakota</b>
<b>TITLE OF PROPOSED CERTIFICATE:</b>	<b>Arts in Health</b>
<b>INTENDED DATE OF IMPLEMENTATION:</b>	<b>Fall 2017</b>
<b>PROPOSED CIP CODE:</b>	<b>51.2301 Art Therapy</b>
<b>UNIVERSITY DEPARTMENT:</b>	<b>Art Department</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*

Institutional Approval Signature

*President or Chief Academic Officer of the University*

2/15/2017

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 University of South Dakota seeks approval to create a certificate in Arts in Health. In this certificate program students will learn about basic and advanced healthcare concepts, and how the fine arts can crossover to help develop patient care tools to assist medical professionals in patient treatment. Students will learn about the principles behind arts in health work, various cultures and how they may perceive fine arts as a healthcare tool, and ethical standards of artistic practices used in this field. Students will also gain hands-on experience regarding appropriate use of fine arts approaches and participate in an internship to apply acquired knowledge to real world healthcare arenas. This certificate will add an additional element to a student's related degree program, and benefit them by broadening their scope of study and potential interdisciplinary work reaching across colleges and schools at USD. Undergraduate students will develop to be practitioners for Arts in Health sites, and graduate students will develop to be coordinators/leaders for Arts in Health sites. The four new classes that are part of this certificate program are unique in the regental system and are needed to educate certificate students about the Arts in Health profession, and the safe and ethical use of fine arts as tools in patient care. Students in this program will be engaged in project-based learning models and contextualization as they approach

healthcare topics in classes, and those modules will be valuable resources once out in the field.

Increasing numbers of clinicians and other professionals from the medical community are working side by side with arts professionals in both healthcare and community settings, and around the world the arts are emerging as an important and integral component of healthcare. In two recent surveys, nearly half of the healthcare institutions in the United States reported having arts in healthcare programming. The majority of these programs are in hospitals, with smaller percentages reported in long term care and hospice/palliative care organizations. The three most common types of arts programming are permanent display of art, performances in public spaces, and bedside activities. Research demonstrates the benefits of the arts in healthcare in hospitals, nursing homes, senior centers, hospices, and other locations within the community. Arts in healthcare programs and creative arts therapies have been applied to a vast array of health issues—from post-traumatic stress disorder to autism, mental health, chronic illnesses, Alzheimer’s and dementia, neurological disorders and brain injuries, premature infants, and physical disabilities—to improve patients’ overall health outcomes, treatment compliance, and quality of life.<sup>1</sup>

**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>2</sup>**

This certificate will provide interested students with the knowledge and skills to be active participants in Arts in Health work within a healthcare system. Within South Dakota, Avera Hospital in Sioux Falls, Sanford Health in Sioux Falls, Sanford Vermillion Medical Center, and the Sioux Falls Veterans Hospital utilize concepts related to Arts in Health. This certificate program is a next step in connecting with these major hospitals as they continue to move forward in their Arts in Health programs. The certificate program will also help develop connections to the broader national work being done in Arts in Health.

The College of Fine Arts seeks to join with many others around the country and with colleagues at USD to bring forward the Arts in Health program. Nationally, Arts in Health as a field of study and work has been active since the founding of the Society of Healthcare Arts Administrators (SoHAA) in 1990.<sup>3</sup> Karen Pence, wife of Vice President-Elect Mike Pence, is an advocate for the use of the fine arts in health care.<sup>4</sup> In 2016 the National Conference of Mayors passed a resolution titled *Funding Arts and Healing Therapy Across the Military Continuum*.<sup>5</sup>

The benefit to our students in offering this certificate program will be found as they settle into a community after graduation. As a person with fine arts abilities, they will create

<sup>1</sup> State of the Field Report: Arts in Healthcare / 2009; a post-symposium and update report from a conference held in 2003 hosted by the National Endowment for the Arts and the Society for the Arts in Healthcare.

[http://www.americansforthearts.org/sites/default/files/pdf/get\\_involved/advocacy/research/2014/arts\\_in\\_healthcare.pdf](http://www.americansforthearts.org/sites/default/files/pdf/get_involved/advocacy/research/2014/arts_in_healthcare.pdf)

<sup>2</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>3</sup> <https://www1074.ssldomain.com/thesah/template/index.cfm>

<sup>4</sup> <http://abcnews.go.com/Politics/indiana-lady-karen-pence-champion-healing-power-arts/story?id=41152258>

<sup>5</sup> [http://www.usmayors.org/resolutions/84th\\_Conference/displayresolution.asp?resid=a0F61000003rirNEAQ](http://www.usmayors.org/resolutions/84th_Conference/displayresolution.asp?resid=a0F61000003rirNEAQ)

music, visual art, and/or be a part of theatre within that community. Having this certificate and experience that flows with the certificate will also allow them to be an active member of the community in its outreach to a broad range of people to engage them in the fine arts in healthcare. Not all people will become fine arts professionals. This certificate program allows all interested students to broaden their employment opportunities within arts fields and to use their passion for the fine arts to assist in the healthcare area. The College of Fine Arts graduates many visual, dramatic, and musical artists that may find their calling by using their fine arts talents in patient care. Additional student and faculty benefits to be found are in the potential neurological research that may emanate from USD by offering this program.<sup>6</sup>

The [Bureau of Labor Statistics](#) (BLS) does not collect data on art therapists. Instead, BLS estimates include this occupation among “[therapists, all other](#),” of which 11,770 were employed in May 2014 with a median annual wage of \$55,900.<sup>7</sup> The federal government does not track arts therapy, music therapy, or theatre/drama therapy separately from the general therapy areas.<sup>8</sup> The [American Art Therapy Association](#) has about 5,000 members in the United States, and its 2013 survey found that most of these art therapists have an annual salary of between \$30,000 and \$80,000.<sup>9</sup>

**4. Who is the intended audience for the certificate program (including but not limited to the majors/degree programs from which students are expected)?**

Majors in the College of Fine Arts (Art, Music, and Theatre), School of Health Sciences (Nursing, Addiction Studies, Social Work), School of Education (Counseling and Psychology), and College of Arts and Science (Psychology) are the potential student areas that would have interest in this certificate. With regards to the Health Sciences programs, this certificate will be stackable for students in that school, and will be beneficial to those students interested in interdisciplinary approaches to healthcare.

**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>10</sup>**

Prefix	Number	Course Title	Credit Hours	New (yes, no)
AIH	421/521	Arts in Health	3	Yes
AIH	432/532	Populations, Multiculturalism, and Ethics	3	Yes
AIH	443/543	Materials Use and Safety	3	Yes
AIH	454/554	Internship	3	Yes
Subtotal			12	

<sup>6</sup><https://www.arts.gov/accessibility/accessibility-resources/leadership-initiatives/arts-healthcare/arts-endowment-issues-3>

<sup>7</sup><http://www.bls.gov/careeroutlook/2015/youre-a-what/art-therapist.htm>

<sup>8</sup><http://www.bls.gov/oes/current/oes291129.htm#nat>

<sup>9</sup><http://www.bls.gov/careeroutlook/2015/youre-a-what/art-therapist.htm>

<sup>10</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.



While these are all new courses, 2 of these courses have been offered on-campus as an experimental/ topic courses. There is interest from existing students to gain this expertise. The rigor, sophistication and expectation in the graduate section of the course will differ from the undergraduate section. A graduate course will have a greater proportion of analysis, synthesis, and evaluation.

## 6. Student Outcome and Demonstration of Individual Achievement.<sup>11</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.*

- i. Demonstrate proficiency in understanding Arts In Health Practitioner's scope of practice within the creative therapies fields
- ii. Demonstrate critical thinking skills regarding multiple perspectives and approaches to creative engagement sessions.
- iii. Demonstrate knowledge of appropriate ethical boundaries and practices
- iv. Understand terminology applied to creative therapies and arts in health practices
- v. Demonstrate flexibility in thinking and processes in arts in health practice.
- vi. Demonstrate the ability to communicate effectively as a practitioner, colleague, and presenter.
- vii. Produce a professional level of writing in relation to communication of ideas and grant proposals.

**B. Complete Appendix A – Outcomes using the system form.** *Outcomes discussed below should be the same as those in Appendix A.*

See Appendix A.

## 7. On-line and Off-campus Delivery.<sup>12</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
<b>Off-campus</b>	No		

	Yes/No	If Yes, identify delivery methods	Intended Start Date
<b>Distance Delivery</b>	No		

<sup>11</sup> Board Policy 2:23 requires certificate programs to “have specifically defined student learning outcomes.”

<sup>12</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.

- 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		
Delivery Method (if applicable)			

- 8. Additional Information:** *Additional information is optional. Use this space to provide pertinent information not requested above. Limit the number and length of additional attachments. Identify all attachments with capital letters. Letters of support are not necessary and are rarely included with Board materials. The University may include responses to questions from the Board or the Executive Director as appendices to the original proposal where applicable. Delete this item if not used.*

<b>Appendix A</b>				
Individual Student Outcome	Prefix & Number	Prefix & Number	Prefix & Number	Prefix & Number
Demonstrate proficiency in understanding Arts In Health Practitioner's scope of practice within the creative therapies fields	AIH 421/521	AIH 432/532	AIH 443/554	AIH 454/554
Demonstrate critical thinking skills regarding multiple perspectives and approaches to creative engagement sessions.	AIH 421/521	AIH 432/532	AIH 443/554	AIH 454/554
Demonstrate knowledge of appropriate ethical boundaries and practices	AIH 432/532	AIH 443/554	AIH 454/554	
Understand terminology applied to creative therapies and arts in health practices	AIH 421/521	AIH 432/532	AIH 443/554	
Demonstrate flexibility in thinking and processes in arts in health practice.	AIH 421/521	AIH 432/532	AIH 443/554	AIH 454/554
Demonstrate the ability to communicate effectively as a practitioner, colleague, and presenter.	AIH 421/521	AIH 432/532	AIH 443/554	AIH 454/554
Produce a professional level of writing in relation to communication of ideas and grant proposals.	AIH 432/532	AIH 454/554		
<i>Expand the table as necessary to include all student outcomes. Outcomes in this table are to be the same ones identified in the text.</i>				

**Sanford Vermillion  
Medical Center**

1000 Cass Street  
Vermillion, SD 57069  
(605) 264-2611

**Care Center**

1000 Cass Street  
Vermillion, SD 57069  
(605) 264-2611

**Sanford Clinic Vermillion  
USD Student Health**

1000 Cass Street  
Vermillion, SD 57069  
(605) 264-2611

**Dakota Gardens**

1000 Cass Street  
Vermillion, SD 57069  
(605) 264-2611

**Home Care &  
Hospice Services**

1000 Cass Street  
Vermillion, SD 57069  
(605) 264-2611

**SANFORD**  
HEALTH

Toll Free: 1-866-624-2611  
sanfordvermillion.org

June 25, 2013

Dr. Larry Schou, Dean  
College of Fine Arts  
University of South Dakota  
414 E. Clark Street  
Vermillion, SD 57069

Dear Larry,

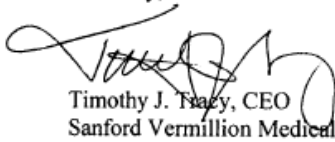
I am writing to express my support in your efforts to develop an expressive arts therapy graduate program at USD. A few months ago I hired a graduate of your Art Department, Ariadne Albright, to help us start a small arts therapy program. With assistance from expressive arts therapist Jessie Parks from Sioux Falls Sanford Cancer Treatment Center, Ariadne has developed an exciting program in working with our dementia patients. Nurses have commented on how the program is helping patients.

We are excited to know that the USD College of Fine Arts is seeing a need in the health care area and trying to address that need with a new program that has a lot of potential to benefit our local community and beyond. You and I have discussed the concepts of the expressive arts therapy program, and you know our facilities. I am supportive of this new program and would welcome USD collaboration. My understanding is that Ariadne met with the two consultants you had visit campus to discuss potential goals and outcomes.

I look forward to working with you if you find the funding for this program. As our arts therapy program grows, we will need interns to assist Ariadne. Sanford Vermillion could be a good internship pilot program for your expressive arts therapy graduates.

Please keep in contact with me as you move this program forward.

Sincerely,



Timothy J. Nazy, CEO  
Sanford Vermillion Medical Center Hospital

Sanford Vermillion  
Medical Center

Sanford Clinic Vermillion  
USD Student Health

Home Care &  
Hospice Services

**SANFORD**

Care Center

Dakota Gardens

Toll Free: 1-866-624-2611  
sanfordvermillion.org

May 31, 2013

Gayle Matzke, Director of Nursing  
Sanford Care Center Vermillion  
20 S Plum Street, Vermillion, SD 57069

Dr. Larry Schou  
Dean of the College of Fine Arts  
University of South Dakota

Dear Dr. Schou,

As Director of Nursing for Sanford Care Center Vermillion I oversee all nursing and support staff at the Care Center. This includes RNs, LPNs, CNAs, Activities, Restorative Care, and other support staff affiliated with the residents care. I am writing the letter of support for the Sanford Arts Program (SAV) coordinated by Ari Albright, MFA. SAV is designed to support client wellness through the arts and art engagement.

One area of emphasis had been the residents of Special Care Unit who are afflicted with varying forms of dementia. SAV brings art engagement -*Art with Ari*- to the residents 3 to 4 times a week. The notable changes in residents since the program was implemented are an increase in attentiveness, an obvious enjoyment in participating in the program and a decrease in problematic behaviors. Specific notable behaviors with residents include the following;

D - before SAV, she was showing deep signs of depression; crying; agitation; wanting to go home, etc. Since SAV began, her mood has improved immensely - her daughter has noted the improvement as well. Most impressive was Dorothy showing her daughter her artwork displayed on the walls of the Special Care Unit with pride and joy.

D -Before SAV, he struggled with psychiatric issues (aggressive behaviors with other males specifically); he had many noted behaviors relating to resistance to care as well; since *Art with Ari* - there are no reports of physical behaviors, with his clothes laid out - he dresses himself, resistance continues but no refusals. He is even more social even with the language barrier as he is a native Spanish speaker and knows very little English. BIG improvement!

Our Mission:  
Dedicated to the work of  
health and healing

B - Prior to SAV, he was notably quiet, sleeping a lot and non social – since the program began – he is more outgoing, his demeanor has improved with a delightful mood.

D - Before SAV began, he was agitated – no activity/participation. Since SAV – participation has started and he has a calmer demeanor.

P - Since SAV, a social increase has been noticed; he doesn't sleep like prior.

L - He gets excited when Ari comes. He participates in a wide range of arts engagement including singing, puzzles, sand work, clay and drawing.

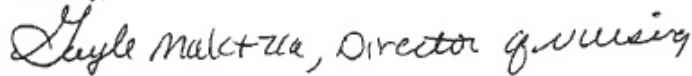
S - She comes from the Care Center when she is agitated – when she joins the Special Care Unit art table, the rest of her day becomes relaxing and calm.

R - Dakota gardens tenant and artist, this 90 + year old attends *Art with Ari* sessions regularly and assists with SCU residents at their tasks.

Families have commented on the program and how great they think it is and their loved ones are participating in a variety of activities, using more materials than just painting with a paint brush, in order to build deeper connections among staff and residents while improving the quality of life we provide at Sanford Health.

Now with the first SAV Internship program starting this month, we look forward to supporting student training and shadowing with Ms. Albright and bringing in SAV's services to our facility as well as community outreach opportunities. It is clear that using the arts in working with residents at our facilities has enhanced client well-being, and contributed greatly to improving the quality of life for these residents.

Sincerely,



Gayle Matzke, Director of Nursing



**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**  
**Consent**

**AGENDA ITEM: 4 – C (3)**

**DATE: March 28-30, 2017**

\*\*\*\*\*

**SUBJECT: New Certificate: USD Graduate Certificate in Business Analytics**

The University of South Dakota (USD) requests authorization to offer a graduate certificate in Business Analytics. The certificate targets students already holding an MBA or those interested in gaining additional skills in strengthening the decision-making processes through data analysis. USD reports strong employment growth trends for business and management analysts nationally and within South Dakota. The certificate consists of existing courses. Certificates typically consist of 12 credit hours or less; USD is proposing this certificate at 15 credit hours as enrollment in the program requires a foundation in quantitative reasoning. However, students who have already completed an MBA would likely only need to complete 12 credit hours to obtain the certificate.

USD is requesting authorization to offer the certificate online.

\*\*\*\*\*

**DRAFT MOTION 20170328\_4-C(3):** I move to approve USD's graduate certificate in Business Analytics as described in Attachment I.



## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS New Certificate

<b>UNIVERSITY:</b>	<b>University of South Dakota</b>
<b>TITLE OF PROPOSED CERTIFICATE:</b>	<b>Business Analytics</b>
<b>INTENDED DATE OF IMPLEMENTATION:</b>	<b>Fall 2017</b>
<b>PROPOSED CIP CODE:</b>	<b>52.1301</b>
<b>UNIVERSITY DEPARTMENT:</b>	<b>Beacom School of Business</b>
<b>UNIVERSITY DIVISION:</b>	<b>Economics and Decision 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 N. Abbott*

2/15/2017

Institutional Approval Signature

Date

*President or Chief Academic Officer of the University*

### 1. Is this a graduate-level certificate or undergraduate-level certificate?

Undergraduate Certificate ☐

Graduate Certificate ☒

### 2. What is the nature/purpose of the proposed certificate?

This certificate will use existing courses developed for the MBA program with Business Analytics (BA) specialization to prepare students to strengthen the decision-making processes through data analysis. The program offers integration of the science and technology underlying business analytics with solving key business problems in the areas of operations management, sales, marketing, finance, and economics. Graduates will have the ability to strengthen their competitive position, achieve operational efficiency, and anticipate trends in the marketplace. There are three main kinds of students we expect to attract to this program. First, it would allow potential students who already hold an MBA from USD who graduated before the Business Analytics specialization existed to supplement their coursework with more in-depth BA knowledge. Second, it may attract students who hold an MBA from another institution wishing to supplement their knowledge base with more in-depth BA study. Finally, it may also attract students with an undergraduate degree who are interested in only enhancing their BA knowledge without earning a full MBA. Students who pursue the MBA program and earn a transcribed MBA with BA specialization would not be eligible for this certificate program. Students will need to have undergraduate coursework in Information Systems, Calculus, and Statistics to be eligible as these are prerequisites for courses in the program.

**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>**

The first semester the BA specialization in the MBA program was introduced, three students started the program. Two years later, the Beacom School of Business has 45 students enrolled in this specialization. As the business environment moves further into data-driven decision-making and more firms utilize large scale data to optimize their organizational efficiency and profitability, the need for business professionals who understand BA also grows. The U.S. Bureau of Labor Statistics anticipates job growth in Computer Systems Analysts to be 20.9%, Market Research Analysts to be 18.6%, and Management Analysts to be 13.6% over the next 8 years<sup>2</sup>. Additionally, the South Dakota Department of Labor and Regulation estimates job growth for Management Analysts to be over 8.68% over the next 8 years.<sup>3</sup> Typical jobs in this area include market researchers, management analyst, data analyst, data consultant, marketing analyst, marketing consultant, forecasting analyst, industrial analyst, and management consultant.

**4. Who is the intended audience for the certificate program (including but not limited to the majors/degree programs from which students are expected)?**

Initially, the targeted audience will be students who graduated with an MBA from USD but would like to have transcribed, in-depth knowledge of BA. Our MBA graduates will have taken 1-2 courses from this list already. Going forward, we may attract students who completed an MBA from another institution who are interested in a more in-depth understanding of BA or students who have completed an undergraduate degree and would like the knowledge of BA but are not interested in an MBA program.

**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>4</sup>**

Prefix	Number	Course Title	Credit Hours	New (yes, no)
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
Subtotal			15	

Background in foundation pre-requisite business courses is required before a student may be admitted to the certificate program. Students would at least need undergraduate coursework in

<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> <https://data.bls.gov/projections/occupationProj>

<sup>3</sup> <https://www.sdvlni.com/vosnet/analyzer/results.aspx?session=occproj&pu=1&plang=E>

<sup>4</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.

statistics, calculus, and information systems to be eligible to meet the prerequisites for the courses in this certificate. It is possible to complete the certificate with only an undergraduate operations management course as a prerequisite. Graduate foundations courses, undergraduate equivalents, or challenge exams are available for students who need to demonstrate prerequisite knowledge.

We recognize that the 15 credit hours exceeds the typical requirements for most certifications but we feel that the additional hours are warranted given the complexity of this field. Students must have a strong foundation in quantitative reasoning and processes, a knowledge of how to collect and store data, and how to analyze that data. We believe that a significant number of applicants will already have completed an MBA that includes a course in Quantitative Analysis thus effectively reducing the requirements for the certificate to 12 hours.

## 6. Student Outcome and Demonstration of Individual Achievement.<sup>5</sup>

### A. What specific knowledge and competencies, including technology competencies, will all students demonstrate before graduation?

Students who complete this program will be able to apply concepts management science and business analytics to solve business problems and strengthen business decision making. Students will learn to build and utilize linear and non-linear decision making models, store and manage big data, data mining techniques, and will conclude their program with a capstone experience which combines concepts from all previous courses.

### B. Complete Appendix A – Outcomes using the system form. *Outcomes discussed below should be the same as those in Appendix A.*

See Appendix A.

## 7. On-line and Off-campus Delivery.<sup>6</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		

	Yes/No	If Yes, identify delivery methods	Intended Start Date
Distance Delivery	Yes	Online	Fall 2017

<sup>5</sup> Board Policy 2:23 requires certificate programs to “have specifically defined student learning outcomes.”

<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.

**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)?**

Not applicable

	Yes/No	If Yes, identify delivery methods	Intended Start Date
Distance Delivery	No		
Delivery Method (if applicable)			

- 8. Additional Information:** *Additional information is optional. Use this space to provide pertinent information not requested above. Limit the number and length of additional attachments. Identify all attachments with capital letters. Letters of support are not necessary and are rarely included with Board materials. The University may include responses to questions from the Board or the Executive Director as appendices to the original proposal where applicable. Delete this item if not used.*

## Appendix A.

**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				
	BADM 720	DSCI 723	DSCI 724	DSCI 725	DSCI 726
Describe core concepts, vocabulary, tools, and limitations of analytics used in business decision-making.	X		X	X	X
Formulate, solve, and interpret analytic models.	X	X	X	X	X
Integrate information technology resources to leverage analytical problem solving.	X	X	X	X	X
Explain the integrated role of analytics in contributing to the resolution of business problems and taking advantage of business opportunities.	X			X	X
Employ critical-thinking, analytic, and problem solving skills	X	X	X	X	X



**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**  
**Consent**

**AGENDA ITEM: 4 – C (4)**

**DATE: March 28-30, 2017**

\*\*\*\*\*

**SUBJECT: New Certificate: USD Graduate Certificate in Marketing**

The University of South Dakota (USD) requests authorization to offer a graduate certificate in Marketing. The certificate targets students already holding an MBA or those interested in gaining additional marketing skills through in-depth study of consumer behavior, new product development, branding, and related topics. USD reports strong employment growth trends for professional marketers nationally and within South Dakota. The certificate consists of 12 credit hours and existing courses.

USD is requesting authorization to offer the certificate online.

\*\*\*\*\*

**DRAFT MOTION 20170328\_4-C(4):** I move to approve USD's graduate certificate in Marketing as described in Attachment I.



## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS New Certificate

<b>UNIVERSITY:</b>	<b>University of South Dakota</b>
<b>TITLE OF PROPOSED CERTIFICATE:</b>	<b>Marketing</b>
<b>INTENDED DATE OF IMPLEMENTATION:</b>	<b>Fall 2017</b>
<b>PROPOSED CIP CODE:</b>	<b>52.1401</b>
<b>UNIVERSITY DEPARTMENT:</b>	<b>Beacom School of Business</b>
<b>UNIVERSITY DIVISION:</b>	<b>Entrepreneurship, Management, and Marketing</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*

2/15/2017

Institutional Approval Signature

Date

*President or Chief Academic Officer of the University*

- 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?**

This certificate will use existing courses developed for the MBA program with Marketing specialization to allow potential students to benefit from in-depth study of consumer behavior, new product development, branding, and other topics relevant in today's dynamic market environment. The Marketing certificate can cultivate a more focused career path with strengths in creativity, market analysis, and strategic marketing. There are three main kinds of students we expect to attract to this program. First, students who already hold an MBA from USD who graduated before the MKTG specialization existed to supplement their coursework with more in-depth Marketing knowledge. Second, it may attract students who hold an MBA from another institution wishing to supplement their knowledge base with more in-depth marketing study. Finally, it may also attract students with an undergraduate degree who are interested in only enhancing their marketing knowledge without earning a full MBA. Students who pursue the MBA program and earn a transcribed MBA with Marketing specialization would not be eligible for this certificate program. Students will need to have at least one undergraduate Marketing course to be eligible as this is a prerequisite for courses in the program.

- 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>**

<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.

The Beacom School of Business recently performed a survey of its students to ascertain which specializations students would have an interest in pursuing and which would help their desired career paths. Sixty-four of the program's nearly 300 students completed the survey. In this survey, nearly 40% stated marketing would be relevant to their desired career path. Presumably, students who already hold an MBA would also be interested in pursuing the coursework in the specialization; creation of a graduate certificate allows them this opportunity. The U.S. Bureau of Labor Statistics anticipates job growth for market research analysts to be 18.6% and marketing managers to be 9.4% over the next 8 years<sup>2</sup>. Additionally, the South Dakota Department of Labor and Regulation estimates job growth for market research analysts and marketing specialists to be over 20.14% over the next 8 years.<sup>3</sup> Typical jobs in this area include market researcher, market analyst, marketing consultant, marketing specialist, internet marketing manager, marketing administrator, marketing director, and VP marketing.

**4. Who is the intended audience for the certificate program (including but not limited to the majors/degree programs from which students are expected)?**

Initially, the targeted audience will be students who graduated with an MBA from USD but would like to have transcribed, in-depth knowledge of Marketing. Our MBA graduates will have already taken 1-2 courses from this list. Going forward, we may attract students who completed an MBA from another institution who are interested in a more in-depth understanding of Marketing or students who would like the knowledge but are not interested in an MBA program.

**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>4</sup>**

Prefix	Number	Course Title	Credit Hours	New (yes, no)
BADM	770	Managerial Marketing	3	No
MKTG	771	Advanced Consumer Behavior	3	No
<b>Select Two of the Following</b>				
MKTG	772	New Product Development	3	No
MKTG	548	Brand Management	3	No
DSCI	527	Supply Chain Management	3	No
DSCI	724	Data Mining for Managers	3	No
BADM	592	Approved Special Topics	3	No
Subtotal			12	

Background in foundation pre-requisite business courses is required before a student may be admitted to the certificate program. Students would at least need one undergraduate marketing course to be eligible to meet the prerequisites for the courses in this certificate. A graduate

<sup>2</sup> <https://data.bls.gov/projections/occupationProj>

<sup>3</sup> <https://www.sdvlni.com/vosnet/analyzer/results.aspx?session=oceproj&pu=1&plang=E>

<sup>4</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.

foundations course, undergraduate equivalent, or challenge exam is available for students who need to demonstrate prerequisite knowledge.

## 6. Student Outcome and Demonstration of Individual Achievement.<sup>5</sup>

### A. What specific knowledge and competencies, including technology competencies, will all students demonstrate before graduation?

Students who complete this program will be able to apply concepts from marketing and consumer behavior to improve their firm's market position. Students will also have the opportunity to select two electives from a list to supplement this knowledge based on their specific needs. Additional topics students can choose from include new product development, brand management, supply chain management, and datamining.

### B. Complete Appendix A – Outcomes using the system form. *Outcomes discussed below should be the same as those in Appendix A.*

See Appendix A.

## 7. On-line and Off-campus Delivery.<sup>6</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		

	Yes/No	If Yes, identify delivery methods	Intended Start Date
Distance Delivery	Yes	Online	Fall 2017

### 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		
Delivery Method (if applicable)			

## 8. Additional Information: *Additional information is optional. Use this space to provide pertinent information not requested above. Limit the number and length of additional*

<sup>5</sup> Board Policy 2:23 requires certificate programs to “have specifically defined student learning outcomes.”

<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.

*attachments. Identify all attachments with capital letters. Letters of support are not necessary and are rarely included with Board materials. The University may include responses to questions from the Board or the Executive Director as appendices to the original proposal where applicable. Delete this item if not used.*

## Appendix A

**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				
	BADM 771	BADM 772	BADM 548	BADM 527	BADM 724
Students should be able to describe and apply psychological, sociological and cultural forces as they pertain to buyer behaviors.	*	*	*		
Students should be able to utilize analytical techniques that identify value propositions, improve market identification and demand forecasting.	*	*	*	*	*
Students should be able to utilize marketing principles to increase brand equity, consumer awareness and sales.		*	*		
Students should be able to use critical thinking skills to develop solutions for a wide variety of marketing problems.	*	*	*	*	*

*Expand the table as necessary to include all student outcomes. Outcomes in this table are to be the same ones identified in the text.*



**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**  
**Consent**

**AGENDA ITEM: 4 – C (5)**

**DATE: March 28-30, 2017**

\*\*\*\*\*

**SUBJECT: New Certificate: USD Graduate Certificate in Supply Chain Management**

The University of South Dakota (USD) requests authorization to offer a graduate certificate in Operations and Supply Chain Management. The certificate targets students already holding an MBA or those interested in gaining additional skills in increasing operational efficiency and reducing waste from organizational processes. USD reports strong employment growth trends for operations managers and operations research analysts nationally and within South Dakota. The certificate consists of 12 credit hours and existing courses.

USD is requesting authorization to offer the certificate online.

\*\*\*\*\*

**DRAFT MOTION 20170328\_4-C(5):** I move to approve USD's graduate certificate in Supply Chain Management as described in Attachment I.



## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS New Certificate

<b>UNIVERSITY:</b>	<b>University of South Dakota</b>
<b>TITLE OF PROPOSED CERTIFICATE:</b>	<b>Operations and Supply Chain Management</b>
<b>INTENDED DATE OF IMPLEMENTATION:</b>	<b>Fall 2017</b>
<b>PROPOSED CIP CODE:</b>	<b>52.0201</b>
<b>UNIVERSITY DEPARTMENT:</b>	<b>Beacom School of Business</b>
<b>UNIVERSITY DIVISION:</b>	<b>Economics and Decision 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 N. Abbott*

2/15/17

Institutional Approval Signature

Date

*President or Chief Academic Officer of the University*

### 1. Is this a graduate-level certificate or undergraduate-level certificate?

Undergraduate Certificate ☐

Graduate Certificate ☒

### 2. What is the nature/purpose of the proposed certificate?

This certificate will use existing courses developed for the MBA program with Operations and Supply Chain (OPSC) specialization to meet the growing market demand for graduates with the ability to increase operational efficiency and reduce waste from organizational processes. The Operations and Supply Chain Management certificate offers students an in-depth study of supply chain management, lean management, quality control, and other topics relevant in today's rapidly evolving global market. Students pursuing the Operations and Supply Chain Management certificate can cultivate a more focused career path with strengths in managing logistics, sourcing, quality, and waste reduction. There are three main kinds of students we expect to attract to this program. First, it would allow potential students who already hold an MBA from USD who graduated before the OPSC specialization existed to supplement their coursework with more in-depth OPSC knowledge. Second, it may attract students who hold an MBA from another institution wishing to supplement their knowledge base with more in-depth OPSC study. Finally, it may also attract students with an undergraduate degree who are interested in only enhancing their OPSC knowledge without earning a full MBA. Students who pursue the MBA program and earn a transcribed MBA with OPSC specialization would not be eligible for this certificate program. Students will need to have at least one undergraduate Operations Management course to be eligible as this is a prerequisite for courses in the program.

**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>**

The Beacom School of Business recently performed a survey of its students to ascertain which specializations would students would have an interest in pursuing and which would help their desired career paths. Sixty-four of the program's nearly 300 students completed the survey. In this survey, 68.2% stated operations management would be relevant to their desired career path with four write-in responses indicating supply chain management or project management as preferred additions. Presumably, students who already hold an MBA would also be interested in pursuing the coursework in the specialization; creation of a graduate certificate allows them this opportunity. The U.S. Bureau of Labor Statistics anticipates job growth in General and Operations Managers to be 7.1% and Operations Research Analysts to be 30.2%, over the next 8 years<sup>2</sup>. Additionally, the South Dakota Department of Labor and Regulation estimates job growth in the area of Business Operations Specialists to be over 4% over the next 8 years.<sup>3</sup> Typical jobs in this area include supply chain manager, plant manager, materials manager, purchasing manager, operations research analyst, facilities coordinator, or quality assurance manager.

**4. Who is the intended audience for the certificate program (including but not limited to the majors/degree programs from which students are expected)?**

Initially, the targeted audience will be students who graduated with an MBA from USD but would like to have transcribed, in-depth knowledge of OPSC. Our MBA graduates will have taken 1-2 courses from this list already. Going forward, we may attract students who completed an MBA from another institution who are interested in a more in-depth understanding of OPSC or students who would like the knowledge but are not interested in an MBA program.

**5. List the courses required for completion of the certificate in the table below:<sup>4</sup>**

Prefix	Number	Course Title (add or delete rows as needed)	Credit Hours	New (yes, no)
BADM	760	Operations Management	3	No
DSCI	527	Supply Chain Management	3	No
Select Two of the Following				
DSCI	526	Lean Management	3	No
DSCI	541	Project Management	3	No
DSCI	727	Quality Management	3	No
DSCI	723	Data Management and Warehousing	3	No
BADM	592	Approved Special Topics	3	No
Subtotal			12	

<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> <https://data.bls.gov/projections/occupationProj>

<sup>3</sup> <https://www.sdvlmi.com/vosnet/analyzer/results.aspx?session=occproj&pu=1&plang=E>

<sup>4</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.

Background in foundation pre-requisite business courses is required before a student may be admitted to the certificate program. Students would at least need one undergraduate operations management course to be eligible to meet the prerequisites for the courses in this certificate. Some of the course options require either an undergraduate statistics course or BADM 520 and an undergraduate information systems course or BADM 523. It is possible to complete the certificate with only an undergraduate operations management course as a prerequisite. Graduate foundations courses, undergraduate equivalents, or challenge exams are available for students who need to demonstrate prerequisite knowledge.

## 6. Student Outcome and Demonstration of Individual Achievement.<sup>5</sup>

### A. What specific knowledge and competencies, including technology competencies, will all students demonstrate before graduation?

Students who complete this program will be able to apply concepts from operations and supply chain management to solve business problems including increasing operational efficiency, managing logistics, sourcing, and waste reduction. Students will also have the opportunity to select two electives from a list to supplement this knowledge based on their specific needs. Additional topics students can choose from include project management, lean management, quality control and six sigma, and data management and warehousing.

### B. Complete Appendix A – Outcomes using the system form. *Outcomes discussed below should be the same as those in Appendix A.*

See Appendix A.

## 7. On-line and Off-campus Delivery.<sup>6</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	<i>If Yes, list location(s)</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		Online	Fall 2017

<sup>5</sup> Board Policy 2:23 requires certificate programs to “have specifically defined student learning outcomes.”

<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.

**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)?**

Not applicable

	Yes/No	<i>If Yes, identify delivery methods</i>	<i>Intended Start Date</i>
<b>Distance Delivery</b>	No		
<b>Delivery Method (if applicable)</b>			

**8. Additional Information: N/A**

## Appendix A.

**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				
	BADM 526	BADM 527	BADM 541	BADM 723	BADM 727
Students should be able to describe the major theories and philosophical frameworks in operations and supply chain management and their relationship to other core business functions.	*	*	*		*
Students should be able to demonstrate the use of operations and supply chain management techniques/skills for analyzing and controlling production and service operations processes.	*	*	*	*	*
Students should be able to critically analyze and propose practical solutions to operations and supply chain management problems/issues.	*	*	*	*	*
Students should be able to present proposed solutions in a professional manner using appropriate written and oral presentation skills.	*	*	*		*



**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**  
**Consent**

**AGENDA ITEM: 4 – D (1)**

**DATE: March 28-30, 2017**

\*\*\*\*\*

**SUBJECT: New Specializations: SDSU Clinical Nurse Leader and Nurse Administrator  
Specializations in the MS in Nursing Program**

South Dakota State University (SDSU) requests authorization to offer a Clinical Nurse Leader specialization and a Nurse Administrator specialization with the Master of Science (MS) in Nursing program. Specializations within a degree program appear on a transcript and require Board approval.

SDSU currently offers a Clinical Nursing Leadership Specialization with two emphasis options, Nurse Administrator and Clinical Nurse Leader. Since an academic emphasis does not appear on a transcript, the existing specialization has provided confusion to students and employers. SDSU proposes abolishing the existing specialization and replacing it with the two new proposed specializations. The Nurse Administrator Specialization will prepare graduates to assume leadership positions in health care agencies utilizing concepts and theories from nursing management and health administration. The Clinical Nurse Leadership Specialization will prepare graduates to provide highly skilled point-of-care coordination for acutely ill, complex clients.

SDSU is requesting authorization to offer both specializations online.

\*\*\*\*\*

**DRAFT MOTION 20170328\_4-D(1):** I move to approve SDSU's Clinical Nurse Leader Specialization and Nurse Administrator Specialization in the M.S. in Nursing Program as described in Attachment I.



## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

### New Specialization

<b>UNIVERSITY:</b>	SDSU
<b>TITLE OF PROPOSED SPECIALIZATIONS:</b>	- Clinical Nurse Leader - Nurse Administrator
<b>NAME OF DEGREE PROGRAM IN WHICH SPECIALIZATION IS OFFERED:</b>	Nursing (M.S.)
<b>INTENDED DATE OF IMPLEMENTATION:</b>	5/7/2017
<b>PROPOSED CIP CODE:</b>	51.3801
<b>UNIVERSITY DEPARTMENT:</b>	Graduate Nursing
<b>UNIVERSITY DIVISION:</b>	Nursing

#### 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*

2/14/2017

Date

#### 1. Level of the Specialization (place an "X" in the appropriate box):

Baccalaureate ☐ Master's ☒ Doctoral ☐

#### 2. What is the nature/purpose of the proposed specialization?

South Dakota State University (SDSU) requests authorization to offer Nurse Administrator and Clinical Nurse Leader Specializations in the M.S. in Nursing. The Nurse Administrator Specialization curriculum prepares graduates to assume leadership positions in health care agencies utilizing concepts and theories from nursing management and health administration. Nurse Administrator graduates demonstrate skills in personnel management and budgetary resources. The Clinical Nurse Leadership Specialization curriculum prepares graduates to provide highly skilled point-of-care coordination for acutely ill, complex clients. Point of care is provided to clients across the lifespan; coordination of care occurs across the healthcare system. In 2010, the Nurse Administrator and Clinical Nurse Leader specializations were combined into one master's level Clinical Nursing Leadership Specialization with two emphasis options: 1) Nurse Administrator and 2) Clinical Nurse Leader. The purpose of the proposed change is to convert these two emphasis areas to individual specializations for the following reasons:

1. Potential applicants are confused by the current specialization title given its similarity to one of the emphasis areas.
2. The current emphasis areas are not indicated on the transcript which adds to confusion for

employers.

3. The current emphasis areas have different credit loads. For curriculum processing reasons these two areas should stand alone.

### 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 increased demand for nursing professionals with advanced degrees is related to an aging population with multiple co-morbidities, and rigorous standards for quality and safety. Specialized knowledge and approaches to health care delivery are needed at point of care roles such as Clinical Nurse Leaders (CNL) as well as managerial roles such as the Nurse Administrator.<sup>1 23</sup> The Clinical Nurse Leader (CNL) role is supported by the American Association of Colleges of Nursing (AACN) as well as by established regional clinical partnerships, particularly the Veteran's Administration. The Nurse Administrator Specialization is supported by American Organization of Nurse Executives (AONE) and AACN as a leadership role in health care agencies specific to personnel management and budgetary oversight from a nursing management and health administrative perspective.

According to the Bureau of Labor Statistics (BLS), the 2015 median yearly pay of medical and health service managers such as nurse administrators and clinical nurse leaders was \$94,500.<sup>4</sup> This salary contrasts with \$67,490 for RNs in general.<sup>5</sup> Compensation can be further increased following certification, i.e. Certified in Executive Nursing Practice (CENP) and Certified Nurse Manager and Leader (CNML); graduates are eligible to sit for both certifications and have the potential to move into vice president of nursing or chief nursing officer (CNO) positions. For CNL graduates are qualified to sit for the AACN CNL certification exam offered through the Commission on Nurse Certification (CNC).

### 4. List the proposed curriculum for the specialization (including the requirements for completing the major – **highlight courses in the specialization**):

#### Clinical Nurse Leader Specialization Requirements

Prefix	Number	Course Title	Credit Hours	New (yes, no)
NURS	615	Foundations Advanced Nursing	3	No
NURS	623	Pathophysiology Applied to Advanced Practice Nursing	4	No
NURS	626	Research in Nursing & Health Care	3	No
NURS	631-631L	Advanced Assessment Across the Lifespan and Lab	4	No
NURS	645	Clinical Nurse Leader I: Improvement Science: A	5	No

<sup>1</sup> Institute of Medicine, (2011). The future of nursing: Leading change, advancing health. Washington, D.C: The National Academies Press.

<sup>2</sup> Swensen S, Pugh M, McMullan C, Kabcenell A. *High-Impact Leadership: Improve Care, Improve the Health of Populations, and Reduce Costs*. IHI White Paper. Cambridge, Massachusetts: Institute for Healthcare Improvement; 2013. (Available at [ihi.org](http://ihi.org))

<sup>3</sup> Hughes, RG. Patient Safety and Quality: An Evidence-Based Handbook for Nurses. AHRQ Publication No. 08-0043; 2008.

<sup>4</sup> Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook, 2016-17 Edition*, Medical and Health Services Managers, on the Internet at <https://www.bls.gov/ooh/management/medical-and-health-services-managers.htm> (visited December 18, 2016).

<sup>5</sup> Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook, 2016-17 Edition*, Registered Nurses, on the Internet at <https://www.bls.gov/ooh/healthcare/registered-nurses.htm> (visited December 18, 2016).

		Microsystem Approach		
NURS	646	Clinical Nurse Leader II: Clinical Immersion and Capstone	6	No
NURS	670	Health Policy, Legislation, Economics and Ethics	3	No
NURS	675	Cultural Competence in Healthcare	3	No
NURS	760	Advanced Concepts in Health Promotion and Disease Prevention	3	No
NURS	860	Health Operations and Financial Management for Nurse Managers	3	No
PHA	645	Pharmacotherapeutics Across the Lifespan: Application to Advanced Practice	2	No

Total number of hours required for completion of specialization

14

Total number of hours required for completion of major

39

Total number of hours required for completion of degree

Option C

39

### Nurse Administrator Specialization Requirements

Prefix	Number	Course Title	Credit Hours	New (yes, no)
NURS	615	Foundations Advanced Nursing	3	No
NURS	626	Research in Nursing & Health Care	3	No
NURS	670	Health Policy, Legislation, Economics and Ethics	3	No
NURS	675	Cultural Competence in Healthcare	3	No
NURS	750	Transformational Leadership in Nursing	3	No
NURS	760	Advanced Concepts in Health Promotion and Disease Prevention	3	No
NURS	774	Nurse Administrator: Practicum	5	No
NURS	860	Health Operations and Financial Management for Nurse Managers	3	No
<i>Select one of the following options:</i>				
<i>Option A - Thesis</i>				
NURS	798	Thesis	5	No
<i>Option B – Research/Design Paper</i>				
NURS	788	Master's Research Problems/Projects	2	No
Electives as approved by academic advisor			4	No
<i>Option C – Coursework Only</i>				
Electives as approved by academic advisor			9	No

Total number of hours required for completion of specialization

15-20

Total number of hours required for completion of major

31-35

Total number of hours required for completion of degree

Option A

31

Option B

32

Option C

35

5. Complete the following charts to indicate if the university intends to seek authorization to deliver the entire specialization 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 specialization through distance technology (e.g., as an

on-line program)?<sup>6</sup>

	<b>Yes/No</b>	<b><i>If Yes, list location(s), including the physical address</i></b>	<b><i>Intended Start Date</i></b>
<b>Off-campus</b>	No		

	<b>Yes/No</b>	<b><i>If Yes, identify delivery methods</i></b>	<b><i>Intended Start Date</i></b>
<b>Distance Delivery</b>	Yes	Online	5/7/2017

SDSU requests approval to deliver the M.S. in Nursing - Nurse Administrator and Clinical Nurse Leader Specializations online.

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<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.

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**  
**Consent**

**AGENDA ITEM: 4 – D (2)**

**DATE: March 28-30, 2017**

\*\*\*\*\*

**SUBJECT: Inactive Status and Program Termination Requests – SDSU**

South Dakota State University has submitted a request asking that the following degree program be terminated.

- Nursing (M.S.) – Clinical Nursing Leadership Specialization – Terminate  
*In 2010, the Nurse Administrator and Clinical Nurse Leader specializations were combined into one master's level Clinical Nursing Leadership Specialization with two emphasis options: 1) Nurse Administrator and 2) Clinical Nurse Leader. Students from the Clinical Nursing Leadership Specialization will be redirected to the new specializations. This proposal's submission is contingent upon the approval of the Clinical Nurse Leader and Nurse Administrator Specializations for the M.S. in Nursing.*

\*\*\*\*\*

**DRAFT MOTION 20170328\_4-D(2):** I move to approve SDSU's request to terminate the M.S. in Nursing – Clinical Nursing Leadership Specialization.





## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

### Program Termination or Placement on Inactive Status

<b>UNIVERSITY:</b>	SDSU
<b>DEGREE(S) AND PROGRAM:</b>	Nursing (M.S.) - Clinical Nursing Leadership Specialization (S.MS.NURS-CNL)
<b>CIP CODE:</b>	51.3801
<b>UNIVERSITY DEPARTMENT:</b>	Graduate Nursing
<b>UNIVERSITY DIVISION:</b>	Nursing

#### 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

2/14/2017

\_\_\_\_\_  
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*

#### 5. TERMINATION WITH ENROLLED STUDENTS

##### a. Provide a justification for terminating the program:

In 2010, the Nurse Administrator and Clinical Nurse Leader specializations were combined into one master's level Clinical Nursing Leadership Specialization with two emphasis

<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.

options: 1) Nurse Administrator and 2) Clinical Nurse Leader. SDSU has requested to convert these two emphasis areas to specializations for the following reasons:

1. Potential applicants are confused by the current specialization title given its similarity to one of the emphasis areas.
2. The current emphasis areas are not indicated on the transcript which adds to confusion for employers.
3. The current emphasis areas have different credit loads. For curriculum processing reasons these two areas should stand alone.

Students from the Clinical Nursing Leadership Specialization will be redirected to the new specializations. This proposal's submission is contingent upon the approval of the Clinical Nurse Leader and Nurse Administrator Specializations for the M.S. in Nursing.

**b. What is the plan for completion of the program by current students?**

Current students seeking the Clinical Nursing Leadership Specialization will be redirected to either the Clinical Nurse Leader or Nurse Administrator Specialization.

**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)?**

Upon approval and creation of the program codes for the Clinical Nurse Leader or Nurse Administrator Specializations.

**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 7, 2017

**e. What is the last term or date (day/month/year) by which a student can graduate from the program?**

May 7, 2017

**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 the new specializations.

**g. What are the resulting employee terminations and other possible implications including impact on other programs?**

None.

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**  
**Consent**

**AGENDA ITEM: 4 – E (1)**

**DATE: March 28-30, 2017**

\*\*\*\*\*

**SUBJECT: New Minor: SDSU Minor in Design Studies**

South Dakota State University (SDSU) requests authorization to offer an undergraduate minor in Design Studies. The minor incorporates aspects of multiple design-related disciplines, including Architecture, Graphic Design, Interior Design, Studio Art, and Landscape Architecture. SDSU reports steady employment growth for graduates in design-related fields ranging from 2% to 27% depending on specific occupation. The intended audience for the minor includes students outside of the School of Design looking to graduate with multiple competencies. SDSU expects over 5 graduates per year after full implementation. The minor consist of 18 credit hours.

\*\*\*\*\*

**DRAFT MOTION 20170328\_4-E(1):** I move to approve SDSU's Minor in Design Studies as described in Attachment I.



## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

### New Baccalaureate Degree Minor

<b>UNIVERSITY:</b>	South Dakota State University
<b>TITLE OF PROPOSED MINOR:</b>	Design Studies
<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.), Interior Design (B.F.A.), Studio Art (B.F.A.), Landscape Architecture (B.L.A.)
<b>INTENDED DATE OF IMPLEMENTATION:</b>	Fall 2017
<b>PROPOSED CIP CODE:</b>	50.0401
<b>UNIVERSITY DEPARTMENT:</b>	School of Design
<b>UNIVERSITY DIVISION:</b>	College of Arts and 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.*

\_\_\_\_\_  
President of the University

01/12/17

\_\_\_\_\_  
Date

- Do you have a major in this field (*place an "X" in the appropriate box*)? ☐ 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 baccalaureate minor in Design Studies. A minor in Design 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 allow students in majors outside of the School of Design, especially communication majors and those studying construction or related fields, to take coursework that prepares them to better understand the impact of design. This minor is specifically intended for students outside the School of Design.

The proposed minor in Design 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.*

Currently SDSU does not offer a major in design studies. SDSU and the School of Design offer majors in the following design disciplines that comprise the Design Studies 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.). A minor in Design Studies provides students with a reliable understanding of the modern environment, as built by humans, and for the smooth transition of information while working on collaborative projects from landscape design and architecture to graphics and interiors. Design education provides an effective means to deploy effort, money, and time. For example, a blueprint must be made by an expert designer before constructing a building. In a similar fashion, a suitable design or plan is required before any constructed project to ensure economy and success. Design knowledge helps people to organize their ideas, which aides in the economy of all human activity.

The University does not request new State resources.

### **3. What is the nature/purpose of the proposed minor?**

The Design Studies minor is a non-professional degree providing students with basic information to supplement their major. The minor combines elements from each of SDSU's design majors, including 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.). Studies in design 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 provide a basic set of skills and knowledge that can be employed with both designers and non-designers.

### **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 design thinking and methods for representing and reshaping a wide range of visual experiences using theory, innovative practice, aesthetics, and functional means.

The College of Arts and Sciences at South Dakota State University is committed to preparing graduates who are better prepared to enter the workforce by creating clear pathways to a T-Shaped Profile. The T-Shaped Profile was introduced by the Education Advisory Board as a result of research that demonstrated that students who possessed this profile found meaningful work more quickly after graduating, and were better prepared to advance more quickly up the organizational ladder. The T-Shaped Profile is characterized by the acquisition of knowledge, skills, and competencies that are aligned with the ability to collaborate (these "soft skills" include the ability to effectively lead and follow, work effectively as a team, take appropriate initiative, and exhibit cultural sensitivity). Collaborative skills form the top of the T. The T-stem consists of innovative skills. Innovative skills include specialized knowledge, skills, and experiences that are in high demand by employers but in low or inadequate supply in newly minted graduates. Innovative skills include technical and quantitative skills, specialized communication skills and competencies, and experience with basic business processes. Students can achieve a T-Shaped Profile by intentionally and consciously selecting a minor that complements their major. This is particularly important for students who choose to major in the more traditional liberal arts disciplines.

- 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.*

The minor in Design Studies develops the student's T-stem by providing them with specialized training in design skills. These skills make students more competitive for entry-level jobs in a variety of fields. A 2013 report by Burning Glass found that liberal arts graduates with a modest amount of additional coursework in this sort of area – such as a minor – qualified for significantly more jobs and earned somewhat higher starting salaries than their peers. Typical job titles for liberal arts graduates with minors in design fields include marketing specialist, web developer, technical editor, artist/illustrator, and communications coordinator.<sup>1</sup> The minor is beneficial to students seeking employment in these and other occupations that range in projected growth from steady to high demand within South Dakota. South Dakota employment projections through 2024 indicate a 2% growth for Graphic Designers, 2% growth for general Art & Design Workers, 3% for Commercial and Industrial Designers, 18% for Marketing Specialists and 27% for Web developers.<sup>2</sup>

Design studies teaches design thinking that is core to development strategy employed by many of the worlds most successful businesses and organization. Design thinking creates a culture that is focused on the design way of solving problems. It combines creative and critical thinking.<sup>3</sup> This way of thinking can be applied to products, services, and processes or anything that needs to be improved. There are many examples of companies that use design thinking in their day-to-day operations, like Apple and Google. The design method can and does work for all types of organizations, big and small.

- 6. Provide estimated enrollments and completions in the table below and explain the methodology used in developing the estimates**

Estimates are based on current enrollments in affiliated programs and feedback from respective department heads on campus. The School of Design enrolled 184 students in fall 2016. These estimates assume that enrollment in this minor will approximately equal 10% of the enrollment in affiliated majors, which would put it in line with most other 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>	FY 17	FY 18	FY 19	FY 20
Students enrolled in the minor (fall)	6	8	12	18
Completions by graduates		5	7	9

\*Do not include current fiscal year.

<sup>1</sup> Burning Glass Technologies, *The Art of Employment: How Liberal Arts Graduates Can Improve Their Labor Market Prospects*. August 2013, <http://burning-glass.com/wp-content/uploads/BGTReportLiberalArts.pdf>.

<sup>2</sup> Labor Market Information Center, SD Dept. of Labor & Regulation, <http://dlr.sd.gov/>.

<sup>3</sup> Lawton Ursrey, "Why Design Thinking Should Be At The Core Of Your Business Strategy Development," *Forbes*, 4 June 2014, <http://www.forbes.com/sites/lawtonursrey/2014/06/04/14-design-thinking-esque-tips-some-approaches-to-problem-solving-work-better-than-others/#55ca3e757452>.



**7. What is the rationale for the curriculum? Demonstrate/provide evidence that the curriculum is consistent with current national standards.**

The curriculum draws from the following School of Design majors: Architecture (B.F.A.), Graphic Design (B.F.A.), Interior Design (B.F.A.), Landscape Architecture (B.L.A.), and Studio Art (B.F.A.). The minor aligns with bachelor's degrees that are or are actively seeking accreditation through the National Architectural Accrediting Board (NAAB), National Association of Schools of Art and Design (NASAD), Council for Interior Design Accreditation CIDA, Landscape Architectural Accreditation Board (LAAB), and National Council for Accreditation of Teacher Education (NCATE).

Students who are already design majors (Architecture, Graphic Design, Interior design, Studio Art, and Landscape Architecture) will not eligible for the minor.

The Design Studies minor supports students pursuing degrees where design knowledge is an allied discipline and design thinking skills enhances the major degree and collaboration potential after graduation.

DSGN 110 and ART 121 are first-year foundation courses for all disciplines in the School of Design. DSGN 110 educates students in the application of design thinking to problem solving and use of basic creative approaches to achieve outcomes. ART 121 reinforces knowledge gained in DSGN 110 through the use of drawing as a communication language applying design principles and elements to create designs. These foundations are reinforced and used throughout the design majors.

Students may not use the courses from the minor in Design Studies to complete another minor offered by the School of Design.

**8. Complete the tables below. Explain any exceptions to Board policy requested.**

**A. Distribution of Credit Hours**

Minor in Design Studies	Credit Hours	Percent
Requirements in minor	6	33%
Electives in minor	12	66%
Total	18	100%

**B. Required Courses in the Minor**

Prefix	Number	Course Title	Credit Hours	New (yes, no)
DSGN	110	Creative Cognition	3	No
ART	121	Design I 2D	3	No
Subtotal			6	

**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 12 credits from two prefixes in any combination.

Prefix	Number	Course Title	Credit Hours	New (yes, no)
ARCH	180	Introduction to Architecture	2	Yes
ARCH	221	Media Tech I	1	No
ARCH	241	Building History	3	No
ART	111	Drawing I	3	No
ART	112	Drawing II	3	No
ART	122	Design II Color	3	No
ART	123	Three Dimensional Design	3	No
DSGN	152	Design Fundamentals II	3	No
GDES	101	Computer Graphics	3	No
GDES	201	Graphic Design	3	No
GDES	207	Interactive Design I	3	No
GDES	216	Typography I	3	No
ID	180	Introduction to Interior Design	2	Yes
ID	209	Human Factors and Behavior	3	No
ID	215-215L	Materials I and Lab	3	No
LA	101	Introduction of Landscape Architecture	3	No
LA	242	History of Landscape Architecture	3	No
LA	251	Site Inventory and Analysis	3	No

**10. What are the learning outcomes expected for all students who complete the minor? How will students achieve these outcomes?**

Students will achieve a foundation in design thinking and an understanding of basic design skills. Students will achieve these outcomes by successfully completing six credits in the School of Design common first-year and additional twelve elective hours of study in a minimum of two School of Design disciplines (ARCH, ART, DSGN, GDES, ID, LA).

Outcomes for Design Studies:

1. Ability to develop digital and haptic design methodologies.
2. Ability to conceive two-dimensional and three-dimensional design.
3. Knowledge of basic creative approaches to solve problems.
4. Ability to apply basic strategies for planning and producing design solutions and communicating ideas.

Outcomes are achieved through:

1. Successfully competing 18 credits of 100 and 200 level courses in design disciplines in the School of Design that are nationally accredited or the process of obtaining accreditation. (Studio Art, Graphic Design and Landscape Architecture are on schedule to complete accreditation in 2019. Architecture will complete accreditation in 2016, interior design and art education are currently accredited.)
2. Successfully obtaining a 'C' or better for courses in the minor.

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.*

Courses are both lecture and studio based. Instruction includes both digital and haptic technologies applied to problem solving. Studio outcomes are demonstrated through individual and group critiques of student projects.

**12. Complete the following charts to indicate if the university intends to seek authorization to deliver the entire minor 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 minor through distance technology (e.g., as an on-line program)?<sup>4</sup>**

	Yes	No	If Yes, list location(s)	Intended Start Date
Off-campus		X		

	Yes	No	If Yes, identify delivery methods	Intended Start Date
Distance Delivery		X		

**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.**

All courses are currently being taught. No additional resources are needed.

**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.*

<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.

**Appendix A**  
**Design Studies Minor – Student Learning Outcomes**

Individual Student Outcome	Program Courses that Address the Outcomes																		
	Required Coursework		Electives																
	ART 121	DSGN 110	ARCH 180	ARCH 221	ARCH 241	ART 111	ART 112	ART 122	ART 123	DSGN 152	GDES 101	GDES 201	GDES 207	GDES 216	ID 199	ID 209	ID 215	LA 101	LA 242
Ability to develop digital and haptic design methodologies.	X		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Ability to conceive two-dimensional and three-dimensional design.	X			X		X	X	X	X	X	X	X	X	X		X	X		X
Knowledge of basic creative approaches to solve problems.	X	X		X	X	X	X	X	X	X	X	X	X	X		X	X		X
Ability to apply basic strategies for planning and producing design solutions and communicating ideas.	X		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**  
**Consent**

**AGENDA ITEM: 4 – E (2)**

**DATE: March 28-30, 2017**

\*\*\*\*\*

**SUBJECT: New Minor: SDSU Minor in Graphic Design**

South Dakota State University (SDSU) requests authorization to offer an undergraduate minor in Graphic Design. The minor will allow students majoring in Architecture, Interior Design, Landscape Architecture, Studio Art, Advertising, Journalism, Public Relations, and other majors to take coursework to diversify their education and incorporate design thinking and graphic skills into their academic experience. SDSU reports employment growth for Graphic Designers working in web design of 37% through 2024. SDSU expects 9 graduates per year after full implementation. The minor consists of 18 credit hours.

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**DRAFT MOTION 20170328\_4-E(2):** I move to approve SDSU's Minor in Graphic Design as described in Attachment I.



## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

### New Baccalaureate Degree Minor

<b>UNIVERSITY:</b>	<b>South Dakota State University</b>
<b>TITLE OF PROPOSED MINOR:</b>	<b>Graphic Design</b>
<b>DEGREE(S) IN WHICH MINOR MAY BE EARNED:</b>	<b>Any</b>
<b>EXISTING RELATED MAJORS OR MINORS:</b>	<b>Graphic Design (B.F.A.)</b>
<b>INTENDED DATE OF IMPLEMENTATION:</b>	<b>Fall 2017</b>
<b>PROPOSED CIP CODE:</b>	<b>50.0409</b>
<b>UNIVERSITY DEPARTMENT:</b>	<b>School of Design</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.*

\_\_\_\_\_  
President of the University

01/12/17

\_\_\_\_\_  
Date

#### 1. Do you have a major in this field (place an "X" in the appropriate box)?

☒

Yes

☐

No

South Dakota State University (SDSU) requests authorization to offer a baccalaureate minor in Graphic Design. SDSU is well-positioned to offer the minor in Graphic Design given the existing expertise and courses. The minor will allow students majoring in Architecture, Interior Design, Landscape Architecture, Studio Art, Advertising, Journalism, Public Relations, and other majors to take coursework to diversify their education and incorporate design thinking and graphic skills into their overall academic experience.

The University does not request new State resources.

#### 2. If you do not have a major in this field, explain how the proposed minor relates to your university mission.

Not applicable.

#### 3. What is the nature/purpose of the proposed minor?

The minor in Graphic Design is a non-professional course of study providing students with basic information to supplement their major. The proposed minor will provide direction for student's creative energy while offering them basic skill sets that may be used to achieve collaboration



in work force teams. For example, graduates who are employed in small businesses will add value to their employer by bringing an additional, secondary set of skills to the workplace. Graduates who work for larger firms will be better-placed to communicate with and work alongside professionals in graphic design. It is not the intention of the minor that students become professional graphic designers, but rather to provide a basic knowledge and skills set in the area.

#### **4. How will the proposed minor benefit students?**

Students will have the opportunity to earn a minor in a growing field that is allied to other design, technical, and communication disciplines. Students will benefit through the opportunity to study design thinking and graphic design methods for representing and reshaping a wide range of visual experiences using theory, innovative practice, aesthetics, and functional means.

The College of Arts and Sciences at SDSU is committed to preparing graduates who are better prepared to enter the workforce by creating clear pathways to a T-Shaped Profile. The T-Shaped Profile was introduced by the Education Advisory Board as a result of research that demonstrated that students who possessed this profile found meaningful work more quickly after graduating, and were better prepared to advance more quickly up the organizational ladder. The T-Shaped Profile is characterized by the acquisition of knowledge, skills, and competencies that are aligned with the ability to collaborate (these “soft skills” include the ability to effectively lead and follow, work effectively as a team, take appropriate initiative, and exhibit cultural sensitivity). Collaborative skills form the top of the T. The T-stem consists of innovative skills. Innovative skills include specialized knowledge, skills, and experiences that are in high demand by employers but in low or inadequate supply in newly minted graduates. Innovative skills include technical and quantitative skills, specialized communication skills and competencies, and experience with basic business processes. Students can achieve a T-Shaped Profile by intentionally and consciously selecting a minor that complements their major. This is particularly important for students who choose to major in the more traditional liberal arts disciplines.

#### **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.**

The minor in Graphic Design develops the student’s T-stem by providing them with specialized training in graphic design. These skills make students more competitive for entry-level jobs in a variety of fields. A 2013 report by Burning Glass found that liberal arts graduates with a modest amount of additional coursework in this sort of area – such a minor – qualified for significantly more jobs and earned somewhat higher starting salaries than their peers. Typical job titles for liberal arts graduates with minors in design fields include marketing specialist, web developer, technical writer, artist/illustrator, and communications coordinator.<sup>1</sup>

According to the Occupational Outlook Handbook, employment of web developers is projected

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<sup>1</sup> Burning Glass Technologies, *The Art of Employment: How Liberal Arts Graduates Can Improve Their Labor Market Prospects*, August 2013, <http://burning-glass.com/wp-content/uploads/BGTRReportLiberalArts.pdf>.

to grow 27 percent from 2014 to 2024, much faster than the average for all occupations.<sup>2</sup> In addition, demand for Web Developers in South Dakota is expected to grow by an equal percentage.<sup>3</sup> Demand will be driven by the growing popularity of mobile devices and e-commerce. In addition, employment of multimedia artists and animators is projected to grow 6 percent from 2014 to 2024.<sup>4</sup> The projected growth will be due to increased demand for animation and visual effects in video games, movies, and television.

**6. Provide estimated enrollments and completions in the table below and explain the methodology used in developing the estimates (replace “XX” in the table with the appropriate year).**

Estimates are based on current enrollments in affiliated programs and feedback from respective department heads on campus. The School of Design enrolled 184 students in fall 2016. These estimates assume that enrollment in this minor will approximately equal 10% of the enrollment in affiliated majors, which would put it in line with most other 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>	FY 17	FY 18	FY 19	FY 20
Students enrolled in the minor (fall)	6	8	12	18
Completions by graduates		5	7	9

\*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 curriculum draws from the Bachelor of Fine Arts (B.F.A.) in Graphic Design. Further, the minor aligns with B.F.A. in Graphic Design that is actively seeking accreditation through the National Association of Schools of Art and Design (NASAD).

Graphic Design is a knowledge base and skill set that will enhance other degree programs by introducing design thinking as a means to solve problems and design as the method to communicate those solutions. The courses for the minor introduce students to design thinking and methodologies. Students will also learn how to use design principles, design elements, and the basic technologies needed to begin collaborating with designs and produce basic design works.

Students may not use courses in the Graphic Design minor to complete another minor offered within the School of Design.

**8. Complete the tables below. Explain any exceptions to Board policy requested.**

<sup>2</sup>Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook, 2016-17 Edition*, Web Developers, <https://www.bls.gov/ooh/computer-and-information-technology/web-developers.htm>.

<sup>3</sup> Labor Market Information Center, SD Dept. of Labor & Regulation, <http://dlr.sd.gov/>.

<sup>4</sup> Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook, 2016-17 Edition*, Multimedia Artists and Animators, <https://www.bls.gov/ooh/arts-and-design/multimedia-artists-and-animators.htm>.

### A. Distribution of Credit Hours

Minor in Graphic Design	Credit Hours	Percent
Requirements in minor	12	66%
Electives in minor	6	33%
Total	18	100%

### B. Required Courses in the Minor

Prefix	Number	Course Title	Credit Hours	New (yes, no)
GDES	101	Computer Graphics	3	No
GDES	201	Graphic Design	3	No
GDES	216	Typography I	3	No
GDES	207	Interactive Design I	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)
ART	121	Design I 2D	3	No
ART	111	Drawing I	3	No
GDES	203	Animation Foundations	3	No
GDES	217	Typography II	3	No
GDES	307	Interactive Design II	3	No

### 10. What are the learning outcomes expected for all students who complete the minor? How will students achieve these outcomes?

Students will achieve a foundation in design thinking and an understanding of basic graphic design skills. Students will achieve these outcomes by successfully completing twelve credits with the GDES prefix and additional six credits of electives in ART or GDES.

The Graphic Design minor will include the following outcomes:

1. Understand basic graphic design technologies.
2. Develop fluency in the formal graphic design vocabulary including: content, style, structure, and technology to create graphic design solutions
3. Apply typographic history, theory and practice to create graphic design solutions.
4. Apply user center design principles for creating design solutions.
5. Intermediate application of user centered design for creating interactive web design solutions. Includes application of intermediate web based coding.

Outcomes are achieved through:

1. Students successfully completing 18 credits of 100 and 200 level courses in the graphic design disciplines with the grade of 'C' or better.

2. Graphic Design is currently seeking accreditation from the National Association of Schools of Art and Design (NASAD). Accreditation ensures that courses meet national curriculum, instruction and outcome standards.

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 are studio based. Instruction includes both digital and haptic technologies applied to graphic problem solving. Studio outcomes are demonstrated through graphic design project based solutions.

- 12. Complete the following charts to indicate if the university intends to seek authorization to deliver the entire minor 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 minor through distance technology (e.g., as an on-line program)?<sup>5</sup>**

	Yes	No	If Yes, list location(s)	Intended Start Date
Off-campus		X		

	Yes	No	If Yes, identify delivery methods	Intended Start Date
Distance Delivery		X		

- 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.**

All courses are currently being taught. No additional resources are needed.

- 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,

<sup>5</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.

*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**  
**Graphic Design Minor – Student Learning Outcomes**

Individual Student Outcome	Program Courses that Address the Outcomes								
	Required Coursework				Electives				
	GDES 101	GDES 201	GDES 216	GDES 207	ART 121	ART 111	GDES 203	GDES 217	GDES 307
Understand basic graphic design technologies.	X			X	X	X	X		
Develop fluency in the formal graphic design vocabulary including: content, style, structure, and technology to create graphic design solutions		X	X						
Apply typographic history, theory and practice to create graphic design solutions.			X						
Apply user center design principles for creating design solutions.		X	X	X			X	X	X
Intermediate application of user centered design for creating interactive web design solutions. Includes application of intermediate web based coding.									X



**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**  
**Consent**

**AGENDA ITEM: 4 – E (3)**

**DATE: March 28-30, 2017**

\*\*\*\*\*

**SUBJECT: New Minor: SDSU Minor in Inclusion and Equity**

South Dakota State University (SDSU) requests authorization to offer an undergraduate minor in Inclusion and Equity. The minor will provide draw from a variety of disciplines while exploring issues related to gender, racial, global, and economic equity. SDSU notes that the minor will provide skills and knowledge complementing a variety of majors, including benefitting students intending to work in fields such as education, social work and social services, and counseling. The minor consists of eighteen credit hours and includes the creation of two new courses. SDSU expects eight graduates per year after full implementation.

\*\*\*\*\*

**DRAFT MOTION 20170328\_4-E(3):** I move to approve SDSU's Minor in Inclusion and Equity as described in Attachment I.



## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

### New Baccalaureate Degree Minor

<b>UNIVERSITY:</b>	South Dakota State University
<b>TITLE OF PROPOSED MINOR:</b>	Inclusion and Equity
<b>DEGREE(S) IN WHICH MINOR MAY BE EARNED:</b>	Any
<b>EXISTING RELATED MAJORS OR MINORS:</b>	American Indian Studies (B.A. & Minor), Global Studies (B.A. & Minor), Peace & Conflict Studies (Minor), Women's & Gender Studies (Minor)
<b>INTENDED DATE OF IMPLEMENTATION:</b>	Fall 2017
<b>PROPOSED CIP CODE:</b>	30.2301
<b>UNIVERSITY DEPARTMENT:</b>	College of Arts & 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.*

01/12/17

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President of the University

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Date

1. Do you have a major in this field (*place an "X" in the appropriate box*)? ☐ 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 Inclusion and Equity. This 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 proposed minor contributes to SDSU's undergraduate liberal arts curriculum.

The minor also directly supports SDSU's most recent strategic plan. IMPACT 2018 identifies as one of the University's core values the "acceptance and embracement of diverse cultures and

perspectives.” Strategic Goal 1 commits the University to cultivating “aware, engaged and active citizens well prepared to work in local, state, national and global communities,” which increasingly includes the ability to work with diverse populations.

SDSU does not intend to request new state resources.

### **3. What is the nature/purpose of the proposed minor?**

The minor in Inclusion and Equity provides students with broad exposure to issues surrounding gender, racial, global, and economic equity. Inherently interdisciplinary, it draws upon critical theory from African American studies, American Indian studies, sociology, history, global studies, political science, and women’s and gender studies. Students pursuing this minor will begin with a common foundational course focused on the social experience of diversity. They will deepen their understanding of inclusion through coursework in multiple allied disciplines, and they will culminate their learning with an independent study project that meaningfully engages with social and economic equity.

### **4. How will the proposed minor benefit students?**

The College of Arts and Sciences at South Dakota State University is committed to preparing graduates who are better prepared to enter the workforce by creating clear pathways to a T-Shaped Profile. The T-Shaped Profile was introduced by the Education Advisory Board as a result of research that demonstrated that students who possessed this profile found meaningful work more quickly after graduating, and were better prepared to advance more quickly up the organizational ladder. The T-Shaped Profile is characterized by the acquisition of knowledge, skills, and competencies that are aligned with the ability to collaborate (these “soft skills” include the ability to effectively lead and follow, work effectively as a team, take appropriate initiative, and exhibit cultural sensitivity). Collaborative skills form the top of the T. The T stem consists of innovative skills. Innovative skills include specialized knowledge, skills, and experiences that are in high demand by employers but in low or inadequate supply in newly minted graduates. Innovative skills include technical and quantitative skills, specialized communication skills and competencies, and experience with basic business processes. Students can achieve a T-Shaped Profile by intentionally and consciously selecting a minor that complements their major. This is particularly important for students who choose to major in the more traditional liberal arts disciplines.

The Inclusion and Equity minor helps students develop the top of their T-Shaped Profile. When they enter the workforce, practically all college graduates will be expected to work collaboratively with people of different races, nationalities, gender identities, disability statuses, social classes, etc. It is therefore essential that graduates demonstrate a high degree of cultural competence and sensitivity to different perspectives. This is especially true for students who pursue careers in teaching, counseling, student affairs, social services, management, and similar fields. SDSU expects this minor will better prepare students for those lines of work.

### **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.**

Workers in nearly any career will benefit from cultural fluency. A few occupations demand an especially high level of skill in this area:

- Post-secondary education administrators, including student affairs and residential life professionals. Projected to grow 9% from 2014 to 2024, faster than average (7%) for all occupations.<sup>1</sup>
- Social and community services managers. Projected to grow 10% from 2014 to 2024, faster than average.<sup>2</sup>
- Training and development managers. Projected to grow 7% from 2014 to 2024, as fast as average.<sup>3</sup>
- Social workers. Projected to grow 12% from 2014 to 2024, faster than average.<sup>4</sup>
- Mental health counselors and marriage and family therapists. Projected to grow 19% from 2014 to 2024, much faster than average.<sup>5</sup>

The proposed minor does not by itself qualify a student for employment in these fields. These occupations all require specialized undergraduate instruction and/or a professional graduate degree and/or state licensure. The Inclusion and Equity minor instead makes graduates more competitive for entry-level positions or graduate school spots for which they are otherwise qualified. It will also allow graduates to move up faster in their careers by developing career-relevant interpersonal skills (the top of the T-Shaped Profile).

6. **Provide estimated enrollments and completions in the table below and explain the methodology used in developing the estimates (*replace “XX” in the table with the appropriate year*).**

	Fiscal Years*			
	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>
<i>Estimates</i>	FY18	FY19	FY20	FY21
Students enrolled in the minor (fall)	5	10	15	20
Completions by graduates	0	2	5	8

\*Do not include current fiscal year.

These estimates are based on input from faculty advisors, program coordinators, and academic leaders in the College of Arts and Sciences and selected units in the College of Education and Human Sciences at SDSU. The College of Arts and Sciences requires that students complete a minor (or second major or teaching specialization). This minor contributes to the college’s ongoing effort to provide meaningful minors that contribute to building a T-Shaped Profile.

7. **What is the rationale for the curriculum? Demonstrate/provide evidence that the curriculum is consistent with current national standards.**

The intent of this minor is to challenge students with issues related to diversity and social justice in their broadest forms. Students will confront these topics in a one-semester survey course that introduces theoretical methodology common across related disciplines. They will learn to apply

<sup>1</sup> <http://www.bls.gov/ooh/management/postsecondary-education-administrators.htm>

<sup>2</sup> <http://www.bls.gov/ooh/management/social-and-community-service-managers.htm>

<sup>3</sup> <http://www.bls.gov/ooh/management/training-and-development-managers.htm>

<sup>4</sup> <http://www.bls.gov/ooh/community-and-social-service/social-workers.htm>

<sup>5</sup> <http://www.bls.gov/ooh/community-and-social-service/mental-health-counselors-and-marriage-and-family-therapists.htm>

these methodologies in elective courses drawn from multiple disciplines, ensuring that students experience a variety of perspectives and develop a familiarity with several different marginalized groups. Finally, students will synthesize their learning through an independent study project.

This curriculum was developed by a group of faculty members drawn from allied disciplines at SDSU: African American studies, American Indian studies, global studies, peace and conflict studies, and women's and gender studies. This group carefully examined a number of similar programs offered elsewhere:

- Framingham State University: minor in Diversity Studies
- Michigan Technological University: minor in Diversity Studies
- Minnesota State University – Moorhead: minor in American Multicultural Studies
- Rider University: minor in Multicultural Studies
- University of Colorado – Denver: minor in Ethnic Studies
- University of Washington: minor in American Ethnic Studies
- University of Wisconsin – Whitewater: minor in Race and Ethnic Studies
- Xavier University: minor in Gender and Diversity Studies

The proposed minor draws from the strengths of these programs in a manner that best fits the faculty resources at SDSU.

**8. Complete the tables below. Explain any exceptions to Board policy requested.**

**A. Distribution of Credit Hours**

<b>Minor in Inclusion and Equity</b>	<b>Credit Hours</b>	<b>Percent</b>
Requirements in minor	18	100%
Electives in minor	0	0%
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>
A&S	111	Introduction to Global Citizenship and Diversity	3	Yes
A&S	491	Independent Study (must be approved by program coordinator)	3	No
POLS	360	Politics of Inequality	3	Yes
Global Perspectives – Take one of the following courses:			3	
ENGL/GLST	125	Introduction to Peace and Conflict Studies	3	No
GLST	201	Global Studies I	3	No
Race and Ethnicity Studies – Take one of the following courses:			3	
ENGL	445	American Indian Literature	3	No
GLST	401	Global Cultures and Identities	3	No
HIST	492	Topics (must be approved by program coordinator)	3	No
SOC	350	Race and Ethnic Relations	3	No
Women's and Gender Studies – Take one of the following courses:			3	
WMST	101	Introduction to Women's Studies	3	No

WMST/ENGL	248	Women in Literature	3	No
WMST/PSYC	367	Psychological Gender Issues	3	No
WMST/SOC	483	Sociology of Gender Roles	3	No
Subtotal			18	

Note: With the approval of the program coordinator, courses other than those listed above may be used to satisfy the Global Perspectives, Race and Ethnicity Studies, or Women's and Gender Studies requirements.

**9. Elective Courses in the Minor: List courses available as electives in the program. Indicate any proposed new courses added specifically for the minor.**

Prefix	Number	Course Title	Credit Hours	New (yes, 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 of the Inclusion and Equity minor will:

1. Identify cognitive biases that exclude historically marginalized groups.
2. Employ critical theory to describe social structures that encourage or inhibit inclusion.
3. Demonstrate the ability to work with people from different backgrounds.
4. Analyze current issues involving diversity, equity, and inclusion independently.

The first three student learning outcomes are developed in nearly every course in the curriculum (see the attached curriculum map, Appendix A). The fourth outcome will be addressed in A&S 491 Independent Study.

**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.

**12. Complete the following charts to indicate if the university intends to seek authorization to deliver the entire minor 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 minor through distance technology (e.g., as an on-line program)?<sup>6</sup>**

	Yes	No	If Yes, list location(s)	Intended Start Date
Off-campus		X		

	Yes	No	If Yes, identify delivery methods	Intended Start Date
Distance Delivery		X		

<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.



**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. The two new courses can be staffed through curriculum management/reassignment.

**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**  
**Minor in Inclusion and Equity – Student Learning Outcomes**

Individual Student Outcome	Program Courses that Address the Outcomes												
	A&S 111	A&S 491	ENGL 445	GLST 125	GLST 201	GLST 401	HIST 492	POLS 360	SOC 350	WMST 101	WMST 248	WMST 367	WMST 483
Identify cognitive biases that exclude historically marginalized groups.	X	X	X	X		X				X	X	X	X
Employ critical theory to describe social structures that encourage or inhibit inclusion.	X	X	X	X	X	X	X	X	X	X	X	X	X
Demonstrate the ability to work with people from different backgrounds.	X	X	X	X	X	X	X	X	X	X	X	X	X
Analyze current issues involving diversity, equity, and inclusion independently.		X											

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**  
**Consent**

**AGENDA ITEM: 4 – F**

**DATE: March 28-30, 2017**

\*\*\*\*\*

**SUBJECT: New Site: SDSU BS in Psychology**

South Dakota State University (SDSU) requests authorization to offer the Bachelor of Science (BS) in Psychology online. SDSU notes that studies by the Education Advisory Board indicate demand for the skills associated with Psychology majors has grown significantly in recent years. In addition, Psychology remains one of the most popular majors at SDSU and in the Regental system. SDSU estimates graduating 8 students per year from the online program after full implementation. Black Hills State University, Northern State University, and the University of South Dakota all offer a major in psychology on their main campus but not online. SDSU has previously received approval to offer its minor online.

\*\*\*\*\*

**DRAFT MOTION 20170328\_4-F:** I move to approve SDSU's request to offer the B.S. in Psychology online as described in Attachment I.



## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

### New Site Request

<b>UNIVERSITY:</b>	<b>SDSU</b>
<b>DEGREE(S) AND PROGRAM:</b>	<b>Psychology (B.S.)</b>
<b>NEW SITE(S):<sup>1</sup></b>	<b>Online</b>
<b>INTENDED DATE OF IMPLEMENTATION:</b>	<b>8/15/2017</b>
<b>CIP CODE:</b>	<b>42.0101</b>
<b>UNIVERSITY DEPARTMENT:</b>	<b>Psychology</b>
<b>UNIVERSITY DIVISION:</b>	<b>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.*

\_\_\_\_\_  
President of the University

2/14/2017

\_\_\_\_\_  
Date

#### 1. What is the need for offering the program at the new physical site or through distance delivery?

South Dakota State University (SDSU) requests authorization to offer the Psychology major for the B.S. degree through online delivery. Because the growing demand for psychology-related skills is partially being fueled by non-traditional, place-bound, and isolated students, this proposal for an online Psychology major was developed and designed to reach students across the state and beyond. The Department of Psychology currently offers an online minor in Psychology.

This proposal for an online Psychology major supports SDSU's *IMPACT 2018* strategic plan<sup>2</sup>. It specifically helps to fulfill Goal #3c: "Use emerging technologies and institutional collaboration to provide undergraduate, graduate, professional and continuing education focused on traditional and adult learners across the state, in the region, nation and globally." *IMPACT 2018* precisely identifies the development of online degrees as a metric for achieving this goal.

The Education Advisory Board's National Employer Demand Analysis for Bachelor's Degrees in Psychology and Psychology related skills has grown by 53.7% from 2013 to 2015<sup>3</sup>. Potential careers for someone with a bachelor's degree suggests that a psychology major's knowledge and skills can be effectively deployed in a variety of workplace contexts, including human services, health care, research, sales and marketing, and many others<sup>4</sup>. Some other areas include counseling, human resources, probation and corrections, public relations

<sup>1</sup> If the request is for a new physical location, include an address for the location.

<sup>2</sup> <http://www.sdstate.edu/impact2018/>

<sup>3</sup> Education Advisory Board Report (2015) commissioned by Lindsey Hamlin, Director, Continuing Education & Outreach, SDSU.

<sup>4</sup> American Psychological Association (2013). APA Guidelines for the Undergraduate Psychology Major: Version 2.0.

and social work. Psychology is the 2<sup>nd</sup> most popular major over the last five years in the Regental system after Nursing; it has been the 6<sup>th</sup> most popular major at SDSU during that time.<sup>5</sup>

Rajecki and Borden (2011)<sup>6</sup> cited a PayScale.com 2010–2011 College Salary Report that listed the job titles most frequently reported by employees with a particular undergraduate major. The samples included workers holding only a bachelor's degree. Workers with all years of experience were included in these popular-occupation profiles, provided they worked full-time in the United States.<sup>7</sup> The top ten job titles most frequently obtained by undergraduate psychology majors include: (1) Administrative assistant; (2) Social services manager; (3) Social worker; (4) Mental health counselor; (5) Mental health case manager; (6) Applied behavior analyst therapist; (7) Nonprofit organization program coordinator; (8) Human resources administrator; (9) Employment/recruitment or placement specialist; and (10) Substance abuse counselor.

The Bureau of Labor Statistics employment projections include a number of potential careers relevant to the undergraduate Psychology major. For example, from 2014 to 2024:

- Applied behavior analyst therapist is projected to grow 27%, much faster than average.<sup>8</sup>
- Social worker is projected to grow 12%, faster than average.<sup>9</sup>
- Social service and community service manager is projected to grow 10%, faster than average.<sup>10</sup>
- Human resources administrator/manager is projected to grow 9%, faster than average.<sup>11</sup>
- Substance abuse and behavioral disorder counselors is projected to grow 22%, much faster than the average for all occupations.<sup>12</sup>

SDSU will not require additional resources.

**2. Are any other Regental universities authorized to offer a similar program at the proposed site(s) or through distance delivery? Is any non-Regental institutions offering a similar program at the new site(s)? If either answer is “yes,” identify the institutions and programs and explain why authorization is requested.**

While regental universities including Black Hills State University, Northern State University, and the University of South Dakota all offer a major in psychology on their main campus, none of these universities currently offers a psychology major online.

In addition, non-system institutions including Augustana University and the University of Sioux Falls both offer a major in psychology on their main campus, but neither institution currently offers a psychology major online.

**3. 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).**

---

<sup>5</sup> SDBOR Graduate Production Dashboard, <https://www.sdbor.edu/dashboards/Pages/Graduate-Production.aspx>

<sup>6</sup> Rajecki, D.W. & Borden, V.M.H. (2011). Psychology Degrees: Employment, Wage, and Career Trajectory Consequences. *Perspectives on Psychological Science*, 6(4): 321-335.

<sup>7</sup> PayScale.com. (2010). Most popular jobs by major. Retrieved February 10, 2011, from <http://www.payscale.com/best-colleges/popular-majors.asp>

<sup>8</sup> [http://study.com/articles/Applied\\_Behavior\\_Analysis\\_ABA\\_Therapist\\_Salary\\_and\\_Career\\_Info.html](http://study.com/articles/Applied_Behavior_Analysis_ABA_Therapist_Salary_and_Career_Info.html)

<sup>9</sup> <http://www.bls.gov/ooh/community-and-social-service/social-workers.htm>

<sup>10</sup> <http://www.bls.gov/ooh/management/social-and-community-service-managers.htm>

<sup>11</sup> <http://www.bls.gov/ooh/management/human-resources-managers.htm>

<sup>12</sup> <http://www.bls.gov/ooh/community-and-social-service/substance-abuse-and-behavioral-disorder-counselors.htm#tab-6>

As seen in the table below, the new online program is expected to initially attract eight new students to the university in the first two years and the numbers are expected to increase by four new students per year. Estimates were developed from data provided by the Office of Continuing & Distance Education at SDSU. The Office of Continuing & Distance Education has identified the number of students who applied to SDSU indicating psychology as a major and the internet as the (preferred) location. Over the past eight academic years (2009/2010 – 2016/2017) the average number of students indicating psychology as a major and the internet as the (preferred) location was 9.13 per academic year with a range between 7 and 12 students.

	Fiscal Years*			
	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>
<i>Estimates</i>	FY 18	FY 19	FY 20	FY 21
Students new to the university	8	8	12	16
Students from other university programs	2	2	2	2
=Total students in the program at the site	10	19	31	38
Program credit hours (major courses)**	40	193	329	441
Graduates***	0	0	0	8

\*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.

\*\*\* Assumes all students are new to the psychology major.

#### 4. What is the perceived impact of this request on existing programs in the Regental system?

Over the past several years, the Department of Psychology has been slowly increasing the number of courses that it has been offering online. This proposal represents a commitment to offer all core courses and the majority of courses in each of four domains (in some cases all – Domains II & III) that satisfy the major, and to offer them regularly so that students can be assured of completing the program in four years. Because this online psychology major is intended to reach the non-traditional, place-bound, and isolated students in the state and beyond, any negative impact on existing programs should be negligible.

The approval of the online major will give the department the ability to advertise and recruit more students and allow greater variety of courses to be offered more frequently. The increased offerings of online psychology courses has been supported by full time faculty as well as offsite, part-time instructors who work in the field of psychology. A robust, fully operational online psychology degree likewise will offer more educational opportunities to SDSU's onsite students and thereby strengthen the onsite program.

#### 5. Complete the table and explain any special circumstances. Attach a copy of the program as it appears in the current catalog. If there are corresponding program modifications requested, please attach the associated form. Explain the delivery of the new courses and attach any associated new course request forms.

		Credit hours currently available from this university online	Credit hours currently available from other universities available online	Credit hours new to this university for online delivery
<b>B.S. in Psychology</b>	Credit hours			
System General Education Requirements*	30	30	30	0
<i>Subtotal, Degree Requirements</i>	30	30	30	0
College of Arts and Sciences	7	4	4	3
Major Requirements	39	27	6	12
<i>Subtotal, Requirements of the Proposed Major</i>	46			



Electives	44	44	44	0
<i>Total, Degree with Proposed Major</i>	120	105	84	15

\* Note: PSYC 101 General Psychology (3 cr.), a major requirement, is listed as fulfilling SGR #3 above.

The curriculum as it appears in the current catalog is provided in Appendix A. All of the courses listed in the curriculum are offered on the SDSU Brookings Main Campus. There are currently three major core courses that will be developed for online delivery to provide for a complete major offering. These course are: PSYC 375/375L, Research Methods in Psychology & Lab; PSYC 376/376L, Research Methods II and Lab; and PSYC 409, History and Systems of Psychology. In addition, PSYC 201, The Field of Psychology (1 credit), will replace PSYC 202, The Psychology Major (3 credits) which has been offered online for several years.

**6. How will the university provide student services comparable to those available for students on the main campus?**

A program area advisor will serve as the academic advisor to students in the major. Appointments may be conducted using e-mail, phone, Skype, and other technologies facilitating long-distance communication. A student services facilitator is housed in Continuing and Distance Education and is available to assist students in connecting to necessary resources on-campus and online. In addition, online tutoring support is available through Smarthinking (Pearson Education).

Library support services will be available to students through a variety of means:

- Students can contact librarians for research assistance. The Psychology Librarian provides on-line research guides and is available for consultations with faculty and students.
- Distance Library Services include book and article delivery for materials owned by the library. Students may request materials not held by the library through interlibrary loan.
- SDSU students have on-line access to research databases such as Web of Science, EBSCOhost MegaFILE, and JSTOR.

Other student services such as disability services accommodations will be available to students upon request.

**7. Is this program accredited by a specialized accrediting body? If so, address any program accreditation issues and costs related to offering the program at the new site(s).**

There is no accrediting body for undergraduate psychology programs. However, the psychology major curriculum at SDSU closely follows the APA Guidelines for the undergraduate psychology major.<sup>13</sup>

**8. Does the university request any exceptions to Board policy for delivery at the new site(s)? Explain requests for exceptions to Board policy.**

None

**9. Cost, Budget, and Resources related to new courses at the site: 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. Complete Appendix B – Budget using the system form.**

The program will be funded by self-support tuition revenue generated from online tuition.

<sup>13</sup> American Psychological Association (2013). APA Guidelines for the Undergraduate Psychology Major: Version 2.0.

A budget is not provided because the courses for this program already are online or soon will be. Any addition of courses to meet growth will be met by self-support tuition. It is anticipated that additional revenue will result from more students completing online courses and may average \$50,000 to \$70,000 per year once the program is established. Therefore, no additional costs or resources will be needed.

Courses will be taught by SDSU Psychology faculty and temporary faculty. If online enrollment in the B.S. in Psychology grows to a level where a new faculty member is needed, the position will be funded with self-support tuition revenue.

**Appendix A**  
**B.S. in Psychology – Proposed 2017-2018 Program Requirements**

Pref.	Num.	Title	Cr. Hrs.
<b>System General Education Requirements</b>			<b>30</b>
SGR #1 – Written Communication ENGL 101 Composition I (3) Student Choice (3)			6
SGR #2 – Oral Communication			3
SGR #3 – Social Sciences/Diversity *PSYC 101 General Psychology (3) Student Choice (3)			6
SGR #4 – Humanities and Arts/Diversity			6
SGR #5 – Mathematics			3
SGR #6 – Natural Sciences			6
<b>College of Arts and Sciences Requirements</b>			<b>13+</b>
<i>Additional required credits of coursework beyond SGRs, Major, and Support Courses</i>			<b>7+</b>
Natural Sciences (10+) Satisfying coursework must include - at least two classes with laboratory components - at least two different prefixes (MATH and STATS courses do not count toward the Science requirement.) (6 credits of SGR #6 are counted toward this goal)			10+ 4+
A&S	111	Introduction to Global Citizenship and Diversity	3
One declared minor outside of the major prefix OR a second major OR a teaching specialization. The minor may be a traditional minor within one department or it may be interdisciplinary involving more than one department. The minor can be in a different college. The minor must be declared no later than the student's third semester of enrollment.			-
Capstone course within major PSYC 409 History and Systems of Psychology			-
Upper Division Credits (300-400 level coursework inside and outside of the major)			33
<b>Major Requirements</b>			<b>42</b>
<i>Additional required credits of coursework beyond SGRs and Support Courses</i>			<b>39</b>
*PSYC	101	General Psychology (SGR #3)	--
*PSYC	201	The Field of Psychology	1
*PSYC	210	Introduction to Biopsychology	3
PSYC	375-375L	Research Methods in Psychology & Lab	4
PSYC	376-376L	Research Methods II and Lab	4
PSYC	409	History and Systems of Psychology	3
Domain I - Select <u>two</u> of the following:			6
PSYC	301	Sensation and Perception	3
PSYC	305	Learning and Conditioning	3
*PSYC	406	Cognitive Psychology	3
PSYC	411	Physiological Psychology	3
*PSYC	414	Drugs and Behavior	3
Domain II - Select <u>two</u> of the following:			6
*PSYC	324	Psychology of Aging	3
*PSYC	327	Child Psychology	3
*PSYC	364	Cross Cultural Psychology	3
*PSYC	367	Psychological Gender Issues	3
Domain III - Select <u>two</u> of the following:			6
*PSYC	417	Health Psychology	3
*PSYC	441	Social Psychology	3
*PSYC	451	Psychology of Abnormal Behavior	3
*PSYC	461	Theories of Personality	3
Domain IV - Select <u>two</u> of the following:			6
*PSYC	331	Industrial & Organizational Psychology	3
PSYC	357	Psychological Therapies	3
*PSYC	358	Behavior Modification	3
*PSYC	389	Pseudoscience and Psychology	3
PSYC	427	Child Psychopathology	3
*PSYC	440	Forensic Psychology	3

South Dakota State University

New Site Request: B.S. in Psychology – Online Delivery

PSYC	477	Psych Testing & Measurement	3
<b>Electives</b> <i>(Taken as needed to complete any additional degree requirements)</i>			<b>44</b>
<b>Summary of Credits Psychology (B.S.)</b>			
<b>System General Education Requirements</b>			<b>30</b>
<b>College of Arts and Sciences Requirements</b>			<b>7</b>
<b>Majors Requirements</b>			<b>39</b>
<b>Electives</b> <i>(Taken as needed to complete any additional degree requirements)</i>			<b>44</b>
<b>Total number of hours required for degree</b>			<b>120</b>

\* Courses currently offered online through SDSU Department of Psychology.

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**  
**Consent**

**AGENDA ITEM: 4 – G (1)**

**DATE: March 28-30, 2017**

\*\*\*\*\*

**SUBJECT: Agreement on Academic Cooperation – NSU**

Northern State University seeks approval to enter into a Memorandum of Understanding with Meiji University, Tokyo, Japan, to assist in facilitating collaborative opportunities between the two universities (see Attachment I). The agreement may result in, but not limited to, the opportunity for joint research, faculty collaboration, and student/faculty exchange. The agreement specifies that in the event both institutions agree to implement the exchange of students, the details of such will be set forth in an addendum to this MOU.

\*\*\*\*\*

**DRAFT MOTION 20170328\_4-G(1):** I move to approve the Memorandum of Understanding between Northern State University and Meiji University, Tokyo, Japan.

MEMORANDUM of UNDERSTANDING  
between  
NORTHERN STATE UNIVERSITY  
and  
MEIJI UNIVERSITY

With the objective of strengthening their mutual cooperation as well as striving for the promotion of mutual exchanges, Northern State University, Aberdeen, South Dakota, the United States of America, and Meiji University, Tokyo, Japan, have concluded the following Memorandum of Understanding (hereafter referred to as "MoU"):

**Article 1: Fields of Cooperation**

Cooperation between the two institutions will be undertaken from the perspective of promoting academic and cultural ties. Such cooperation includes educational and research activities in the disciplines of humanities, social sciences, natural sciences and related areas.

**Article 2: Forms of Cooperation**

1 Both institutions agree that their cooperation will include but not be limited to the following areas:

- 1) The promotion of exchange of faculty members and/or researchers from both institutions;
- 2) Facilitation of the acceptance of faculty members and researchers from both institutions who are preparing for their doctoral dissertations;
- 3) Promotion of the exchange of academic courses by utilizing information and communication technology (ICT).
- 4) Promotion of collaborative research and collaborative publication of research results by faculty members and researchers from both institutions;
- 5) Promotion of the exchange of students from both institutions;
- 6) Promotion of the exchange of reference data, publications, and academic information and literature;
- 7) Facilitation of the mutual exchange of administrative and secretarial personnel attached to the academic departments, research laboratories and centers, libraries, and assorted administrative bodies of each institution.

2 Any conditions of implementing the activities referred to in this MoU will be negotiated and agreed by both parties in advance of commencing the activities.



### Article 3: Exchange of Faculty Members and Researchers

- 1 Both institutions will endeavor to facilitate visits by faculty members and researchers from the other. Visiting faculty members and researchers will comply with administrative procedures required by and the regulations of the host institution.
- 2 Both institutions may provide economic support for visiting faculty members or researchers from the other institution, but are not required to do so.
- 3 Both institutions will provide assistance to visiting faculty members and researchers from the other institution in securing living accommodations, but are not required to provide such accommodations.
- 4 To the extent possible, both institutions will accord visiting faculty members and researchers from the other institution the use of research space, libraries and other facilities, and other common courtesies generally granted to guest scholars.

### Article 4: Student Exchanges

When both institutions agree and will implement the exchange of undergraduate and/or graduate students, such agreement and its detailed conditions shall be set forth in addenda to this MoU.

### Article 5: Course Exchanges

When both institutions agree and will implement the exchange of academic courses by ICT, such agreement and its detailed conditions shall be set forth in addenda to this MoU.

### Article 6: Validity of MoU

- 1 This MoU will come into force on the date of the signature by representatives of both institutions and will remain in effect for a period of five years after which it may be renewed. If it is not cancelled by one of the parties by written notice six months in advance, it will be renewed automatically for another 5 years term; the same procedure will occur at the term of each period.
- 2 The provisions of this MoU may be amended at any time by the mutual consent in writing of both institutions.
- 3 This MoU may be terminated by either party by written notice at least six months in advance.
- 4 This MoU will be drawn up in English in two copies, with one copy for each university. Either copy is of equal validity.

Date: March 1, 2017

Timothy M. Downs

Dr. Timothy M. Downs  
President  
Northern State University

Date: November 16, 2016

Kei-ichiro Tsuchiya

Kei-ichiro Tsuchiya  
President  
Meiji University

**AGREEMENT ON THE IMPLEMENTATION OF  
THE STUDENT EXCHANGE PROGRAM**  
between  
**NORTHERN STATE UNIVERSITY**  
and  
**MEIJI UNIVERSITY**

Northern State University (hereinafter referred to as “NSU”) and Meiji University (hereinafter referred to as “MU”) have agreed to enter into the following Agreement on the Implementation of the Student Exchange Program based on Article 4 of the Memorandum of Understanding between both universities signed by both representatives:

**Article 1: Number of Exchange Students**

- 1- Each year, both institutions may send and accept a maximum of two exchange undergraduate students as tuition-and-fee-waived status under this Agreement, either graduate or undergraduate.
- 2- If there is an imbalance in the number of participating exchange students, surplus students from either side will be responsible for paying tuition and fees designated by the host institution.
- 3- Each institution may send up to fifteen visiting undergraduate students as fee-paying status each year.

**Article 2: Period of Study Abroad**

- 1- The period of study abroad for exchange students shall be in principle for up to one academic year for both institutions. Details concerning the period shall be decided by discussion between the two parties.
- 2- Upon completion of the period of study abroad at the host institution, both fee-waived and fee-paying students shall return to the home institution. Any extension of stay must be approved by both institutions.

**Article 3: Selection of Exchange Students and Acceptance Procedures**

- 1- Each institution will endeavor to publicize the exchange opportunities and to select highly qualified students studying at their respective institutions.
- 2- Selection of candidates shall be made by the home institution. The host institution has the right of making the final decision on accepting students.

**Article 4: Study Program for Exchange Students**

- 1- Both institutions will undertake to send all necessary information concerning a student's study program to the host institution well in advance, and generally facilitate matters for the

participating student.

2- A study program suitable for each student shall be determined by the host institution with the student's academic background and preferences taken into consideration.

3- The host institution will undertake to provide appropriate academic advice, orientation, counseling and support during the program.

#### **Article 5: Status of Exchange Students**

1- Exchange and visiting students will enjoy the same academic rights and advantages enjoyed by regular students enrolled at the host institution, but, they should not aim at obtaining a degree from the host institution.

2- Exchange and visiting students will be subject to the rules and regulations of the host institution.

#### **Article 6: Academic Record and Accreditation**

1- The host institution will undertake to provide transcripts and documentation regarding each student's academic performance during the exchange year, which shall be sent directly to the home institution.

2- Any academic credit earned at the host institution will be transferred back to the home institution in accordance with procedures determined by the latter.

#### **Article 7: Financial Arrangements**

##### **1- Tuition, Fees and Expenses:**

Students from partner institutions pay tuition at their home campus. Therefore, they are not required to pay tuition at the host institution. Exchange students will be responsible for all fees and expenses required by the host institution. A list of required fees will be provided by the host institution each semester. In addition, all incoming exchange students will be required to pay the following:

- Round-trip airfare
- Mandatory university room or housing
- Mandatory meal plan as stipulated by university regulations
- Required South Dakota regental approved medical insurance
- Textbooks and living expenses
- Expenses related to entry and departure from the country
- All visa related fees
- Any fees associated with targeted courses at the host institution and required support fees.

2- Each host institution shall provide a waiver of examination fees, admission fees, and tuition for exchange students.

3- Visiting students will pay tuition and fees for a regular full-time course of studies at the host institution.

**Article 8: Accommodation and Health Insurance etc.**

- 1- The host institution will assist exchange students to find suitable accommodation, but the provision of housing is not an obligation of the host institution. NSU requires all exchange students to live in campus housing.
- 2- All participating students shall carry adequate overseas travel insurance required by the host institution. This insurance will cover the costs of health care, liability, repatriation and rescue for the full period of the exchange. NSU students are required to purchase the policy at their home institution.
- 3- The full cost of living, such as charges for room and board, full expenses for health care, and travel are the sole responsibility of the exchange student.

**Article 9: Scholarship**

This Agreement shall not ensure the availability of scholarships for exchange students, but each institution shall endeavor to provide useful information on scholarship programs that will financially assist the students.

**Article 10: Validity of the Agreement**

- 1- The validity of this Agreement shall be pursuant to the validity of Memorandum of Understanding between both universities signed by both representatives, unless one party sends a written notice of this Agreement's termination to the other party six months in advance.
- 2- All exchange students who are already under their study program at the host institution on the date of termination shall not be interfered by such date and shall complete their study program as originally planned.
- 3- This Agreement is subject to revision by mutual agreement at any time.
- 4- This Agreement is drawn up in English in two copies, with one copy for each university. Either copy is of equal validity.

Date: March 1, 2017

Date: Nov 18, 2016

  
 Dr. Timothy M. Downs  
 President  
 Northern State University

  
 Kosaku Dairokuno  
 Vice President (International Affairs)  
 Meiji University

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**  
**Consent**

**AGENDA ITEM: 4 – G (2)**

**DATE: March 28-30, 2017**

\*\*\*\*\*

**SUBJECT: Agreement on Academic Cooperation – SDSM&T**

South Dakota School of Mines and Technology seeks approval to enter into a Memorandum of Understanding with National Institute of Technology Durgapur, West Bengal, India, to assist in facilitating collaborative opportunities between the two universities (see Attachment I). The agreement may result in the opportunity for joint research, faculty collaboration and potential student exchange. The agreement specifies that both inbound and outbound students are responsible for payment of tuition and fees to the host institution. All expenses, including tuition, fees, living and incidental expenses shall be borne by the participating students.

\*\*\*\*\*

**DRAFT MOTION 20170328\_4-G(2):** I move to approve the Memorandum of Understanding between South Dakota School of Mines and Technology and National Institute of Technology Durgapur, West Bengal, India.



### **MEMORANDUM OF UNDERSTANDING**

**This Memorandum of Understanding (MoU) is made between**

- (A) National Institute of Technology Durgapur, West Bengal-713209, INDIA**
- (B) South Dakota School of Mines & Technology, Rapid City, South Dakota 57701, USA**

To develop an academic exchange and cooperation program in academics and research, South Dakota School of Mines & Technology and National Institute of Technology Durgapur, India have agreed to the following under this Memorandum of Understanding:

1. Based on the principles of mutual benefit and respect for each other's independence, the two institutions will foster:
  - a) Joint supervision of Ph.D. research
  - b) Joint supervision of projects of postgraduate students
  - c) Formation of joint research groups and undertaking collaborative research activities through participation in nationally/internationally funded projects
  - d) Exchanges of scientific and technical information
  - e) Organization of joint events such as international conferences
  - f) Exchange of students and faculty
2. Visiting faculty will be given a workplace and the necessary support by the host institution and may be permitted to take guest lectures.
3. The host institution will help visiting faculty and students find suitable accommodation and support their academics and research. However, expenses for food and lodging and travels shall be borne by the visiting members. Unless otherwise agreed, students will be responsible for paying tuition and fees to the host institution, if applicable.
4. Both parties will participate in joint research projects and apply for appropriate funds to national or international funding agencies. If both parties agree, additional partners could also participate in the projects.
5. It is implicit that every activity undertaken under this MOU is approved by the appropriate officials at each institution and must fall within each institution's academic and fiscal constraints.
6. This MOU comes into effect on the date of signature for an initial period of three years and can be renewed for another three-year period after the previous MOU has expired. Extension of MOU is an active step six month before expiry of the previous MOU and subject to prior existence of actual cooperation activities in the previous three-year period of MOU. If the MOU is not actively renewed, it expires automatically. In order to terminate this MOU, a one year written notice must be issued by either party.
7. This MOU may be modified at any time after due consultation between the two institutions.
8. No party shall have the right to use the name or emblem of another party without the prior approval of that party in writing.

9. Issues relating to intellectual property rights shall be resolved by both parties for each joint project separately before the start of the project.
10. Both parties agree that this MOU does not contain any financial obligations for either side, and that measures will be pursued on the condition that national or international funds are available for the specific purpose.
11. This document can not be treated as a legal document and be produced in a court of law.
12. In the event of any dispute or difference arising in the implementation of the MoU, such disputes shall be resolved amicably by mutual discussions by the Directors of both the institutions. All such decisions shall take into account the status of students working/projects under this arrangement and the interest of such students/ projects shall be guarded as much as possible.

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**Director**

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**Heather Wilson, President**

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**Date**

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**Date**

**Witness**

1. ....

2. ....

**Witness**

1. ....

2. ....

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**  
**Consent**

**AGENDA ITEM: 4 – G (3)**

**DATE: March 28-30, 2017**

\*\*\*\*\*

**SUBJECT: Agreements on Academic Cooperation – SDSU**

South Dakota State University seeks approval to enter into agreements on academic cooperation with the following institutions:

**1) Kumoh National Institute of Technology, Republic of Korea**

This agreement will assist in facilitating collaborative opportunities between the two universities (see Attachment I). The agreement may result in the opportunity for joint research, faculty collaboration and potential faculty exchange. Additional joint activities, such as student or faculty exchange, will require the execution of a separate agreement.

**2) Gyeongnam National University of Science and Technology of Jinju, Republic of Korea**

This agreement will assist in facilitating collaborative opportunities between the two universities (see Attachment II). The agreement may result in the opportunity for joint research, faculty collaboration and potential faculty exchange. Additional joint activities, such as student or faculty exchange, will require the execution of a separate agreement.

**3) EUROACE, S.L., Valencia, Spain**

This agreement will assist allow SDSU students to participate in study abroad Spanish language courses and internship programs offered by EUROACE (see Attachment III). Students who participate in either the language program or the internship program pay full tuition and fees for the credit earned to SDSU.

EUROACE provides internship placements for SDSU students. It is virtually impossible to create and sustain international internship placement sites from afar acting alone. A lot goes into vetting the potential internship hosts, building a relationship with them, and continuously monitoring the quality of the placements our students have. In addition, the cultural implications of internship placements are significant, and we need a Spanish organization to act as the intermediary between us and the individual Spanish companies, governmental organizations, and non-profits that host our students.

Using a host country organization to facilitate an international internship program is the norm in the field. U.S. universities are just not equipped – with either people on the ground 12 months or cultural and host country legal expertise – to arrange these types of experiences on our own.

\*\*\*\*\*

**DRAFT MOTION 20170328\_4-G(3):** I move to approve the SDSU's agreements on academic cooperation with 1) the Kumoh National Institute of Technology; 2) Gyeongnam National University of Science and Technology; and 3) EUROACE, S.L.

South Dakota  
State  
University  
and  
Kumoh  
National  
Institute of  
Technology

**AGREEMENT ON ACADEMIC COOPERATION  
BETWEEN  
SOUTH DAKOTA STATE UNIVERSITY  
AND  
KUMOH NATIONAL INSTITUTE OF TECHNOLOGY,  
REPUBLIC OF KOREA**

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 Kumoh National Institute of Technology (KIT) 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, as appropriate. The area of exchange shall cover academic disciplines to be determined and negotiated by both parties, and may specifically include Civil and Environmental Engineering.
  
- Article 2. The institutions agree to exchange research publications, reports, and information, 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. Both institutions agree to discuss other proposals relating to future collaborations and exchange, including the possibility of brief exchange visits, joint publication of research, faculty exchange, and other similar projects as appropriate.

**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 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>PRIMARY CONTACT FOR AGREEMENT</b> Name: Sally Gillman Title: Director for Study Abroad Office: Office of International Affairs Email: <a href="mailto:sally.gillman@sdstate.edu">sally.gillman@sdstate.edu</a> Telephone: 605-688-4913 Fax: 605-688-6540  <b>ACADEMIC UNIT CONTACT</b> Name: Junwon Seo, PhD, PE Title: Assistant Professor Office: Crothers Engineering Hall 130 Email: <a href="mailto:junwon.seo@sdstate.edu">junwon.seo@sdstate.edu</a> Telephone: 605-688-5226 Fax: 605-688-6476	<b>Kumoh National Institute of Technology</b>  <b>PRIMARY CONTACT FOR AGREEMENT</b> Name: Dong-seong Kim Title: Director for kit Convergence Tech Research Institute Office: Office of kit CTRI Email: <a href="mailto:dskim@kumoh.ac.kr">dskim@kumoh.ac.kr</a> Telephone: 82-54-478-6704 Fax: 82-54-478-6749  <b>ACADEMIC UNIT CONTACT</b> Name: Woosuk Kim, PhD Title: Assistant Professor Office: Global Hall 520 Email: <a href="mailto:kimw@kumoh.ac.kr">kimw@kumoh.ac.kr</a> Telephone: 82-54-478-7591 Fax: 82-54-478-7609
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- 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.

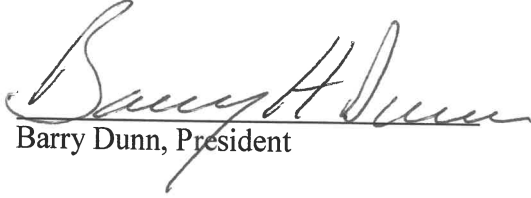
## VI. Terms of Agreement

- 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 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 Dunn, President

11-15-16  
Date:

for Kumoh National Institute of Technology

\_\_\_\_\_  
Yeung-shik Kim, President

\_\_\_\_\_  
Date:

South Dakota  
State  
University  
and  
Gyeongnam  
National  
University of  
Science and  
Technology

**AGREEMENT ON ACADEMIC COOPERATION  
BETWEEN  
GYEONGNAM NATIONAL UNIVERSITY OF  
SCIENCE AND TECHNOLOGY OF JINJU, REPUBLIC OF KOREA  
AND  
SOUTH DAKOTA STATE UNIVERSITY, USA**

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, Gyeongnam National University of Science and Technology (GNTECH) and South Dakota State University (SDSU) 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, as appropriate. The area of exchange shall cover academic disciplines to be determined and negotiated by both parties, and may specifically include Civil and Environmental Engineering.
- Article 2. The institutions agree to exchange research publications, reports, and information 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. Both institutions agree to discuss other proposals relating to future collaborations and exchange, including the possibility of brief exchange visits, joint publication of research, and faculty exchange, and other similar projects as appropriate.

**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>PRIMARY CONTACT FOR AGREEMENT</b> Name: Sally A. Gillman, Ph.D. Title: Director for Study Abroad Office: Office of International Affairs Email: sally.gillman@sdstate.edu Telephone: 605-688-6094 Fax: 605-688-6540  <b>ACADEMIC UNIT CONTACT</b> Name: Junwon Seo, Ph.D., P.E. Title: Assistant Professor Office: Crothers Engineering Hall 130 Email: junwon.seo@sdstate.edu Telephone: 605-688-5226 Fax: 605-688-6476	<b>Gyeongnam National University of Science and Technology</b>  <b>PRIMARY CONTACT FOR AGREEMENT</b> Name: Park Seonghwan Title: Manager Office: International Exchange & Education Center Email: parkseonghwan@gntech.ac.kr Telephone: +82-55-751-3752 Fax: +82-55-751-3755  <b>ACADEMIC UNIT CONTACT</b> Name: Jin-Hee Ahn, Ph.D. Title: Assistant Professor Office: Civil Engineering Department Building 205 Email: jhahn@gntech.ac.kr Telephone: +82-55-751-3293 Fax: +82-55-751-3209
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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 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.

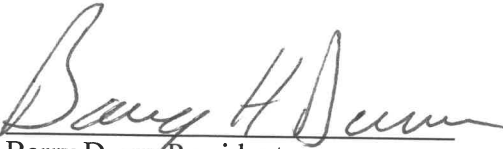
Article 12. This agreement depends upon the continued availability of appropriated funds and expenditure authority for this purpose from the Legislature of the State of South Dakota. If for any reason the Legislature fails to appropriate or grant expenditure authority or if funds become unavailable by 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 Gyeongnam National University of  
Science and Technology

for South Dakota State University

\_\_\_\_\_  
In Hwan Kim, Acting President

  
\_\_\_\_\_  
Barry Dunn, President

\_\_\_\_\_  
Date:

  
\_\_\_\_\_  
Date:

South Dakota  
State  
University  
and  
Euroace, S.L.



**ACADEMIC AFFILIATION AGREEMENT  
BETWEEN  
SOUTH DAKOTA STATE UNIVERSITY  
BROOKINGS, SD  
AND  
EUROACE, S. L.  
VALENCIA, SPAIN**

South Dakota State University (SDSU) and Euroace, S. L. (EUROACE) wish to enter into an agreement of affiliation to enable to students to participate in EUROACE programs. The purpose of this agreement is to set forth the applicable policies and procedures for the participation of students from SDSU in study abroad Spanish language courses and internships programs offered by EUROACE. In exchange for valuable consideration, acknowledged by the parties, each party agrees to the following terms:

1. The EUROACE Program will be coordinated by EUROACE staff. The Language courses will be conducted at EUROACE location for the length of time determined by SDSU academic coordinator and the student.
2. EUROACE agrees that there is no minimum student number requirement to be met by South Dakota State University. In the event there are no students in any given year that this Agreement is in effect, this circumstance will not constitute a breach of this Agreement. SDSU agrees to assist students interested in the Programs by collecting and forwarding applications if required, recommend qualified students for participation, assist in providing pre-departure orientation information and grant academic credit for approved coursework successfully completed during the Program in which the student participates.
3. EUROACE and SDSU will assist students in selecting and registering for Programs offered through EUROACE. EUROACE retains the right to reject student applicants from the Programs that it deems academically ineligible for a particular Program.
4. EUROACE agrees to provide qualified students from SDSU with coursework and internship placement and to provide on-site orientation, academic counseling, student services, and accommodations (as appropriate to the study abroad program). The internships partnerships available through and managed by EUROACE include but are not limited to the following sites:
  - i. Fundación MUSOL-an NGO with more than 30 cooperative development programs for local municipal organizations in South America and Africa, as well as educational programs throughout Spain. Experiential learning and internships opportunities in the fields of public relations, engineering, translation and social media, among others. The students would complete their internship at the MUSOL headquarters in Valencia, Spain.

- ii. Cottolengo del Padre Alegre-a charitable home for people with incurable medical conditions who lack the resources to receive medical care in other venues. Experiential learning and internship opportunities for nursing students studying Spanish.
  - iii. Refuerzo Escolar Gallent-an after-school language program for grade-school children. Experiential learning and internship opportunities for Spanish majors with teaching specializations.
  - iv. Fundación por la Justicia-a non-profit organization that works for the promotion and defense of human rights in Spain, Africa, Asia, and Latin America. Experiential learning and internship opportunities in the fields of public relations, political science, film studies, translation, social media and pre-law among others.
  - v. Hospital de la Ribera-a teaching hospital with shadowing and clinical opportunities for nursing, pharmacy, occupation therapy and pre-med students studying Spanish.
- 5. EUROACE agrees to provide to SDSU information to help it assess the quality of the EUROACE language and internship placements it is providing. This information will be provided upon request of SDSU and in any event, no less often than as may be provided for in national standards being developed for study-abroad programs. The details and information will also be in conformance with any such standards now in existence or hereafter developed.
- 6. Students participating in a Program will maintain their enrollment at their home institution during the contracted part of their educational program abroad. EUROACE will be responsible for the enforcement of its rules and shall promptly notify SDSU in the event that such rules are not followed by a SDSU student. South Dakota State University, upon such notification, will begin appropriate disciplinary procedures if applicable.
- 7. EUROACE will notify SDSU of the withdrawal of any SDSU student from a EUROACE Program. All contacts with SDSU will be made with its Academic Coordinator and the Study Abroad Office or designee.
- 8. Academic credits and grades earned by SDSU students while on EUROACE Programs will be provided to the academic coordinator at South Dakota State University, and will then be fully evaluated on behalf of the student in accordance with South Dakota State University's published policies.
- 9. If any provision or provisions of this Agreement shall be held to be invalid, illegal, or unenforceable, the validity, legality and enforceability of the remaining provisions shall not in any way be affected or impaired thereby, except as otherwise noted herein.

## RESPONSIBILITIES OF EUROACE

EUROACE will:

- Provide staff support in Valencia to oversee the implementation of the language and internship program abroad logistics, and to be in charge of the students welfare.
- Provide assistance in gathering necessary Spain specific materials that will assist SDSU in its marketing and recruiting efforts of SDSU;
- Will work within the deadline and timeframe boundaries of SDSU
- Provide adequate and safe student housing for all students who participate in the Program.
- Will Implement the following student programs that support the study abroad experience: Orientation with internship placement
- Follow the syllabus of the SDSU
- Spanish language course (From 6 to 10 hours per week)
- EUROACE will offer optional services: airport service, activities, excursions
- EUROACE staff supporting these activities will be trained by EUROACE and/or will be given appropriate handbooks, guides, training materials, etc. that will outline all requirements for implementation.
- EUROACE will make every effort to integrate the students into its regularly scheduled student activities and events.

In addition, EUROACE will:

- Maintain that they adhere to all standards and professional requirements as set forth by SDSU and the U.S. partner institution issuing academic credits
- Oversee a program structure of specific weeks the Program and all of its components that admits students on a monthly basis;
- Bring to the attention of SDSU any challenges or problems that may be encountered, and with SDSU assistance and partnership, identify a solution.
- Euroace will provide an invoice for all costs associated with language classes, internship placement and a payment breakdown for SDSU for each student participant in the program.

## RESPONSIBILITIES OF SOUTH DAKOTA STATE UNIVERSITY

- SDSU will determine the number of students that can be nominated to EUROACE for a Spanish Language Instruction and Internship placement.
- SDSU defines an Internship as an experience in a work setting for individuals who have been studying in a particular academic field. As compared to practicums, internships take on the characteristics similar to real employment and focus on the independent application of skills and knowledge in the workplace setting. Students are under direct

supervision of an on-site professional who manages assigned tasks. Additionally, academic program instructors communicate with the student during the Internship to evaluate their academic progress and performance. Internships are usually considered to be full-time experiences, following the work schedule of the assigned placement.

- Internship students will be considered an unpaid interns.
- Student participation for a university offered or coordinated internship outside the country in an international context, will follow all international policies and procedures for registration, paperwork completion, out of country insurance and risk management tracking.
- Students may be nominated from all SDSU majors. All applicants who are not native speakers of Spanish will take a language exam once on site to determine the correct course placement at the EUROACE language program.
- SDSU's Department of Modern Language and Global Studies within the College of Arts & Sciences will appoint a faculty member to serve as the academic coordinator who will oversee the overall academic program and to work directly with EUROACE regarding credit.
- SDSU's Department of Modern Language and Global Studies within the College of Arts & Sciences will provide academic advising to the student to determine the available SDSU credit.
- SDSU's coordinators will work with the Registrar office to ensure that the student participating in EUROACE language courses and internship is be enrolled in the appropriate self-support tuition section of language and internship for the agreed upon academic credit.
- SDSU students enrolled in classes and internships with EUROACE will be enrolled in and pay for the SD Board of Regents approved Cultural Insurance Services International (CISI) medical and security evacuation coverage
- SDSU will receive a student grade report and internship evaluation documentation from EUROACE upon completion of the EUROACE language courses and internships program.
- SDSU will pay the invoice from EUROACE with a wire transfer in Euros.

#### APPOINTMENT OF COORDINATORS

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.

The following individuals at each institution will be responsible for coordinating this agreement:

<b>South Dakota State University</b>  <b>PRIMARY CONTACT FOR AGREEMENT</b> Name: Sally A Gillman, Ph.D. Title: Director for Study Abroad Office: West Hall 124 Email: sally.gillman@sdstate.edu Telephone: 605-688-6094 Fax: 605-688-6540  <b>ACADEMIC UNIT CONTACT</b> Name: Christi Garst-Santos, Ph.D. Title: Assistant Professor Modern Languages and Global Studies Office: Wagner Hall 117 Email: Christine.Garst-Santos@sdstate.edu Telephone: 605-688-4274 Fax: 605-688-6699	<b>Euroace, S. L.</b>  <b>PRIMARY CONTACT FOR AGREEMENT</b> Name: Isabel Torrecillas Title: Director for EUROACE Office: C/Colón, 18, 7ºA Email: isabel@euroace.net Telephone: 0034-963-155-702 Fax:  <b>ACADEMIC UNIT CONTACT</b> Name: Isabel Torrecillas Title: Director for EUROACE Office: C/Colón, 18, 7ºA Email: isabel@euroace.net Telephone: 0034-963-155-702 Fax:
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### V. Terms of Agreement

1. 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. This agreement can be renewed with a discussion between the parties, an updating of contacts, and new signatures. A termination of the agreement will not affect persons who have already begun the program under its provisions.
2. Matters not provided in this agreement shall be decided by mutual agreement between the two institutions.
3. Modifications of this agreement shall be made in the form of a written addendum signed by both parties. Nothing in the above agreement shall be construed as being legally binding.
4. 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

for Euroace, S. L.

  
Barry Dunn, President

\_\_\_\_\_  
Isabel Torrecillas, Director

  
Date:

\_\_\_\_\_  
Date:



**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**  
**Consent**

**AGENDA ITEM: 4 – G (4)**

**DATE: March 28-30, 2017**

\*\*\*\*\*

**SUBJECT: Agreements on Academic Cooperation – USD**

The University of South Dakota seeks approval to enter into the following agreements:

1. Academic Cooperation with Friedrich Schiller University, Jena (Attachment I)
  - *Note: This would be a renewal of a previous agreement*
2. Academic Cooperation with Pázmány Péter Catholic University (Attachment II)

The agreements result in the opportunity for joint research, faculty collaboration, and potential student exchange. In both agreements, participants would remain students of their home institution through the period of the exchange and thus are responsible for payment of tuition and fees to their home institution. All expenses, including tuition, fees, living and incidental expenses shall be borne by the participating students.

\*\*\*\*\*

**DRAFT MOTION 20170328\_4-G(4):** I move to approve the renewal of the agreement on academic cooperation between the University of South Dakota and Friedrich Schiller University, Jena; and approve USD's new agreement with Pázmány Péter Catholic University.

**AGREEMENT ON ACADEMIC COOPERATION  
BETWEEN  
THE UNIVERSITY OF SOUTH DAKOTA  
AND  
THE FRIEDRICH SCHILLER UNIVERSITY, JENA**

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, The University of South Dakota (USD) and the Friedrich Schiller University (FSU Jena), 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.
- Article 2. The institutions agree to exchange research papers, teaching materials, syllabi, curricula, as well as exhibitions and other materials, as appropriate, illustrating the activities and achievements of both institutions.
- Article 3. The institutions agree to exchange students and faculty members.
- Article 4. The institutions agree, as appropriate, to help faculty member of both parties conduct joint research projects.
- Article 5. The area of exchange shall cover academic disciplines to be determined and negotiated by both parties.
- Article 6. The area of exchange, to the extent feasible, shall include the exchange of students for internship programs.

**II. Exchange of Students.**

- Article 7. Participants remain students of the home institution throughout the period of the exchange.
- Article 8. The total number of students exchanged per year will be determined by mutual agreement of the two institutions. It is expected that efforts will be made to have equal numbers of students exchanged from each institution over the period this agreement is valid.
- Article 9. Students will only be accepted on a non-degree basis.
- Article 10. Each institution shall be responsible for the selection of students participating in the exchange with academic excellence being the primary criterion for the

selection. A further criterion is the student's perceived ability to deal effectively with the challenges of the exchange situation. Exchange candidates will be nominated by their home institution and approved by the host institution.

Article 11. Exchange students will pay the tuition to the home institution.

Section A. Students from FSU Jena studying at USD will pay all applicable special discipline **and course fees**, incidental fees, the International Student Fee, and appropriate room and board fees. A list of these fees may be found at: <http://www.usd.edu/financial-affairs/business-office/tuition-and-fees/fees>.

Section B. Students from FSU Jena that enroll in a self-support course (i.e. online, distance education, **and remedial courses, such as Math 095 and English 032**) at USD will pay all self-support tuition and delivery fees associated with the course.

Section C. Student from USD studying at FSU Jena will pay the semester contribution, German health insurance fees, and appropriate room and board fees.

Section D. Students from USD that enroll in a complementary course (such as extra language or sports course) at FSU Jena will pay all tuition fees associated with the course.

Article 12. Exchange students are responsible for paying their own housing accommodations and meals throughout the exchange.

Article 13. Exchange students are responsible for all travel costs and any incidental costs/fees at the host institution. **This also involves administrative charges that cannot be waived due to legal requirements.**

Article 14. All exchange students are required to carry adequate health insurance during the period of exchange, and show proof thereof. All students studying at USD will be required to purchase the Board of Regents mandated insurance for the entire term of study upon arrival. Students studying at FSU Jena are required to purchase German health insurance; ~~public insurance if they are under 30 years. Otherwise, they will purchase private insurance.~~ It is recommend that international students also purchase worldwide travel insurance to cover extra costs, e.g. for repatriation, **if not included in the mandated health insurance policy.**

Article 15. Exchange students are responsible for purchasing books and other academic supplies.

Article 16. Academic credits received by the students will be recognized by each university. Academic transcripts will be provided to the home institution upon completion of the students' period of study at the host institution.

Article 17. Exchange students will pre-register for courses at the host university with the guidance and advice of their academic advisors. Each institution undertakes to provide information on courses, including course descriptions and syllabi/course handbooks.

Article 18. Exchange students will be free to choose courses from the full range of courses available at the host institution, provided that they satisfy the individual course prerequisites, and that space is available.

Article 19. Participants in the exchange must have their proposed program of studies at the host institution approved by their home institution prior to the exchange.

Section A. Students participating in the exchange must maintain full-time enrollment for the duration of the exchange. The host institution agrees to stay in contact with the students for the duration of the exchange. Monitoring the participation of students in their course of study is incumbent upon the course instructors and not the International Office, and enrollment and participation is ultimately the responsibility of the student. However, if the International Office of the host institution finds out that a student drops below full-time enrollment, withdraws from the program or otherwise fails to make satisfactory progress toward completion of course work, or when a student is in danger of being dismissed from the program, the International Office of the host institution will inform the home institution immediately. For these purposes, USD considers full-time enrollment as 12 U.S. credits, which may include both on-campus and distance delivery courses.

Article 20. Students will be assigned an advisor for academic, social and practical matters by the host institution. Academic and/or attendance problems will be dealt with by the host institution for the duration of the exchange.

Article 21. Exchange students will abide by the rules and regulations formally documented by the host institution and be subject to all due processes in the enforcement of said rules and regulations.

### **III. Exchange of Faculty.**

Article 22. Both institutions shall encourage the exchange of faculty members who may conduct research, teach classes, deliver lectures, or give special programs such as workshops. Activities will be negotiated prior to the exchange.

Article 23. Both institutions shall provide, as appropriate, a list of members of the faculty interested in and qualified for the exchange. The number of exchange faculty

members shall be determined by the two institutions. A final decision on accepting a visiting faculty member rests with the host institution. The term of the exchange shall be negotiated and determined by the needs of the two institutions.

- Article 24. The cost of salaries and other fringe benefits shall be the responsibility of the home institution.
- Article 25. Housing costs, cost of traveling, health insurance and other incidental costs are the responsibility of the individual faculty member.
- Article 26. Both institutions shall assist the exchange faculty members in locating funds from various international scholar programs or such individual granting agencies as are available.
- Article 27. Each institution shall provide support to exchange faculty members to locate suitable housing.
- Article 28. Participation of exchange faculty members in conferences shall be the responsibility of the host institution to the same extent as its own faculty.
- Article 29. Host institutions shall offer opportunities for visiting faculty to integrate fully into the life of the community, including invitations to campus-based professional development opportunities.
- Article 30. Faculty members and administrators of both institutions are welcome to make professional visits to their sister campus for familiarization with their counterparts and possible development of mutually beneficial programs.
- Article 31. Exchange faculty will abide by the rules and regulations formally documented by the host institution for all faculty members.

#### **IV. Joint Research Activities, Publications and Other**

- Article 32. The two institutions agree to undertake joint academic research, deploying their faculty members and facilities and drawing upon the strength of respective experiences in overseas programs.
- Article 33. Both institutions agree to discuss other proposals relating to future collaborations and exchange, including the possibility of brief exchange visits, joint publication of research, and other similar projects as appropriate.

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## V. Appointment of Coordinators

Article 34. Each institution shall designate an individual who will serve as coordinator for this agreement. The coordinator will be responsible for coordinating the specific aspects of the program as well as advising and assisting students.

The following individuals at each institution will be responsible for coordinating this exchange:

<p>The University of South Dakota</p> <p><b>OUTGOING STUDENTS</b>  Name: Virginija Wilcox  Title: Coordinator for Academic Engagement  Office: Center for Academic and Global Engagement  Email: <a href="mailto:Virginija.Wilcox@usd.edu">Virginija.Wilcox@usd.edu</a>  Telephone: 605-677-3970  Fax: 605-677-8848</p> <p><b>INCOMING STUDENTS/RENEWAL CONTACT</b>  Name: Patrick Morrison  Title: Assistant Director of Int'l Student Services  Office: International Office  Email: <a href="mailto:Patrick.Morrison@usd.edu">Patrick.Morrison@usd.edu</a>  Telephone: 605-658-6219  Fax: 605-677-8848</p>	<p>The Friedrich Schiller University, Jena</p> <p>Name: Jana Blumenstein  Title: Study Abroad Coordinator (Outgoing for US)  Office: International Office  Email: <a href="mailto:jana.blumenstein@uni-jena.de">jana.blumenstein@uni-jena.de</a>  Telephone: +49-3641-931165  Fax: +49-3641-931168</p>
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## VI. Terms of Agreement

Article 35. The individuals in the positions listed above agree to respond to inquiries and correspondence from the partner institution in a timely and efficient manner.

Article 36. 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 37. Matters not provided in this agreement shall be decided by mutual agreement between the two institutions.

Article 38. Modifications of this agreement shall be made in the form of a written addendum signed by both parties.

~~Article 39. Nothing in the above agreement shall be construed as being legally binding.~~



Article ~~40~~<sup>39</sup>. 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 USD. Termination for any of these reasons is not a default by USD nor does it give rise to a claim against USD.

*In the spirit of international friendship and cooperation, we hereby set our signatures:*

for the University of South Dakota

for the Friedrich Schiller University, Jena

\_\_\_\_\_  
James W. Abbott, President

\_\_\_\_\_  
[Prof. Dr. Walter Rosenthal](#)

\_\_\_\_\_  
Date:

\_\_\_\_\_  
Date:

**AGREEMENT ON ACADEMIC COOPERATION  
BETWEEN  
THE UNIVERSITY OF SOUTH DAKOTA  
AND  
THE PÁZMÁNY PÉTER CATHOLIC UNIVERSITY**

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, The University of South Dakota (USD) and the Faculty of Humanities and Social Sciences of the Pázmány Péter Catholic 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.
- Article 2. The institutions agree to exchange research papers, teaching materials, syllabi, curricula, as well as exhibitions and other materials, as appropriate, illustrating the activities and achievements of both institutions.
- Article 3. The institutions agree to exchange students and faculty members.
- Article 4. The institutions agree, as appropriate, to help faculty member of both parties conduct joint research projects.
- Article 5. The area of exchange shall cover academic disciplines to be determined and negotiated by both parties.
- Article 6. The area of exchange, to the extent feasible, shall include the exchange of students for internship programs.

**II. Exchange of Students**

- Article 7. Participants remain students of the home institution throughout the period of the exchange.
- Article 8. The total number of students exchanged per year will be determined by mutual agreement of the two institutions. It is expected that efforts will be made to have equal numbers of students exchanged from each institution over the period this agreement is valid.
- Article 9. Students will only be accepted on a non-degree basis.

- Article 10. Each institution shall be responsible for the selection of students participating in the exchange with academic excellence being the primary criterion for the selection. A further criterion is the student's perceived ability to deal effectively with the challenges of the exchange situation. Exchange candidates will be nominated by their home institution and approved by the host institution.
- Article 11. Exchange students will pay tuition, if any, to the home institution.
- Section A. Students from the Faculty of Humanities and Social Sciences of the Pázmány Péter Catholic University studying at USD will pay all applicable special discipline and course fees, the International Student Fee, and appropriate room and board fees. A list of these fees may be found at: <http://www.usd.edu/financial-affairs/business-office/tuition-and-fees/fees>.
- Section B. Students from the Faculty of Humanities and Social Sciences of the Pázmány Péter Catholic University that enroll in a self-support course (i.e. online, distance education, and remedial courses, such as Math 095 and English 032) at USD will pay all self-support tuition and delivery fees associated with the course.
- Section C. Exchange students are responsible for all travel costs and any incidental costs/fees at the host institution.
- Article 12. Exchange students are responsible for paying their own housing accommodations and meals throughout the exchange.
- Article 13. All exchange students are required to carry adequate health insurance during the period of exchange, and show proof thereof. All students studying at USD will be required to purchase the Board of Regents mandated insurance for the entire term of study upon arrival.
- Article 14. Exchange students are responsible for purchasing books and other academic supplies.
- Article 15. Academic credits received by the students will be recognized by each university. Academic transcripts will be provided to the home institution upon completion of the students' period of study at the host institution.
- Article 16. Exchange students will pre-register for courses at the host university with the guidance and advice of their academic advisors. Each institution undertakes to provide information on courses, including course descriptions and syllabi/course handbooks.

Article 17. Exchange students will be free to choose courses from the full range of courses available at the host institution, provided that they satisfy the individual course prerequisites, and that space is available.

Article 18. Participants in the exchange must have their proposed program of studies at the host institution approved by their home institution prior to the exchange.

Section A. Students participating in the exchange must maintain full-time enrollment for the duration of the exchange. The host institution agrees to monitor the participation of students in its programs and inform the home institution immediately if a student drops below full-time enrollment, withdraws from the program or otherwise fails to make satisfactory progress toward completion of course work, or when a student is in danger of being dismissed from the program. For these purposes, USD considers full-time enrollment as 12 U.S. credits, which may include both on-campus and distance delivery courses.

Article 19. Students will be assigned an advisor for academic, social, and practical matters by the host institution. Academic and/or attendance problems will be dealt with by the host institution for the duration of the exchange.

Article 20. Exchange students will abide by the rules and regulations formally documented by the host institution and be subject to all due processes in the enforcement of said rules and regulations.

### **III. Exchange of Faculty**

Article 21. Both institutions shall encourage the exchange of faculty members who may conduct research, teach classes, deliver lectures, or give special programs such as workshops. Activities will be negotiated prior to the exchange.

Article 22. Both institutions shall provide, as appropriate, a list of members of the faculty interested in and qualified for the exchange. The number of exchange faculty members shall be determined by the two institutions. A final decision on accepting a visiting faculty member rests with the host institution. The term of the exchange shall be negotiated and determined by the needs of the two institutions.

Article 23. The cost of salaries and other fringe benefits shall be the responsibility of the home institution.

Article 24. Housing costs, cost of traveling, health insurance and other incidental costs are the responsibility of the individual faculty member.

Article 25. Both institutions shall assist the exchange faculty members in locating funds from various international scholar programs or such individual granting agencies as are available.

- Article 26. Each institution shall provide support to exchange faculty members to locate suitable housing.
- Article 27. Participation of exchange faculty members in conferences shall be the responsibility of the host institution to the same extent as its own faculty.
- Article 28. Host institutions shall offer opportunities for visiting faculty to integrate fully into the life of the community, including invitations to campus-based professional development opportunities.
- Article 29. Faculty members and administrators of both institutions are welcome to make professional visits to their sister campus for familiarization with their counterparts and possible development of mutually beneficial programs.
- Article 30. Exchange faculty will abide by the rules and regulations formally documented by the host institution for all faculty members.

#### **IV. Joint Research Activities, Publications and Other**

- Article 31. The two institutions agree to undertake joint academic research, deploying their faculty members and facilities and drawing upon the strength of respective experiences in overseas programs.
- Article 32. Both institutions agree to discuss other proposals relating to future collaborations and exchange, including the possibility of brief exchange visits, joint publication of research, and other similar projects as appropriate.

#### **V. Appointment of Coordinators**

- Article 33. Each institution shall designate an individual who will serve as coordinator for this agreement. The coordinator will be responsible for coordinating the specific aspects of the program as well as advising and assisting students.

The following individuals at each institution will be responsible for coordinating this exchange:

<p>The University of South Dakota</p> <p><b>PRIMARY CONTACT/INCOMING STUDENTS</b>  Name: Patrick J. Morrison, J.D.  Title: Assistant Director for International Student Services  Office: International Office  Email: patrick.morrison@usd.edu  Telephone: 605-658-6219  Fax: 605-677-8848</p> <p><b>OUTGOING STUDENTS</b>  Name: Virginija Wilcox  Title: Coordinator for Academic Engagement</p>	<p>Faculty of Humanities and Social Sciences of the  Pázmány Péter Catholic University</p> <p>Name: Gábor Weszprémy  Title: Faculty Erasmus Coordinator  Office: International Office  Email: weszpremy.gabor@btk.ppke.hu  Telephone: +36-1-327-59-12</p>
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Office: Center for Academic and Global Engagement Email: <a href="mailto:Virginija.Wilcox@usd.edu">Virginija.Wilcox@usd.edu</a> Telephone: 605-677-3970 Fax: 605-677-8848	
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Article 34. 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 35. 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 36. Matters not provided in this agreement shall be decided by mutual agreement between the two institutions.
- Article 37. Modifications of this agreement shall be made in the form of a written addendum signed by both parties.
- Article 38. Nothing in the above agreement shall be construed as being legally binding.
- Article 39. 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 USD. Termination for any of these reasons is not a default by USD nor does it give rise to a claim against USD.

*In the spirit of international friendship and cooperation, we hereby set our signatures:*

for the University of South Dakota

for the Pázmány Péter Catholic University

\_\_\_\_\_  
James W. ABBOTT, President

\_\_\_\_\_  
Dr. SZUROMI Szabolcs, DSc., President

\_\_\_\_\_  
Date:

\_\_\_\_\_  
Date:

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**  
**Consent**

**AGENDA ITEM: 4 – H**

**DATE: March 28-30, 2017**

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**SUBJECT: Memorandum of Understanding – USD & LERN**

The University of South Dakota is seeking to enter in a Memorandum of Understanding (MOU) with the Learning Resources Network (LERN). This MOU establishes a partnership to jointly provide USD Master of Arts in Educational Administration with a specialization in Adult and Higher Education (Attachment I). This degree combines the academic, theoretical, and research findings of adult and continuing education with the practical application of the responsibilities and duties of adult and higher education administrators. In keeping with good practices in contractual arrangements involving university courses and programs, this agreement assures that it is the organization carrying regional accreditation (The University of South Dakota) which extends the degree.

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**DRAFT MOTION 20170328\_4-H:** I move to approve the Memorandum of Understanding between the University of South Dakota and the Learning Resources Network (LERN).

**Learning Resources Network and The University of South Dakota**

**Master of Arts in Education Administration  
Adult and Higher Education Emphasis**

**Memorandum of Understanding  
Among:**

Learning Resources Network (referred to as LERN)  
P.O. Box 9  
River Falls, WI 54022

The University of South Dakota (referred to as USD)  
414 E. Clark Street  
Vermillion, SD 57069

**1. Introduction**

This Memorandum of Understanding (MOU) establishes a partnership to jointly provide The University of South Dakota (USD) Master of Arts in Educational Administration with a specialization in Adult and Higher Education. This degree combines the academic, theoretical, and research findings of adult and continuing education with the practical application of the responsibilities and duties of adult and higher education administrators. In keeping with good practices in contractual arrangements involving university courses and programs, this agreement assures that it is the organization carrying regional accreditation (The University of South Dakota) which extends the degree.

**2. Background on the Parties:**

- a) The Learning Resources Network (LERN) is the world's largest association in continuing education and lifelong learning, offering information and consulting expertise to providers of continuing education and customized training. Founded in 1974, LERN is the largest adult and continuing education association in the world, with more than 4,000 members in 16 countries. LERN also is the largest provider of education for administrators of continuing education programs in the world, serving more than 3,000 administrators a year.
- b) Founded in 1862, USD is designated as the only public liberal arts university in the state and is home to a College of Arts and Science, a School of Education, a School of Business and the state's only School of Law, School of Medicine, and College of Fine Arts. USD has an enrollment of approximately 9,900 students.

### 3. Partnership Qualities and Contributions

- a) LERN will provide:
  - i. The ability to identify potential students and market the degree.
  - ii. Professional curriculum with proven strategies, techniques and research applications.
  - iii. Quality instructors for recommendation and approval that meet USD graduate faculty status requirements.
  - iv. Select courses which are pre-approved by USD for university credit submitted three months prior to the course start date.
- b) USD will provide:
  - i. Online curriculum in adult learning theory, teaching of adult continuing education and administration, and adult education research
  - ii. Quality faculty.
  - iii. Review of the credentials of LERN's recommended faculty and assure that the faculty meets the requirements of USD by experience, academic qualifications, and training.
  - iv. Review and approval of the courses and course content sponsored by LERN to USD's quality assurance process.
  - v. The systematic process and oversight for advertisement and recruitment, admission, appointment of faculty, content review and rigor of courses, evaluation of student work, and the awards of the degree
  - vi. An appointed representative to work with LERN to meet student and LERN needs
  - vii. Transcription of university credits to students who have been recruited and accepted to the program through LERN and who have successfully completed the courses sponsored by LERN and approved for University credit.

### 4. The Curriculum, Courses and Credit

- a) USD will award the degree and carries full responsibility for the degree.
- b) The program will be governed by the policies of the Division of Educational Leadership of USD and the South Dakota Board of Regents including BOR Policy 2:13 as amended per previous agreement and good practices in contractual arrangements with organizations not accredited by a regional institutional accreditation association.
- c) The degree will consist of 33 graduate credit hours.
  - i. LERN educational content will comprise a maximum of 15 of the 33 graduate hours.
- d) Degree requirements are summarized in the following two tables:

## Degree Completion Plan

(33 total graduate credit hours, 15 credits of USD courses include LERN course content)

### Online Core Requirements

(all students must complete the core)

Prefix/Number	Title	Hr.	Course Rotation	Delivery Method
AHED 701	Adult Learning Theory	3	Every Fall	USD/Online
AHED 710	Sociology of Adult Education	3	Every Spring	USD/Online
AHED 752	College and University Administration	3	Every Spring	USD/Online
AHED 775	Trends & Issues in Training & Development	3	Every Fall	USD/Online
EDER 761	Research Methods in Education	3	Every Semester	USD/Online
<b>Elective Courses</b> (Choose one of the following, 3 hours)				
AHED 553	Organizational Transition and Change Management	3	Every Summer	USD/Online
AHED 730	Community College	3	Every Summer	USD/Online
AHED 735	Instructional Strategies for Adult Education	3	Every Fall	USD/Online
AHED 740	Continuing Education	3	Every Spring	USD/Online
AHED 765	Distance Learning	3	Fall Odd Years	USD/Online
AHED 780	Advanced Instructional Design	3	Spring Even Years	USD/Online
AHED 792	Adult Development & Aging	3	Spring Odd Years	USD/Online

### \*USD/LERN Required Courses<sup>1</sup> (15 hrs)

(15 credit hours chosen from the following)

Prefix/Number	Title	Hr.	Course Rotation
AHED 790 (Required)	Program Management Institute (Certified Program Planner)	3	LERN
<b>Choose from the following (11 hrs)</b>			
AHED 790	LERN Online Courses and Institutes	1-3	LERN
AHED 790	LERN Face to Face Institutes	3	LERN

**Please Note:** If students expect LERN courses to apply to the USD degree, they must apply for full admission to the Graduate School prior to enrollment in the 10<sup>th</sup> credit hour.

<sup>1</sup> The “790” course number is used for special topic courses in the Regental system and students are expected to complete a sequence of special topic courses to meet the 15 credit hour requirement for degree completion. Examples of special topic courses using the “790” course number at USD include: Advanced Programming Institute; Advanced Teaching Online; CE and Credit Institute; Certificate in Blended Instruction; Certificate in Data Analysis; Certificate in Teaching Adults; Certified Faculty Developer Training; Certified Program Planner, etc.

*\*Beginning July 2017, only USD/LERN courses carrying the AHED prefix will be included in the program.*

- e) USD courses will be provided online providing the ability for students to study anytime, anywhere.
  - f) All coursework to be considered for the degree must be completed not more than seven years before the date of graduation.
  - g) New workshops/institutes will be approved through the established process for externally funded courses to USD's quality assurance process.
5. Admissions, Advising, and General Administration:
- a) Persons will be admitted to the program according to USD graduate admissions policies and this agreement, a maximum 15 of USD/LERN credits as identified in this agreement, will be accepted toward the M.A. in Educational Administration/Adult and Higher Education Specialization. Students must apply to the USD Graduate School online at: <http://www.usd.edu/gradsch/admissions.cfm>
  - b) New students who meet admissions requirements may be admitted each term (summer, fall, spring) and special sections of USD/LERN cohorts may be developed if student demand warrants.
  - c) Each party may inform the other of its intention to withdraw from this agreement by giving advance notice of six months; all formally accepted students into the program will be permitted to complete their degrees.
  - d) Each party will identify a contact person to handle inquiries from prospective students.
    - o USD will assign: Andrew Nilges, Coordinator, Customized and Professional Education, Division of Continuing Education
    - o LERN will assign: Julie Coates, Vice President for Information Services
  - e) USD will send a representative to the LERN annual convention to provide prospective students with information.
  - f) USD will designate a faculty advisor for each student admitted to the program. Dr. Susan Santo, Division of Educational Leadership, will serve as the official faculty advisor for The University of South Dakota.
6. Coordination and Communication:
- a) Each party will designate at least one and not more than three persons to serve on a coordination committee.



- b) The purpose of the degree program coordination committee will be to advance the LERN/USD relationship and realize success of the master's program and to provide direction concerning program management.
- c) The program coordination committee will meet at least once annually at the LERN annual convention and at other times at the request of either party.

7. Registration Logistics:

- a) LERN will provide the following information to the above identified USD representative at least three months prior to the start of each LERN Institute:
  - o Course Prefix, Title, Dates and Credit Hour
  - o Instructor of Record/resume
  - o Location
  - o Syllabus
- b) USD representative will facilitate required approval and prepare each course for web registration.
- c) LERN students will register for each course via USD/CDE website; <http://www.usd.edu/online-edad-lern>.
- d) Instructor of record for the respective LERN Institute will be responsible to submit grades electronically via an official grade roster provided by the USD representative.
- e) USD will provide to LERN the names of the students who graduate from the program each semester, and a summary of the program activity annually for discussion at the annual face-to-face meeting.

8. Financial Agreement:

- a) Students enrolled in the courses offered by USD will be charged the graduate credit self-support rate as established annually by the BOR (currently at \$442.05 per credit hour for 2016-17 with typical increases of under 5%). New rates will take effect on the same schedule as other USD courses.
- b) Students will directly pay to USD the graduate self-support tuition rate and will be billed online by USD as per established policy.
- c) Students will directly pay to USD the externally funded tuition rate (\$40.00 per credit hour for 2016-17) for all USD/LERN credits applicable to this agreement.
- d) USD will provide transcription functions of the LERN credit.
- e) USD will be responsible for the costs of admissions processing, advising, course development, delivery, and instruction. LERN will be responsible for the costs of providing course information to USD and the cost of delivering the agreed upon workshops. Each party will be responsible for the travel costs of its representatives.

9. Student Services:

- a) USD will provide typical services online, including registration and payment for courses.

## 10. Marketing:

- a) LERN will provide marketing information on its web site and link to the USD web site.
- b) USD will provide marketing information on its web site and link to the LERN web site.
- c) All parties will approve the content of marketing materials content distributed and used by any party.
- d) The cost of marketing materials may be shared if appropriate for specified marketing items if financially possible and beneficial to both parties. Each party may decide whether to contribute to marketing costs.

11. Any dispute resolution or litigation will take place within the State of South Dakota and will be governed by and subject to South Dakota law.

12. This agreement will be reviewed annually and revised as needed. Continual renewal will be in effect until such time either party provide notice of termination. At the time of notice, currently admitted and enrolled students will be provided the opportunity to complete the degree.

13. This Agreement depends upon the continued availability of appropriated funds and expenditure authority from the Legislature for this purpose. If for any reason the Legislature fails to appropriate or grant expenditure authority or funds become unavailable by operation of law or federal funds reductions, this Agreement will be terminated by the University of South Dakota. Termination for any of these reasons is not a default by the University of South Dakota nor does it give rise to a claim against the University of South Dakota.

The above items have been agreed to by LERN and USD as documented in signature by the representatives identified and signed below.

---

William A. Draves  
President  
Learning Resources Network

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Date

---

James W. Abbott  
President  
The University of South Dakota

---

Date

Cc

9/6/2016

USD/LERN/MOU

Dr. James Moran, Provost and V.P. for Academic Affairs  
Dr. Michael Card, Associate Provost and Dean, Distance Education  
Dr. Ranjit Koodali, Dean, Graduate School  
Dr. Donald Easton-Brooks, Dean, School of Education  
Dr. Karen Card, Chair, Educational Leadership  
Dr. Deb Gearhart, Director of Operations, Distance Education

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**  
**Consent**

**AGENDA ITEM: 4 – I**

**DATE: March 28-30, 2017**

\*\*\*\*\*

**SUBJECT: Naming Requests – SDSU & USD**

South Dakota State University has submitted a request seeking authorization to rename the Department of Communication Studies and Theatre to the Department of Communication Studies. The supporting letter outlining this request is provided in Attachment I. SDSU is also requesting to change the name of their Division of Performing Arts to School of Performing Arts (see Attachment II). This request has been vetted through the campus as well and is submitted with full support from the institution. This will not result in new administrative costs; the projections are that, over time, efficiencies will be realized which should actually reduce administrative costs.

The University of South Dakota has submitted a request seeking authorization for the development of an Interprofessional Health Education Center (IHEC). The Center will support SDBOR Strategic Plan Goal 2: Academic Quality and Performance, specially preparing health and human service graduates with the skills to contribute to state and national efforts to improve healthcare by engaging in interprofessional collaborative practice. The Center will also align with the University's Strategic Plan by expanding interdisciplinary research, scholarship, and creative work, as well as graduating globally aware students. Supporting documentation for this request is provided in Attachment III. USD has also submitted a request seeking authorization to rename the Department of Earth Sciences and Physics, within the College of Arts & Sciences, to the Department of Physics. The supporting letter outlining this request is provided in Attachment IV.

\*\*\*\*\*

**DRAFT MOTION 20170328\_4-I:** I move to approve 1) SDSU's request to rename the Department of Communication Studies and Theatre to the Department of Communication Studies; 2) SDSU's request to rename their Division of Performing Arts to School of Performing Arts; 3) USD's request to develop a University of South Dakota Interprofessional Health Education Center (IHEC); and 4) USD's request to rename the Department of Earth Sciences and Physics, within the College of Arts & Sciences, to the Department of Physics.



South Dakota  
State University

RECEIVED

DEC 13 2016

SDSU President's Office

Office of Academic Affairs  
Provost and Vice President for Academic Affairs  
Box 2201  
SDSU  
Brookings, SD 57007-2098  
Phone: 605-688-4173

December 13, 2016

To: Dr. Barry H. Dunn, President *BHD*

From: Dr. Dennis D. Hedge, Interim Provost & VPAA *DH*

I have received a request from Dean Dennis Papini to rename the Department of Communication Studies and Theatre to the Department of Communication Studies. This change of name will coincide with the relocation of theatre programs and faculty into the proposed School of Performing Arts. South Dakota State University faculty, following thorough review, have determined that the proposed changes will benefit SDSU's students by strengthening academic programs.

I am supportive of the requested change to the Department of Communication Studies effective July 1, 2017. The original request from the College of Arts and Sciences is attached to this memo. If you approve, I would request that we forward this to the Board of Regents for approval at their next meeting.

Please let me know if you need additional information.

*I approve of this change  
of name. Barry H Dunn  
12-21-16*



South Dakota  
State University

College of Arts and Sciences  
Office of the Dean

Wagner Hall 251, Box 2275A  
South Dakota State University  
Brookings, SD 57007-0094  
Phone: 605-688-4723  
Fax: 605-688-6750

December 1, 2016

Provost Hedge:

The College of Arts and Sciences proposes to rename the Department of Communication Studies and Theatre, effective July 1, 2017. The revised name will be the **Department of Communication Studies**. This change will coincide with the relocation of theatre faculty and programs into the proposed School of Performing Arts.

Sincerely,

Dennis Papini  
Dean, College of Arts & Sciences



**School of Performing Arts**  
**Including programs in Music, Theatre, and Dance**

**College of Arts and Sciences**  
**South Dakota State University**

January, 2017

The Faculty of Performing Arts and the Dean of the College of Arts and Sciences request that the Division of Performing Arts be formally recognized as a School of Performing Arts, located in the College of Arts and Sciences, effective July 1, 2017.

The mission of the School will be to foster opportunities for creativity, performance, and both artistic and intellectual understanding through the study and practice of performing arts within contemporary and historical cultures. Mindful of the University's Land Grant mission, it strives to provide outreach and engagement that create meaningful connections among students, the University, and the broader community. The School of Performing Arts will promote the public good through experiential opportunities in educational, creative, and research activities. This request strengthens the performing arts and paves the way for accreditation of the theatre program alongside continued accreditation of the School's music programs.

The College of Arts and Sciences seeks to revitalize liberal arts education at South Dakota State University. Academic realignment that nurtures collaboration between naturally allied disciplines can advance this goal by strengthening curricular and co-curricular programs. The Division of Performing Arts was formed on July 1, 2016 and charged with composing the infrastructure for an eventual School. Faculty and administrative leaders within the Division spent much of the last year developing the School's governance structure and exploring potential curricular revisions.

The School of Performing Arts will include all programs in music, theatre, and dance at SDSU. Music programming is currently housed in the Department of Music, with theatre and dance residing in the Department of Communication Studies and Theatre. These programs will move from their current departments, into the School of Performing Arts. (Programs in communication studies are being moved into a proposed Division of Communication and Journalism; the department will be renamed as the Department of Communication Studies in the interim).

While the Faculty of Performing Arts does not propose new academic programs at this time, it does recognize great potential in the formation of the School. This unit will occupy an expanded Performing Arts Center which is scheduled to be completed in 2018. When finished, this facility will include a 1000-seat concert hall, an 850-seat proscenium theatre, a 225-seat recital hall, and a 200-seat studio theatre, along with faculty offices, classrooms, practice rooms, and other space. Bringing theatre, music, and dance together into the one of the

largest buildings of its kind in the region will markedly enhance the prominence of the performing arts at the University and within the state. Students and audiences alike will benefit from additional opportunities for hands-on engagement. This reorganization will also allow the School to take full advantage of the efficiencies of being under one roof: a particular room can host a dance class in the morning, an acting class in the afternoon, and a band practice in the evening, for example. The ability to manage this facility jointly will help all three programs make best use of the resources they have been allocated.

This request advances the goals articulated in the University's strategic plan (IMPACT 2018), as well as that of the College of Arts and Sciences:

- IMPACT 2018 Goal 1: Academic Excellence. Promote academic excellence through quality programs, engaged learners and an innovative teaching and learning environment.

Students in the School of Performing Arts will enjoy highly-integrated academic and co-curricular programs, all in an unrivaled facility. All majors in the School will achieve or maintain national accreditation.

- IMPACT 2018 Goal 2: Research & Innovation. Generate new knowledge, encourage innovations and promote artistic and creative works that contribute to the public good and result in social, cultural or economic development for South Dakota, the region, the nation and the world.

The School will emerge as a regional center for the performing arts. It will serve the people of South Dakota and the upper Midwest through its mission of cultural enrichment.

- IMPACT 2018 Goal 3: Outreach. Extend the reach and depth of the University by developing strategic programs and collaborations.

The theatre, music, and dance programs at SDSU comprise 19 faculty members and about 200 students who currently teach, learn and perform without the benefit of collaboration. Joining these programs together increases their visibility and allows them to extend their reach further beyond campus.

- IMPACT 2018 Goal 4: High-Performing University. Secure human and fiscal resources to ensure high performance through enhanced financial, management and governance systems.

The programs represented within the School share a common set of academic and space-related needs. Under unified leadership, the School can operate more efficiently.

This request has been thoroughly reviewed and approved at South Dakota State University by the faculty and leadership in the College of Arts and Sciences, Academic Affairs Committee, Faculty Senate, Provost, and President.



January 4, 2017

Dr. Michael Rush  
SD Board of Regents  
306 East Capitol Avenue, Suite 200  
Pierre, SD 57501

Dear Dr. Rush,

On behalf of the University of South Dakota, I am pleased to request Board of Regents approval for the development of an Interprofessional Health Education Center.

The USD Interprofessional Health Education Center will support South Dakota Board of Regents Strategic Plan Goal 2: Academic Quality and Performance, specifically preparing health and human service graduates with the skills to contribute to state and national efforts to improve healthcare by engaging in interprofessional collaborative practice. The Center will also align with the University's Strategic Plan by expanding interdisciplinary research, scholarship, and creative work, as well as graduating globally aware students.

The establishment of the Interprofessional Health Education Center will move USD's School of Health Sciences into the national realm, as we seek to be a nationally-recognized leader in interprofessional health sciences' education.

The attached proposal outlines the operational aspects of the proposed Center. Please feel free to contact me if you have questions or need additional information.

Sincerely,

A handwritten signature in black ink that reads 'James W. Abbott'.

James W. Abbott  
President

## **USD Interprofessional Health Education Center**

### Introduction:

The University of South Dakota requests approval for a University of South Dakota Interprofessional Health Education Center (IHEC). The Center supports South Dakota Board of Regents Strategic Plan Goal 2: Academic Quality and Performance; specifically preparing health and human service graduates with the skills to contribute to state and national efforts to improve healthcare by engaging in interprofessional collaborative practice. The function of the Center includes to:

- Coordinate and support for USD interprofessional health education;
- Educate and train scholars, faculty, students and community partners in the areas of interprofessional education and educational scholarship;
- Provide opportunities for research and the dissemination of scholarly information in Interprofessional Education (IPE);
- Provide workshops, seminars, mentorship and training in the area related to IPE and interprofessional collaborative health care;
- Support the goals of the South Dakota Interprofessional Practice and Education Collaborative (SD-IPEC is explained in #6 on page 2 of this proposal) to "foster an atmosphere of creative dialogue to facilitate the growth of Interprofessional activities between education, practice and community";
- Provide opportunities for interprofessional collaborative health care practice for faculty and students in Health Affairs (HA).

The University does not request new State resources to establish or operate the proposed center. The director(s) of the Center would report to the School of Health Sciences Dean. The director(s) will have responsibility for oversight of the Center's activities and will be the University's liaison to the SD-IPEC, other universities, and SD healthcare partners serving in an advising capacity (see organizational chart). The Leadership Team is composed of HA IPE leaders and the advisory board is composed of SD health care practice leaders and health care education leaders.

This Center is aligned with two of the University's strategic plan goals i.e.: Research, Scholarship and Creative Work, Goal #1 "Focus on Interdisciplinary research, scholarship and creative work"; and, Liberal Arts and Learning Goal #2 "Graduate Globally Aware students," in that interprofessional scholarship and global service learning are strategic initiatives of IHEC.

The Center is aligned with Sanford School of Medicine Strategic Themes II: Increase the number of students and clinical faculty participating in research and scholarly activity; and, III: Increase institutional diversity and inclusive excellence.

The Center is exemplarily aligned with the School of Health Sciences (SHS) Vision "To be a nationally-recognized leader in interprofessional health sciences' education." IHEC will move the SHS into the national realm.

Background: It is the University of South Dakota's intention to create the Interprofessional Health Education Center (IHEC), to provide the needed infrastructure to expand and further develop HA IPE activities. A description of the historical evolution of IPE at USD provides the rationale for the Center.

1. An "Interprofessional Day" at which students have worked together in collaborative teams, has been in existence at USD since 1999. Initially seven (7) disciplines, involving 121 students participated, increasing to include 14 disciplines and 460 students learning from each other, with each other and about collaborative care. This event has evolved to be inter-institutional, with pharmacy and nutrition students from SDSU also participating in this event.
2. In the past 5 years, interprofessional education has expanded to include specific accreditation standards for health care educational programs, with the onus on the program to demonstrate their students are ready for collaborative healthcare practice.
3. The departments within HA have designated IPE Champions comprising the Leadership Team (see Organizational Chart), meeting regularly to foster IPE activities that are meaningful educational experiences. Over the past 3 years, planning retreats have transpired, workgroups have developed encompassing strategic themes, and scholarly products have been produced.
4. The SSOM Parry Center for Clinical Skills and Simulation has trained in the past 3 years over 558 students from 5 health disciplines in interprofessional collaborative practice.
5. The SHS Nursing Center for Simulation and Interprofessional Education in Lee Medical Building is a state of the art hospital simulation area that has educated 4 health disciplines and 257 students since opening August 2014.
6. USD is the lead institution on the South Dakota Interprofessional Education Collaborative MOA with the National Center for Interprofessional Education and Research. In August 2016, SD-IPEC received national recognition for its efforts in bridging institutions that educate health care workers with leaders in the health care systems in SD.
7. The Interprofessional Health Education Center (IHEC) will provide the infrastructure necessary to assess student learning in IPE and link to collaborative practice in health care settings.

### Mission

The Interprofessional Health Education Center is aligned with the SHS Vision "To be a nationally-recognized leader in interprofessional health sciences' education," by developing scholars, practitioners and leaders in Interprofessional education and human services and healthcare delivery; educating and professionally developing students with the clinical expertise to provide Interprofessional collaborative care.

The Center will work closely with other SDBOR universities as academic partners as well as with the SD-IPEC to fully utilize the resources within the regental system. Additionally, the Center will work to partner with state public and private health systems to provide education and training in Interprofessional collaborative care directed to support individuals and families in a variety of healthcare settings. Global Interprofessional care of persons in underserved areas will also be a focus of the Center. Five strategic initiatives have been developed: 1) Curriculum; 2) Faculty Development; 3) Scholarship; 4) Service Learning; and, 5) Simulation. The Center will disseminate outcomes to local, national and international audiences.

### Goals

1. Enhance student learning and lifelong career development of health and human service professionals, to incorporate Interprofessional and collaborative care practices;
2. Realign existing efforts and resources to establish, evaluate and sustain the linkage between Interprofessional education and collaborative practice in the region;
3. Foster faculty development opportunities in Interprofessional education;
4. Expand service learning opportunities for students to engage in and experience Interprofessional, culturally competent care with underserved patients;
5. Encourage and support scholarship related to Interprofessional education and Interprofessional collaborative practice.

### Structure

The director(s) of IHEC will report to the Dean of the School of Health Sciences of the University of South Dakota. The director (s) will be responsible for the oversight of the Center's activities and will serve as the liaison between the University's faculty, the Center, other universities and community healthcare partners. A combination of USD faculty, staff and work study students will work together to develop and support a center that will provide education and training, and support scholarship in the area of IPE and Interprofessional collaborative practice.

### Staffing

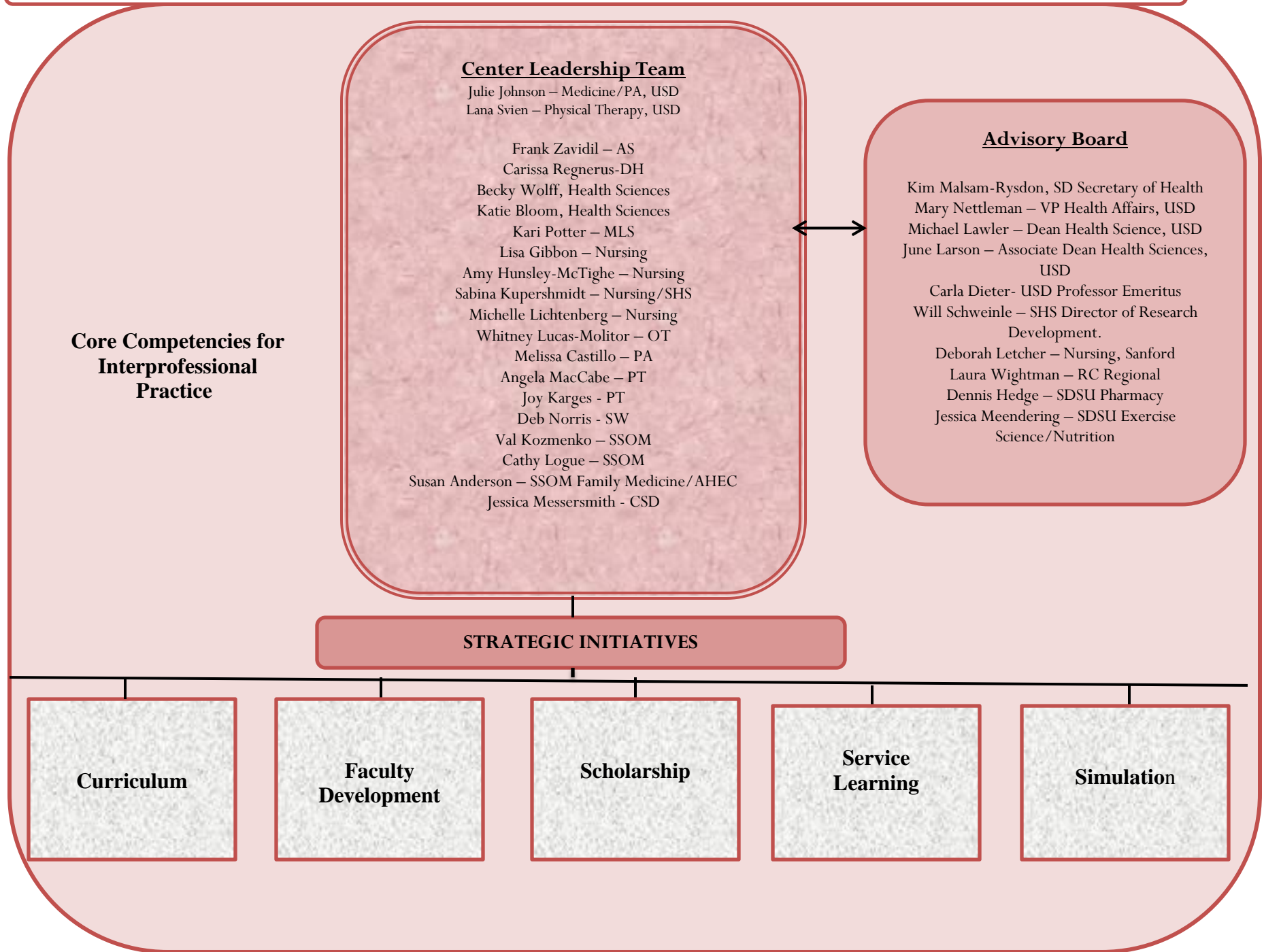
Julie Johnson, MD, Associate Professor and Lana Svien PhD, PT, Professor will serve as the Center founding directors (each 10% effort) as it develops and establishes a funding stream, with administrative support provided by School of Health Sciences Dean's office. IHEC will evaluate staffing requirements annually and provide a report to SHS Dean.

Dr.'s Johnson and Svien are the co-chairs of the SD-IPEC, furthering the collaborative efforts in IPE within the state of South Dakota.

### Funding and Facilities

No funding is being requested from the South Dakota Board of Regents. Funding will be sought through partnership contracts and grants. Space has been identified to house the Center in Andrew Lee Medical building, Julian Hall and the Sanford Sports Complex.







February 14, 2017

Dr. Paul D. Turman  
System Vice President for Academic Affairs  
South Dakota Board of Regents  
306 East Capitol Avenue  
Pierre, SD 57501

**RE: USD Department name change request – “Earth Sciences and Physics” to “Physics”**

Dear Dr. Turman,

In accordance with Board policies 2:14 “Campus Organizational Structure” and 1:6 “Appointment, Authority, and Responsibilities of Presidents and Superintendents”, I ask you to request Board approval to rename the Department of Earth Sciences and Physics, within the College of Arts & Sciences, to the Department of Physics.

After academic program review, review of our mission, and review of strategic initiatives, administration and faculty have determined that these changes would appropriately identify, update, and distinguish areas of study. These changes would enhance our efforts to market our programs and to prepare professionals for a wide variety of career path opportunities. We would request that these changes be effective as of April 1, 2017 so we can use the new Department names in the recruitment of new faculty members and new students.

Thank you for your consideration and support of this request.

Sincerely,

Jim Moran  
Provost and Vice President of Academic Affairs

JM/lk

cc: Matthew Moen, Dean, College of Arts & Sciences  
Kurt Hackemer, Interim Dean, College of Arts & Sciences

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**  
**Consent**

**AGENDA ITEM: 4 – J**

**DATE: March 28-30, 2017**

\*\*\*\*\*

**SUBJECT: Student Organization Award Winners for 2016**

Each institution has chosen its own organizational recipient in the categories of Academic Excellence, Community Service, and Organizational Leadership.

**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	South Dakota Educational Association
DSU	Phi Beta Lambda Business Club
NSU	Speech & Debate Team
SDSM&T	American Chemical Society
SDSU	Sigma Alpha
USD	Speech & Debate Team

**Community Service Award**

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 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	Thompson Diversion Program
DSU	The Alliance at DSU
NSU	Collegians in Christ's Service, Lutheran Campus Ministry
SDSM&T	Alpha Omega Epsilon
SDSU	SDSU Love Your Campus Crew
USD	Pi Kappa Alpha Fraternity (PIKE)

(Continued)

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**DRAFT MOTION 20170328\_4-J:** I move to accept the recommendations offered by each institution for student organization awards and announce the names of the award winners.

**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	Campus Activities Board – Activity Grants Committee
DSU	Computer Club
NSU	Korean Student Association
SDSM&T	Robotics Team
SDSU	American Pharmacists Association – Academy of Student Pharmacists
USD	Women in STEM (Science, Technology, Engineering, and Mathematics)

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**  
**Consent**

**AGENDA ITEM: 4 – K**

**DATE: March 28-30, 2017**

\*\*\*\*\*

**SUBJECT: DSU Naming Request – The Courtyard Hall & Learning Engagement Center**

Dakota State University (“DSU”) requests authorization to name the former Madison Community Hospital facility “The Courtyard Hall & Learning Engagement Center.” The building is currently being renovated, and will be utilized as a residence hall and a centralized space for student services programs and offices.

Board Policy 1:27 requires Board approval of names of all new or existing campus facilities costing more than \$250,000. In cases such as this where the building is not being named for an honoree, the Board still must grant its approval to make sure that the name is appropriate.

The naming of the building will be effective immediately, and the duration of the name is for the lifetime of the building. The new residence hall, “The Courtyard Hall,” will have single and double occupancy rooms, as well as semi-suite style apartments. The residence hall will also feature an open air courtyard in the center portion of the building which will provide the residents with their own recreation area, outdoor fireplace, multiple seating options, and small gathering spaces for special events.

“The Learning Engagement Center” (LEC) in the lower level of the facility will house the Student Success, Career Services, International Programs, and Diversity and Inclusion departments. In addition to these existing programs, the LEC will provide space for the programs and staff funded by the recently awarded Title III grant. The existing departments are currently spread out across campus, and in some cases located in areas that are not highly visited by students. The LEC will enhance the services offered by each of these departments because of the proximity to each other and will all be located in an area of campus that is central to student life.

\*\*\*\*\*

**DRAFT MOTION 20170328\_4-K:** I move to approve Dakota State University’s request to name the former Madison Regional Hospital facility “The Courtyard Hall & Learning Engagement Center”.



## 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: March 3, 2017

Name of Institution: Dakota State University

Current Name: NA

Proposed Name: The Courtyard Hall & Learning Engagement Center

Effective Date and Duration of Proposed Name: Effective immediately; duration of naming is the lifetime of the building.

Location on Campus: Former Madison Community Hospital facility which is currently being renovated.

Purpose of Facility, Space, or Program to be Named: Residence Hall and centralized space for a variety of student services programs/offices.

Rationale for Proposed Name (Include in the space below, or attach documentation):

See attached document.



**Authorization for Use of Name**

I, the undersigned, authorize the use of my name for the proposed naming request specified above.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
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 involving 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.

  
\_\_\_\_\_  
President/Superintendent Signature

3-13-17  
\_\_\_\_\_  
Date

In December 2015, Dakota State University purchased the former Madison Regional Hospital property adjacent to the DSU campus. It was determined that the best use for this facility, based on the needs of the campus and the functionality of the building, was to renovate the upper level into a new residence hall and the lower level into space for student services. DSU requests authorization to name this building The Courtyard Hall and Learning Engagement Center.

While the facility is one building, it is comprised of two distinctly different purposes. This naming will allow for the building to be referenced as one facility – The Courtyard Hall & Learning Engagement Center – and separately as each component.

The new residence hall will have single and double occupancy rooms, as well as semi-suite style apartments. One of the unique features of the new residence hall is a 5,033 sq. ft. open air courtyard in the center portion of the building. The courtyard is a unique space on the campus as it will provide the residents with their own recreation area, outdoor fireplace, multiple seating options, and small gathering spaces for special events. The courtyard area is the centerpiece of the new hall, and will be one of the main attractions for the residents.

The Learning Engagement Center (LEC) in the lower level of the facility will house the following departments:

- Student Success
- Career Services
- International Programs
- Diversity and Inclusion

In addition to these existing programs, the LEC will provide space for the programs and staff funded by the recently awarded Title III grant.

The existing departments are currently spread out across campus, and in some cases located in areas that are not highly visited by students. The Learning Engagement Center will enhance the services offered by each of these departments because of the proximity to each other, as well as being in an area of campus that is central to student life. This will truly be a space where students engage in many out of class learning opportunities.

**SOUTH DAKOTA BOARD OF REGENTS**

**Budget & Finance**  
**Consent**

**AGENDA ITEM: 4 – L**

**DATE: March 28-30, 2017**

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**SUBJECT: Maintenance and Repair Projects**

According to BOR Policy 6:6 Maintenance and Repair, projects not on an approved listed estimated to cost more than \$250,000 must be submitted for Board approval. Any changes, other than funding realignments and transfers, over \$250,000 to an approved project must be submitted for BOR approval. Below is the list of projects submitted by the Regental institutions.

**Black Hills State University** requests approval of the following item:

**Lyle Hare Stadium Artificial Turf Replacement:** BHSU is requesting approval of a project to replace the artificial turf football field and fencing at Lyle Hare Stadium. The field was installed in 2012. Its current condition requires replacement prior to the 2017 football season to ensure player safety. The soil base beneath the field is unstable causing an uneven playing surface. The project will remove and dispose of the current turf and drain mat along with 8,500 cubic yards of existing infill material, approximately 34 inches deep. The new synthetic turf base will include a sand and stone base and a drainage system. A new 70,000 square foot turf will be installed on the new base. The estimated cost of the project is \$1.4 million and will be paid from realignment of existing HEFF and M&R Fee resources. Projects that will be delayed to accomplish this project include window and door replacement at the Donald E. Young Center and air conditioning at the gymnasium and the Facilities Services building.

**Northern State University** requests approval of the following item:

**Practice Field Construction:** NSU requests approval for the construction of a practice football field. The current practice field is located along State Street on the east side of campus at the site that has been selected as the location for the NSU Regional Science Education Center. This site is not large enough to accommodate both the practice football field and the Regional Science Education Center. The proposed practice football field is a grass field that will be built east of Jerde Hall on the field currently used for soccer practice. The soccer competition field adjacent to the practice field will then be used for both practice and competition. The source of

(Continued)

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**DRAFT MOTION 20170328\_4-L:** I move to approve the requested maintenance and repair projects as described in this item and approved by the executive director.

funding for this \$550,000 project will be off-campus tuition and previously collected university support fees (USF).

**South Dakota School of Mines & Technology** requests approval of the following item:

**Emergency Water Heater Replacement:** SDSM&T was given emergency approval to replace the water heater tank (1060 gallons) that serves both Howard Peterson Hall and Surbeck Center as it sprung a leak on March 5, 2017, leaving the buildings without hot water. The valves also did not allow for the second tank to be isolated to be able to run. After investigation, the inside of the tank was found to be completely corroded. A contractor was brought in for emergency services to get the water heater back online because it serves the student center including dining and an entire residence hall. The other tank also has signs of leaking. These tanks must be replaced this summer in an emergency project to ensure hot water is available to these buildings. Funding for this \$300,000 project will come from realigning FY17 auxiliary funds.

**O'Harra Stadium Track & Field Upgrades:** This project includes replacement of the O'Harra track and field, digital billboard/signage improvements, fencing upgrade, and lighting upgrades to improve the complex. The city of Rapid City is providing \$1,897,604 in Vision funds and the Rapid City area schools are providing \$300,000 to complete the projects at an estimated total cost of \$2,197,604. The stadium is used by the local high schools and other entities. The estimated cost of the track and field upgrades is \$1,400,000 and will be completed using the NJPA purchasing contract the summer of 2017 so the materials are already ordered. The fencing updates are estimated at \$130,000. The digital billboard/signage improvements and any lighting or other upgrades, as funding permits, will be completed with the remaining \$667,604.

**South Dakota State University** requests approval of the following items:

**Campus Parking Lot Resurface (Lot 158, east of Binnewies and Young Halls):** Repairing and resurfacing a portion (about 1/3) of the large parking lot (2,485 parking spaces) east of Binnewies and Young Halls will included milling the edges of the parking lot near curbs, repairing potholes, and adding an asphalt overlay to the existing surface. This parking lot is reserved for student residents parking in the southeast quadrant of the campus. Parking revenues will fund this \$300,000 project. The resurfacing would be designed by a civil engineering firm or by SDSU Facilities and Services. The project would be completed through competitively bid maintenance contracts available to SDSU and constructed by the lowest responsible bidder. SDSU Facilities and Services may provide parking lot striping.

**Crothers Engineering Hall:** A donation of \$400,000 from the SDSU Foundation will be used to remodel the office suite of the Dean of the College of Engineering. The work will involve interior remodeling and conversion of the existing suite into a new floor plan and room arrangement of the Dean's office, Assistant Dean's office, three support staff offices, one receptionist area and waiting area, one support space, and a storage room. The project scope includes modifications to the corridor outside of the Dean's office as well as new furnishings for the suite. The project will be designed and constructed by SDSU Facilities and Services

professional and construction trades staff. Some HVAC and sprinkler piping work will be accomplished through maintenance contracts or competitively bid construction proposals for specific trades or materials.

**Natural Resources Research Support Facility:** This \$300,000 project for the design and construction of a new research support facility at the Wildlife Experiment Station was approved at the October 4-6, 2016, Board meeting and during the 2017 legislative session. This building is to replace the existing building that was destroyed by fire early in 2016. The 4,000 sf building will be built as a pre-engineered wood frame building, insulated, and heated. It will include a unisex restroom facility. Plumbing and electrical utilities will be required. The project will be specified and planned by SDSU Facilities and Services staff, and constructed by the SDSU Facilities and Services construction and maintenance shop personnel with service maintenance contract personnel as needed.

**Parking Lot Construction (Stanley Marshall Center):** A 375-425 space parking lot would be constructed where the current Warren Williamson intramural fields are located to serve the public venues in this quadrant of campus (i.e. Performing Arts Center, Stanley Marshall Center, Dana J. Dykhouse Stadium, and University Student Union.). This parking lot will include peripheral concrete walks and an extension of the plaza outside of Frost Arena to facilitate pedestrian traffic across 16<sup>th</sup> Avenue. Some storm drainage work may be required. This parking lot would have multiple uses as campus parking for commuters and staff in addition to the public event parking. Donations in the amount of \$775,000 and parking and traffic revenue in the amount of \$200,000 will fund this \$975,000 project.

**Wagner Hall Nursing Research Grant Office Suite Renovation (Rooms 335 and 335A):** This project includes design and renovation of rooms 335 and 335A on the third floor nursing office suite in Wagner Hall. Demolition work in the 1,080 sf office suite will include selective removal of existing walls, ceilings, and finishes. New construction work will include walls, ceilings, doors, finishes, plumbing modifications to remove a small sink, HVAC, lighting, and electrical wiring. Funding for this \$285,000 project will be from indirect funds.

**SOUTH DAKOTA BOARD OF REGENTS**

**Planning and Resources Development**

**AGENDA ITEM: 5 – B (1)**

**DATE: March 28-30, 2017**

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**SUBJECT: Student Organization Awards – BHSU**

**BHSU Award for Academic Excellence: South Dakota Educational Association**

The purpose of the South Dakota Education Association is to provide professional development opportunities to education students at BHSU. In addition to several service projects undertaken by the association this year, the group has offered motivational talks at its meetings and then discussed how these concepts could be implemented into the students' future classrooms. Through the professional development series, the group brings all the grade levels together to provide a safe teaching community for BHSU education students and others interested in the subject matter.

**BHSU Award for Community Service: Thompson Diversion Program**

The purpose of the Thompson Diversion Program, named after the student leader who established it, Brittany Thompson, is to teach BHSU students to learn from their mistakes through restorative justice. This new program uses the nationally recognized SD Teen Court Program as a model, providing BHSU students the opportunity to take accountability for their actions, to learn from the experience, and make a difference in the community. As a brief description, the Thompson Diversion Program applies to students who are cited for either consumption or possession as a minor and the citation is their first offense. Students must enroll for the program and be approved by the Lawrence County state's attorney's. Once accepted, students attend a hearing in which their case is heard by a jury of their peers. Throughout the hearing, students are questioned by student defense attorneys and prosecutors. Once the jury has heard all of the necessary information, they create an individualized set of sanctions including community service, educational activities, and exercises in accountability to be completed by the student participant within an allotted period of time. Once the sanctions have been completed, the participants' citation are dismissed. In effect, successful completion of the program provides students a clean slate.

**BHSU Award for Organizational Leadership: Campus Activities Board – Activity Grants Committee**

Just in its second year of existence, the Activity Grants Committee allocates programming funds and resources to recognized BHSU student organizations. It was established to provide more programmatic advice and leadership to student groups in addition to allocating funds, which was previously done by the Student Senate. In addition to allocating funds, it focuses on ensuring successful programs and increasing BHSU student retention. The committee serves all student organizations which impacts the entire campus community.

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**INFORMATIONAL ITEM**

The BHSU Student Organization Awards will be presented at the meeting

## **SOUTH DAKOTA BOARD OF REGENTS**

### **Planning and Resource Development**

**AGENDA ITEM: 5 – B (2)**

**DATE: March 28-30, 2017**

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#### **SUBJECT: Student Organization Awards – SDSM&T**

##### **SDSM&T Award for Academic Excellence: American Chemical Society (ACS)**

The American Chemical Society's provides a platform for students to cultivate their passion for chemistry. ACS members cultivate a community of learning through their many on-campus demonstrations of which the most significant show is the Mythbusters presentation, which offers mind boggling chemistry experiments. ACS also puts on similar shows for local schools. Both demonstrations always leave students spellbound and excited for STEM pursuits. ACS also provides volunteer tutors for students having academic difficulty. Tutoring classes foster a community of academic success by allowing students to help their peers come to a greater understanding of the concepts.

##### **SDSM&T Award for Community Service: Alpha Omega Epsilon**

Alpha Omega Epsilon is a professional and engineering sorority composed of female engineering and technical science students. The sorority emphasizes professionalism, leadership, friendship, and sisterhood while promoting ideals and objectives that further the advancement of female engineers and technical scientists. The sisters of Alpha Omega Epsilon understand and appreciate the importance of community service and modeling effective leadership in and away from school. They are dedicated in their mission to serve others, give back, and in turn appreciate the experiences they gain.

##### **SDSM&T Award for Organizational Leadership: Robotics Team**

The Robotics Team, a multidisciplinary team that focuses on building land competition vehicles, has demonstrated exceptional organizational leadership with the FIRST Lego League (FLL) Rapid City Qualifier. FLL is an activity for teams of students who are 9-14 years. The teams design and build their LEGO Mindstorm robot to complete as many missions as possible within a 2.5 minute period. This provides a great opportunity for middle school aged student to learn about technology while also developing their communication and teaming skills. For the past six years, the SDSM&T Robotics Team has had up to a dozen members volunteer as Robot Game Refs and Robot Design Judges for the Rapid City Qualifier. Because the qualifier is normally held the first weekend in December around finals, Robotics Team members are challenged to coordinate their time with studies and to volunteer. Over the past six years, there have been over 450 middle school participants that have been positively impacted by the contributions of the Robotics Team.

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#### **INFORMATIONAL ITEM**

The SDSMT Student Organization Awards will be presented at the meeting



**SOUTH DAKOTA BOARD OF REGENTS**

**Planning and Resource Development**

**AGENDA ITEM: 5 – E**

**DATE: March 28-30, 2017**

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**SUBJECT: Interim Actions of the Executive Director**

**Maintenance and Repair Projects**

**South Dakota State University**

**Antelope Experiment Station:** SDSU requested to replace three to five miles of pasture fencing and complete general repairs on farm facilities that are part of the Antelope Experiment Station. The funding for this \$101,800 project will come from FY18 AES Pesticide Fee revenue in the amount of \$66,800 and FY17 AES Pesticide Fee revenue in the amount of \$35,000. The work within this project will not require design services. It will be completed through a combination of competitive proposals, purchase order procedures, and agency labor.

**Campus Parking Lot Resurface (Lot 164, north of Ag Engineering and Briggs Library):** The scope of this project includes milling the edges of the parking lot near curbs, repairing potholes, and adding an asphalt overlay to the existing surface of the parking lot located north of the Ag Engineering building and Briggs Library. The funding source for this \$165,000 project will be parking and traffic revenue. The resurfacing would be designed by a civil engineering firm or by SDSU Facilities and Services. The project would be bid and constructed by the lowest responsible bidder. SDSU Facilities and Services may provide parking lot striping.

**Campus Parking Lot Resurface (Lot 165, east of Horticulture-Forestry Building):** Using \$75,000 of parking and traffic revenue, this project will include milling the edges of the parking lot near curbs, repairing potholes, and adding an asphalt overlay to the existing surface to the parking lot located east of the Horticulture and Forestry building (Lot 165). The resurfacing would be designed by a civil engineering firm or by SDSU Facilities and Services. The project would be bid and constructed by the lowest responsible bidder. SDSU Facilities and Services staff may provide the parking lot striping.

**Campus-Wide Fiber Upgrade:** This project includes full design and construction to upgrade the campus fiber optic network cabling campus-wide. Design and bidding will be completed by SDSU Facilities and Services staff, engineering work will be awarded to the lowest responsible bidder. Technology fees will be used to pay for this \$80,000 project.

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**INFORMATIONAL ITEM**

**Local Foods Education Center:** This project includes full design and construction of an ornamental fence around the Local Foods Education Center site. The fence will be located to the east of Medary Avenue and adjacent to the North Head House on the main campus of SDSU. Design will be completed by SDSU Facilities and Services staff. Construction will be publicly bid and awarded to the lowest responsible bid. Funding for this \$95,000 project will be paid using \$60,000 donated by the SDSU Foundation and \$35,000 from the College of Ag and Bio fees.

**McFadden Biostress Lab:** SDSU requested to use \$5,000 of FY17 Facilities and Services operations and maintenance funds and \$65,000 of recovered facilities and administration funds for the full design and construction to replace the vacuum pump serving McFadden Biostress building vacuum system. Design will be completed by SDSU Facilities and Services Engineering and Planning staff. Construction will be completed through the standing mechanical contract.

### **Prefix Proposals**

#### **SOUTH DAKOTA STATE UNIVERSITY**

*New Prefix:*

- PRAG – Precision Agriculture

*Authority to Utilize:*

- BLAW – Business Law
- DSCI – Decision Science
- FIN – Finance
- HRM – Human Resource Management
- MKTG – Marketing

#### **UNIVERSITY OF SOUTH DAKOTA**

*New Prefixes:*

- BLAW – Business Law
- DSCI – Decision Science
- FIN – Finance
- KSM – Kinesiology and Sport Management
- MGMT – Management
- MKTG – Marketing

*Authority to Utilize*

- HRM – Human Resource Management

*Deleted Prefix*

- KSS – Human Resource Management

## **Curriculum Proposals**

### **BLACK HILLS STATE UNIVERSITY**

#### *New Course Requests*

- ACCT 454 Advanced Auditing and Assurance
- AIS/POLS 450/550 American Indians and Their Lands
- POLS 312 Public Opinion and Polling
- POLS 345 Model United Nations
- POLS 401 United States Institutions
- POLS 471 Theories of the State
- HIST/POLS 376 Democracy and Democratization
- POLS 319 Civic Engagement and Activism
- POLS 470 Contemporary Debates in Political Thought

#### *Revised Course Requests: Common*

- EXS/HIM 130 Basic Medical Terminology
- CHRD/HMS 351 Medical and Vocational Case Management

#### *Authority to Offer an Existing Common Course*

- CHRD/HMS 351 Medical and Vocational Case Management
- POLS 263 Introduction to Political Theory
- SOC 307 Research Methods I
- SOC 308 Research Methods II

### **NORTHERN STATE UNIVERSITY**

#### *New Course Requests*

- MICR 433/433L Medical Microbiology/Lab
- DRED 560 Driver and Traffic Safety Education
- DRED 580 Methods of Teaching Driver's Education
- PE 467/567 Event Planning and Program Development
- BIOL 283/283L Biology of Beer

#### *Authority to Offer an Existing Common Course*

- MATH 095 Pre-College Algebra

### **SOUTH DAKOTA SCHOOL OF MINES AND TECHNOLOGY**

#### *New Course Requests*

- MEM 640 Advanced Mine Management

- PHYS 764 Physics of Neutrinos
- GEOE 462/462L/562/562L Well Log Analysis/Laboratory

## SOUTH DAKOTA STATE UNIVERSITY

### *New Course Requests*

- RECR 750 Foundations of Sport and Recreation Administration
- RECR 760 Advanced Sport and Recreation Marketing
- RECR 762 Ethics in Sport and Recreation

### *Revised Course Requests*

- MLS 101 Introduction to the Army and Critical Thinking
- MLS 102 Foundations of Agile and Adaptive Leadership
- MLS 201 Leadership and Decision Making
- MLS 202 Army Doctrine and Team Development
- PE 772 Financial Aspects of Sport Management

## UNIVERSITY OF SOUTH DAKOTA

### *New Course Requests*

- FAMP 857 Rural Health and the Inter-professional Collaboration
- FAMP 816 Native American Healthcare
- PHIL/CLHU/ENGL 477/577 Philosophy and Tragedy
- ANTH 340 Introduction to Forensic Anthropology

### *Revised Course Requests*

- BADM 334 Small Business Management
- BADM 351 Business Law
- BADM 407/507 International Business
- BADM 411/511 Finance
- BADM 412/512 Security Analysis
- BADM 413/513 Advanced Corporate Finance
- BADM 415/515 Financial Institutions
- BADM 416/516 Commercial Bank Management
- BADM 431/531 Risk Analysis and Insurance
- BADM 433/533 Real Estate
- BADM 457/557 Business Ethics
- BADM 458 International Business Law
- BADM 467/567 Labor-Management Relations
- MATH 102 College Algebra
- MATH 103 Quantitative Literacy

- MATH 104 Finite Mathematics
- MLS 101 Introduction to the Army and Critical Thinking
- MLS 102 Foundations of Agile and Adaptive Leadership
- MLS 201 Leadership and Decision Making
- MLS 202 Army Doctrine and Team Development

<b>Reduced Tuition Externally Sponsored Courses For March 2017 Board of Regents</b>						
Institution	Course Number and Title	Credit	Dates Offered	Location	Funding Source	Date Approved
NSU	BIOL 101/L: Biology Survey I & Lab	4	1/9/17-5/5/17	Huron Community Campus	Huron Community Campus	12/1/2016
NSU	EDER 761: Graduate Research & Design	3	1/9/17-5/5/17	Huron Community Campus	Huron Community Campus	12/1/2016
NSU	HIST 122: Western Civilization II	3	1/4/17-5/19/17	T.F. Riggs High School, Pierre, SD	T.F. Riggs High School, Pierre, SD	12/1/2016
NSU	HIST 151: United States History I	3	1/9/17-5/5/17	Huron Community Campus	Huron Community Campus	12/1/2016
NSU	HIST 152: United States History II	3	1/5/17-5/18/17	Aberdeen Central High School	Aberdeen Central High School	12/1/2016
NSU	POLS 100: American Government	3	1/9/17-5/5/17	Huron Community Campus	Huron Community Campus	12/1/2016
NSU	PSYC 221: Lifespan Development Psychology	3	1/9/17-5/5/17	Huron Community Campus	Huron Community Campus	12/1/2016
SDSU	HIST 152: United States History II	3	1/3/17-5/19/17	Madison High School	Madison High School	12/1/2016
USD	EDFN 101: Exploring the Teaching Profession	1	9/6/17-12/13/17	Online	Bush Grant	12/1/2016
USD	POLS 722: Budgetary and Fiscal Management	3	3/27/17-3/31/17	Vermillion, SD	Governor's Office/Governor's Leadership	12/1/2016
USD	SPED 493/593: Deaf-Blind Education Modules 1-4	1 or 2	1/8/17-5/9/17	Online	SDDOE	12/1/2016
USD	SPED 493/593: Deaf-Blind Education Modules 5-8	1 or 2	1/8/17-5/9/17	Online	SDDOE	12/1/2016
USD	SPED 493/593: Deaf-Blind Education Modules 9-11 & 13	1 or 2	1/8/17-5/9/17	Online	SDDOE	12/2/2016

## Interim Actions of the Executive Director

March 28-30, 2017

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USD	SPED 493/593: Deaf-Blind Education Modules 19,22,25 & 26	1 or 2	1/8/17-5/9/17	Online	SDDOE	12/1/2016
USD	SPED 593: Functional Sign Language II	1	2/2/17-4/17/17	Online	SDDOE	12/1/2016
BHSU	ED 592: Leadership Strategies to Enhance Student Learning	3	1/9/17-5/5/17	Oglala Lakota County School District	Oglala Lakota County School District	12/13/2016
BHSU	ED 669: Translating Theory into Practice: Physical Science	2	1/9/17-5/5/17	Chamberlain, SD	Title II Grant	12/13/2016
BHSU	ED 671: Assessment for School Mathematics	2	1/9/17-5/5/17	Various SD Locations	SD Counts	12/21/2016
NSU	EDAD 700: Models of Educational Leadership	3	1/9/17-5/5/17	Huron Community Campus	Huron Community Campus	12/21/2016
NSU	EDFN 592: Special Topics: The Energy Bus	1	1/3/17-5/1/17	Webster High School	Webster High School	12/21/2016
NSU	HIST 152: United States History II	3	1/11/17-5/24/17	Watertown High School	Watertown High School	12/21/2016
USD	ELED 792: Reading Recovery II	3	1/2/17-5/15/17	Lincoln Public Schools, Lincoln, NE	Lincoln Public Schools, Lincoln, NE	12/21/2016
USD	ELED/SEED 592: Administrative Support Series	1	1/9/17-5/15/17	Pierre, SD	SDDOE	12/21/2016
USD	ELED/SEED 592: PBL Academy I: Introduction to Project Based Learning	1	6/12/17-6/16/17	New Tech High School, Sioux Falls, SD	Sioux Falls School District	12/21/2016
USD	ELED/SEED 592: PBL Academy II: Deep Dive into Project Based Learning	1	6/14/17-6/16/17	New Tech High School, Sioux Falls, SD	Sioux Falls School District	12/21/2016
BHSU	INED 411/511: South Dakota Indian Studies	3	1/10/17-4/18/17	Pine Ridge, SD	Belle Fourche School District	12/27/2016
NSU	ELRN 750: Teaching & Learning with Digital Technology	3	1/9/17-5/5/17	Aberdeen Roncalli Catholic High School	Aberdeen Catholic School System	12/27/2016
NSU	MUS 100: Music Appreciation	3	1/9/17-5/5/17	Huron Community Campus	Huron Community Campus	12/27/2016
USD	EDFN 101: Exploring the Teaching Profession	1	1/16/17-5/5/17	Online	Bush Grant	12/27/2016
USD	TET 792: Advanced Teaching Online	1	2/6/17-3/3/17	Online	LERN	1/31/2017
USD	ELED/SEED 592: The Flipped Classroom	1	4/3/17-4/28/17	Online	LERN	1/31/2017

## Interim Actions of the Executive Director

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USD	ELED/SEED 592: Substitute Teacher Preparation	2	3/6/17-3/31/17	Online	LERN	1/31/2017
USD	ELED/SEED 592: Students with Autism Spectrum Disorder	1	3/6/17-3/31/17	Online	LERN	1/31/2017
USD	ELED/SEED 592: Social Media and Online Tools for K-12 Teachers	1	3/6/17-4/31/17	Online	LERN	1/31/2017
USD	ELED/SEED 592: Online Learning and Teaching for K-12 Teachers	1	3/6/17-3/31/17	Online	LERN	1/31/2017
USD	ELED/SEED 592: Generational Learning Styles for K-12 Teachers	1	4/3/17-5/7/17	Online	LERN	1/31/2017
USD	ELED/SEED 592: Gender in the Classroom for K-12 Teachers	1	3/6/17-3/31/17	Online	LERN	1/31/2017
USD	ELED/SEED 592: Developing Hybrid Courses	1	3/6/17-3/31/17	Online	LERN	1/31/2017
USD	ELED/SEED 592: Designing Online Instruction	1	2/6/17-2/17/17	Online	LERN	1/31/2017
USD	AHED 790: Social Media for Business Certification	3	2/6/17-5/5/17	Online	LERN	1/31/2017
USD	AHED 790: Marketing Institute	3	2/11/17-4/21/17	Online	LERN	1/31/2017
USD	AHED 790: Business Research Certificate Training	3	2/6/17-5/5/17	Online	LERN	1/31/2017
USD	AHED 790: Certificate in Blended Instruction	3	2/6/17-5/5/17	Online	LERN	1/31/2017
USD	AHED 790: Certificate in Data Analysis	3	2/6/17-5/5/17	Online	LERN	1/31/2017
USD	AHED 790: Certificate in Teaching Adults	2	2/6/17-3/31/17	Online	LERN	1/31/2017
USD	AHED 790: Certified Faculty Developer Training	3	2/13/17-4/21/17	Online	LERN	1/31/2017
USD	AHED 790: Certified Program Planner (CPP)	4	2/6/17-4/28/17	Online	LERN	1/31/2017
USD	AHED 790: Contract Training Institute	3	2/6/17-5/5/17	Online	LERN	1/31/2017
SDSU	EDAD 695: Practicum	1	5/30/17-7/20/17	Brookings Middle School Library	Brookings School District	1/31/2017
SDSU	EDAD 700: Introduction	3	5/30/17-7/20/17	Brookings Middle School Library	Brookings School District	1/31/2017



## Interim Actions of the Executive Director

March 28-30, 2017

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SDSU	EDAD 741: Community & Public Relations	3	5/30/17-7/20/17	Brookings Middle School Library	Brookings School District	1/31/2017
SDSU	EDAD 745: Effective Teaching	3	5/30/17-7/20/17	Brookings Middle School Library	Brookings School District	1/31/2017
NSU	MUS 592: Special Topics: Music Education Techniques	1	3/3/17-4/7/17	Huron High School	NSU Band Clinic	1/31/2017
USD	AHED 790: Digital Marketing Institute	3	2/6/17-4/6/17	Online	LERN	1/31/2017
USD	AHED 790: Executive Leadership Institute	3	2/6/17-3/31/17	Online	LERN	1/31/2017
USD	AHED 790: Fostering Online Discussion	1	3/6/17-3/31/17	Online	LERN	1/31/2017
USD	AHED 790: Management Certificate Training	3	2/6/17-3/31/17	Online	LERN	1/31/2017
USD	AHED 790: Operations Institute	3	2/6/17-4/14/17	Online	LERN	1/31/2017
USD	EDAD 792: Special Topics: Multicultural Seminar	1	6/7/17-6/9/17	Online	LERN	1/31/2017
USD	ELED/SEED 592: TIE Conference 2017	1	4/23/17-4/25/17	Rushmore Plaza Civic Center, Rapid City, SD	TIE	1/31/2017
USD	AHED 790: CE and Credit Institute	3	2/6/17-3/31/17	Online	LERN	2/1/2017
USD	AHED 790: Certificate in Programming Online	3	2/6/17-4/21/17	Online	LERN	2/2/2017
USD	ELED/SEED 592: How to Teach Readign: Core Sourcebook	1	2/6/17-4/12/17	Elk Point Jefferson School District	SDDOE	2/2/2017
USD	ELED/SEED 592: Understanding Data, Intervention Strategies, and Building a Problem Solving Model	1	2/3/17-5/1/17	Centerville School Distrcit	SDDOE	2/2/2017
USD	SPED 593: South Dakota Special Education Conference	2	3/21/17-5/1/27	Deadwood, SD	SDDOE	2/2/2017
BHSU	ED 621: Geometry and Measurement for K-12 Educators	2	5/8/17-8/18/17	Various SD Locations	SD Counts	2/27/2017
BHSU	ED 661: Understanding Student Thinking in Geometry and Measurement	2	5/8/17-8/18/17	Various SD Locations	SD Counts	2/27/2017
BHSU	ED 741: History of Rational Numbers: 3-8	2	5/8/17-8/18/17	Various SD Locations	SD Counts	2/27/2017

## Interim Actions of the Executive Director

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	Rational Number Concepts					
BHSU	ED 751: Leadership in School Mathematics	2	5/8/17-8/18/17	Various SD Locations	SD Counts	2/27/2017
USD	SPED 593: Autism Summer Institute (Box Elder)	2	6/12/17-6/23/17	Douglas School District, Box Elder, SD	SDDOE	2/27/2017
USD	SPED 593: Autism Summer Institute (Sioux Falls)	2	7/3/17-7/24/17	Sioux Falls, SD	SDDOE	2/27/2017
BHSU	ED 592: Teaching and Learning with Google	1	3/7/17-4/6/17	Spearfish Middle School	Spearfish School District	3/8/2017
SDSU	MUS 280: Explore Music in Western Europe	3	6/21/17-7/20/17	Various Locations in Europe	Ambassadors of Music College Credit	3/16/2017
USD	A&S 100: College Success Strategies	3	6/10/17-8/6/17	Crazy Horse Memorial	Crazy Horse Memorial Program	3/16/2017
USD	EXPL 394: Experiential Learning at Crazy Horse Memorial	3	6/10/17-8/6/17	Crazy Horse Memorial	Crazy Horse Memorial Program	3/16/2017
USD	MATH 102: College Algebra	3	6/10/17-8/6/17	Crazy Horse Memorial	Crazy Horse Memorial Program	3/16/2017
USD	NATV 194: Native Studies Internship	3	6/10/17-8/6/17	Crazy Horse Memorial	Crazy Horse Memorial Program	3/19/2017
USD	SPCM 101: Fundamentals of Speech	3	6/10/17-8/6/17	Crazy Horse Memorial	Crazy Horse Memorial Program	3/19/2017
USD	SPCM 587: Team Building and Group Decision Making	3	9/11/17-9/15/17	Cedar Shore Resort	Governor's Office/Governor's Leadership	3/19/2017
USD	ENG 283: Introduction to Creative Writing	3	5/15/17-8/4/17	Online	Jump Start	3/19/2017
USD	ENG 205: Business Writing	3	5/15/17-8/4/17	Online	Jump Start	3/19/2017
USD	ENG 210: Introduction to Literature	3	5/15/17-8/4/17	Online	Jump Start	3/19/2017
USD	ENGL 101: Composition I	3	5/15/17-8/4/17	Online	Jump Start	3/19/2017
USD	ENGL 370: Intensive Writing	3	5/15/17-8/4/17	Online	Jump Start	3/19/2017
USD	HSC 440: Major Issues in Health & Human Services	3	5/15/17-8/4/17	Online	Jump Start	3/19/2017
USD	MATH 102: College Algebra	3	5/15/17-8/4/17	Online	Jump Start	3/19/2017
USD	SOC 100: Introduction to Sociology	3	5/15/17-8/4/17	Online	Jump Start	3/19/2017

## Interim Actions of the Executive Director

March 28-30, 2017

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USD	HSC 310: Health Care Delibery	3	5/15/17-8/4/17	Online	Jump Start	3/19/2027
USD	HSC 350: Principles of Healthcare	3	5/15/17-8/4/17	Online	Jump Start	3/19/2027
USD	PHGY 220: Human Anatomy/Physiology I	4	5/15/17-8/4/17	Online	Jump Start	3/19/2027
USD	PHGY 220L: Human Anatomy/Physiology I Lab	0	5/15/17-8/4/17	Online	Jump Start	3/19/2027
USD	PHYS 185L: Introduction to Astronomy Lab	1	5/15/17-8/4/17	Online	Jump Start	3/19/2027
USD	PHYS 185: Introduction to Astronomy	2	5/15/17-8/4/17	Online	Jump Start	3/19/2027
SDSMT	CHEM 112L: General Chemistry I Lab	1	5/08/17-6/16/17	SDSMT	Jump Start	3/19/2027
SDSMT	CHEM 112: General Chemistry I	3	5/08/17-6/16/17	SDSMT	Jump Start	3/19/2027
SDSMT	CHEM 114: General Chemistry II	3	6/19/17-7/27/19	SDSMT	Jump Start	3/19/2027
SDSMT	CHEM 328: Organic Chemistry II	3	6/19/17-7/27/19	SDSMT	Jump Start	3/19/2027
SDSMT	ENGL 279: Technical Communications I	3	5/8/17-6/30/17	SDSMT	Jump Start	3/19/2027
SDSMT	ENGL 289: Technical Communications II	3	5/8/17-6/30/17	SDSMT	Jump Start	3/19/2027
SDSMT	IENG 302: Engineering Economics	3	6/5/17-7/28/17	SDSMT	Jump Start	3/19/2027
SDSMT	MATH 120: Trigonometry	3	6/5/17-7/28/17	SDSMT	Jump Start	3/19/2027
SDSMT	MATH 125: Calculus II	4	6/5/17-7/28/17	SDSMT	Jump Start	3/19/2027
SDSMT	MATH 321: Differential Equations	3	6/5/17-7/14/17	SDSMT	Jump Start	3/19/2027
SDSMT	PHYS 213: University Physics II	3	6/5/17-7/28/17	SDSMT	Jump Start	3/19/2027

**SOUTH DAKOTA BOARD OF REGENTS**

**Planning and Resource Development**

**AGENDA ITEM: 5 – F**

**DATE: March 28-30, 2017**

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**SUBJECT: BHSU Foundation Report**

Mr. Steve Meeker, BHSU Vice President of University Advancement, will provide an overview of the efforts undertaken by the BHSU Foundation to support the university. Attachments include the following:

1. BHSU Foundation Profile (Attachment I)
2. BHSU Foundation Organizational Chart (Attachment II)
3. BHSU Foundation Endowment Profile (Attachment III)

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**INFORMATIONAL ITEM**

## Black Hills State University Foundation Organizational Profile

### Financial Profile, as of 12/31/2016

Total BHSU Foundation net assets	\$18.5 million
Total BHSU Foundation investment assets	\$15.9 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 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 \$23 million. This campaign has raised \$21 million to date.

### Campaign Goals:

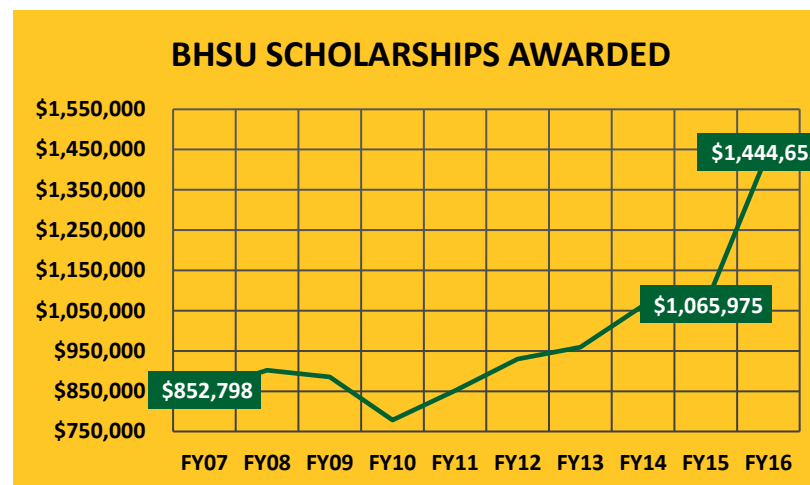
Endowment Student Scholarships  
Athletic Facility Upgrades  
Wellness Center  
Library

### Current Year Foundation Support to the University

\$1.4 million paid in scholarships.  
\$41,921 paid in operational endowment support.  
\$40,725 provided for presidential support.  
\$47,096 provided for alumni services.

### Points of Pride

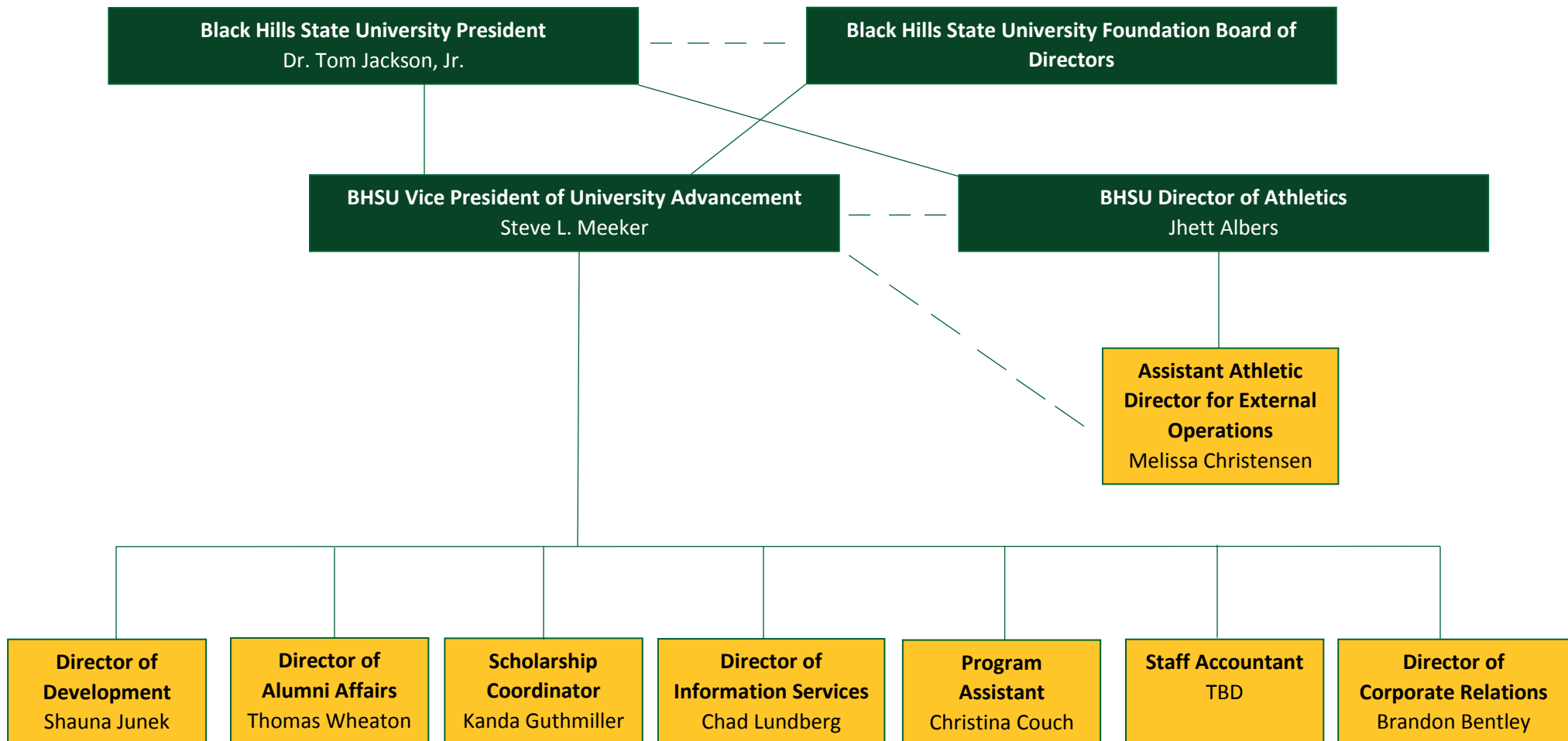
Nearly \$50 million raised during the past 10 years.  
BHSU had a 35.5% increase in scholarships awarded between FY15 and FY16.



### 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.

# BHSU Foundation Organizational Chart



## Black Hills State University Foundation Endowment Profile

### Endowment Profile, as of 12/31/2016

Total BHSU Foundation Endowments \$14.4 million  
45% increase in endowment balances in the past 10 years.

### Endowment Payout Rate – 5%

Distribution rate for the 2016-2017 academic year is based on a 12 quarter rolling average of the endowment's market value.

### Minimum Required to Create an Endowment

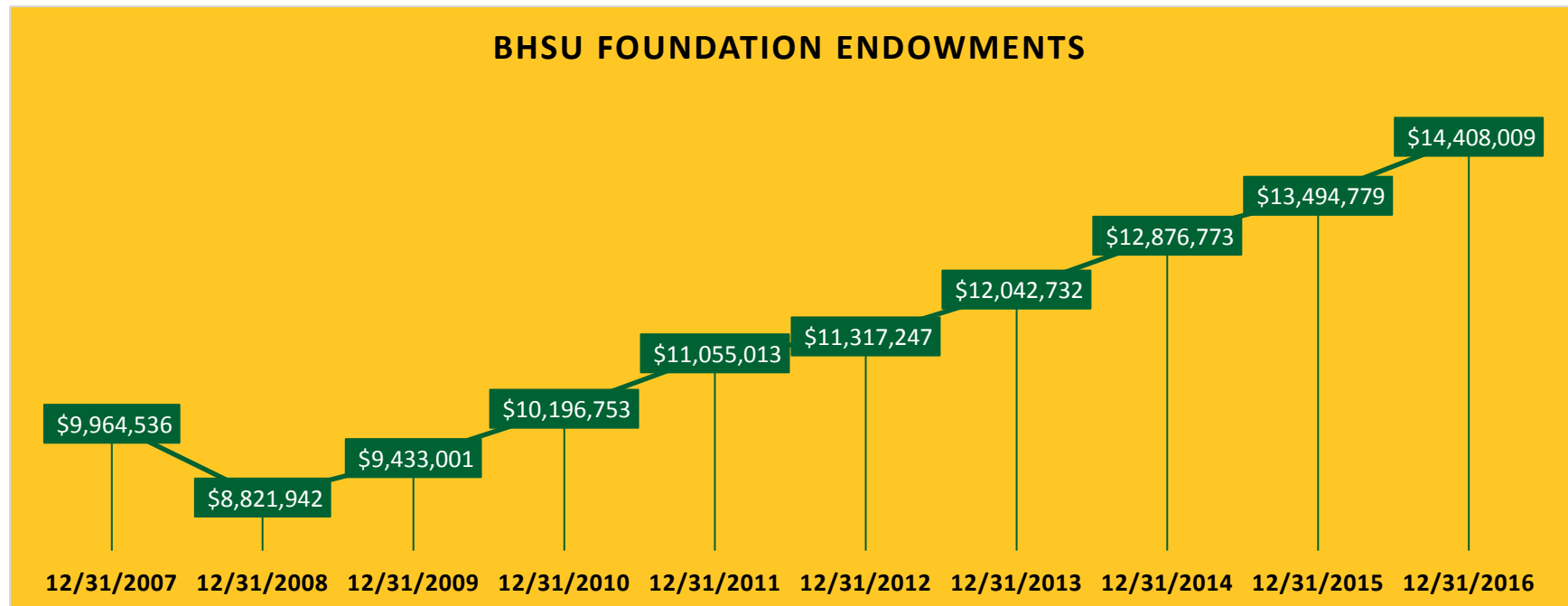
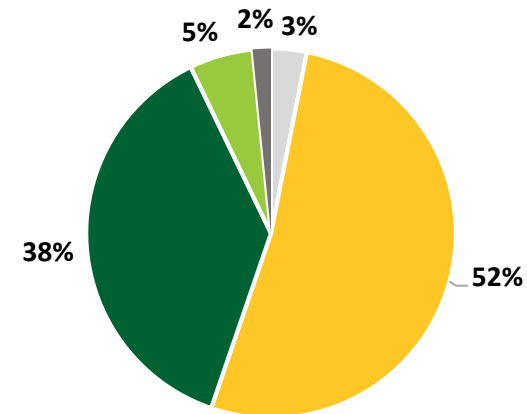
\$10,000

### 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





## **SOUTH DAKOTA BOARD OF REGENTS**

### **Planning and Resource Development**

**AGENDA ITEM: 5 – G**

**DATE: March 29-30, 2017**

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**SUBJECT: 2017 Legislative Overview**

The 2017 South Dakota Legislature ended with Veto Day March 27, 2017. Major legislative achievements this session:

- Six of seven bills filed on behalf of the Board of Regents were enacted. Bills passed were:
  - SB17 – Authorize construction of a natural resources research and support facility at SDSU (with emergency clause)
  - SB18 – Authorize design and renovation of, and an addition to, the Stanley J. Marshall Center at SDSU
  - SB19 – Establish separate funds for BOR grants and contracts, to be treated as informational budgets, which allow for receipt and expenditure of those grant and contract monies
  - HB1008 – Authorize purchase of improved real property on behalf of SDSU
  - HB1009 – Accept land donation from Pennington County for the use and benefit of SDSM&T
  - HB1010 – Authorize construction of a Regional Science Education Center at NSU
- Budget for the fiscal year beginning July 1, 2017, was adopted on the final day of the regular session March 10. Detail about approved budgets can be found in Board agenda items, *FY18 Budget Summary* and *FY17 General Bill Amendments*.
- A quick summary of key legislation this year follows:

### **At a Glance: 2017 Legislative Session Passed and Signed by the Governor:**

- Revises public meeting notice laws to require that a meeting agenda must be posted at least 72 hours (three intervening days) before the meeting starts. The 72-hour requirement does not include the day the agenda is posted, nor Saturday, Sunday, or legal holidays. (HB1006)
- Requires state boards, commissions, and departments to post public meeting materials on the state's Boards and Commissions Portal. (SB116)

**(continued)**

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### **INFORMATIONAL ITEM**

- Revises provisions regarding conflicts of interest for authority, board, or commission members. (HB1170)
- Authorizes purchase of improved real property on behalf of SDSU. (HB1008)
- Accepts transfer of 1.2 acres of land donated by Pennington County for the use and benefit of SDSM&T. (HB1009)
- Authorizes construction of the NSU Regional Science Education Center. (HB1010)
- Authorizes construction of a natural resources research and support facility at SDSU that was destroyed by fire; emergency clause allows construction to be completed in the 2017 building season. (SB17)
- Authorizes design and renovation of, and an addition to, the Stanley J. Marshall Center at SDSU. (SB18)
- Establishes separate funds for BOR grants and contracts, to be treated as informational budgets, which allow for receipt and expenditure of those grant and contract monies. (SB19)
- Provides for the sale of South Dakota School for the Deaf property in Sioux Falls. (HB1210)
- Requires the Government Operations and Audit Committee to provide oversight to the Board of Regents on issues relating to the off-campus university centers. (HB1005)
- Revises methodology for calculating cost-of-living adjustments in the South Dakota Retirement System (SDRS); COLA will typically equal the inflation rate, but could be less than inflation when the system cannot remain at 100 percent funded status. (HB1016)
- Adds exclusions to SDRS compensation and creates a Class 1 misdemeanor for false reporting. (HB1017)
- Revises computation of final average compensation benefits for SDRS. (HB1018)
- Grants limited immunity from arrest and prosecution for certain drug-related offenses to persons who are in need of emergency assistance or who assist another person in need of emergency assistance. (HB1082)
- Establishes the South Dakota Board of Technical Education; revises provisions regarding career and technical education and the postsecondary technical institutes. (SB65)
- Revises General Appropriations Act for the current FY17 budget year (SB32)
- FY 18 General Appropriations Act. (SB178)
- Authorizes construction of and improvements to the state's Animal Disease Research and Diagnostic Laboratory, located on the SDSU campus. (SB172)

**Tabled or Deferred to 41<sup>st</sup> Day (bill is lost):**

- Revises provisions to allow BOR to realign general funds among institutions at end of budget year. (SB20)

# **SOUTH DAKOTA BOARD OF REGENTS**

## **Academic and Student Affairs**

**AGENDA ITEM: 6 – B**

**DATE: March 28-30, 2017**

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### **SUBJECT: Institutional Items of Information**

Attached please find a copy of the Institutional Items of Information submitted by Black Hills State University, Dakota State University, Northern State University, South Dakota School of Mines & Technology, South Dakota State University, the University of South Dakota, the South Dakota School for the Blind and Visually Impaired, and the South Dakota School for the Deaf.

#### **Table of Contents for Attachment I**

Black Hills State University:	2 – 5
Dakota State University:	6 – 18
Northern State University:	19 – 23
SD School for the Blind and Visually Impaired	24 – 27
South Dakota School for the Deaf	28 – 32
South Dakota School of Mines and Technology	33 – 41
South Dakota State University	42 – 57
University of South Dakota	58 – 63

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### **INFORMATIONAL ITEM**

Where *Anything* is possible

## BHSU again named a Military Friendly® School and a Best For Vets College

For the seventh consecutive year, BHSU was named to the list of 2017 Military Friendly® Schools by *Victory Media*. BHSU was also named to the Best for Vets: Colleges 2017 by *Military Times*.



David Dodson, Veteran Resource Coordinator at BHSU, said the University has made a strong commitment to student veterans and has strived to provide them the resources to be successful in higher education.

Areas noted for exceptional service to military men, women, and families at BHSU and all Military Friendly® schools include admissions, student support, and career services. The Best for Vets designation considers cost, credits, and culture as well as peer connections and veterans support.

## More than 80 employers recruit at BHSU

Black Hills State University hosted the annual Jacket Job Fair and Teacher Fair in February, welcoming more than 80 employers to campus to recruit students. The event was designed for full-time, part-time, seasonal and internship opportunities in all majors.

## Students inspire teenagers in Africa through service learning program

Students returned from Botswana, a country in southern Africa, recently where they worked to empower and inspire local children through an International Service Learning Program.

The group of 17 BHSU students facilitated people skills and leadership education sessions with 250 teenagers ages 15-19 years at the Gaborone Secondary School in Botswana. As part of the BHSU International Service Learning Program (ISLP), the college students had spent the semester in the classroom preparing for their experience overseas.



*Katelyn Woten, professional accountancy major from Potter, Neb., facilitates a leadership exercise with teenagers in Botswana, Africa. Woten and 16 other Black Hills State University Students completed the University's International Service Learning Program in Botswana.*

## Accounting students provide income tax preparation

For the 26th year, BHSU accounting students are providing free tax preparation services to eligible individuals and families through the IRS Volunteer Income Tax Assistance (VITA) program.

Robin Meyerink, accounting instructor at BHSU and a CPA, said the VITA program at BHSU began in 1991 when she was a senior accounting student.

The 13 students enrolled in the BHSU Advanced Income Tax course this semester will prepare the tax returns. Meyerink says VITA gives students hands-on tax preparation experience while they acquire soft skills through interactions with the public.





## Photography student featured in the Dahl Arts Center



As a third-generation firefighter, BHSU student Caleb Munger wanted to document the world of firefighting through his camera. Munger, mass communication and graphic design communications major from Newcastle, Wyo., was featured as an Emerging Artist at the Dahl Arts Center in Rapid City. His photography illustrating the perils, triumphs, and human experience from the perspective of the firefighters themselves was on display through March 1.

## BHSU and Sanford Lab receive SD EPSCoR Education/Workforce Development Grant

The South Dakota Department of Education (SDDOE) Career & Technical Education Division and SD EPSCoR announced recently that BHSU, as the lead institution, was awarded a \$10,000 SD EPSCoR Education/Workforce Development Grant to connect middle and high school classrooms with the science of Sanford Lab. Funds will be used to assemble instructional materials for newly developed curriculum modules for teachers to use in their classrooms across the state. Opportunities also exist for teacher professional development related to the curriculum modules.



## BHSU counts the top 10 moments of 2016

One look at the BHSU listing of the Top 10 University Moments of 2016 proves that Anything is Possible at BHSU, a University with high-quality academic programs to challenge the mind, opportunities to impact the world, and an abundance of natural beauty for inspiration.

From 10 to 1, here's the Top 10 Moments of 2016:

1. Noted for affordability and academic innovation as more than 600 graduate in 2016
2. Location, programs, and amenities earn BHSU top ranking as University for outdoor adventurers
3. Named top choice for Native American students
4. Honors Program reaches new achievements
5. Once again named a Military Friendly® School and a Best For Vets College
6. BHSU-Rapid City offers daytime and weekend classes, enhances labs for science and photography
7. BHSU emphasizes research; BHSU Underground Campus at Sanford Lab provides unique research, learning opportunities
8. Yellow Jacket Athletics celebrates three National Championships and Coaches of the Year
9. Crow Peak Fire operations were centered on the BHSU campus
10. Significant growth in international outreach and programs

## Students present tourism development plan to Keystone

Students worked with the City of Keystone Chamber of Commerce to increase awareness of Keystone as a primary tourism destination in the Black Hills and to increase the length of tourists' stays.

Over the course of a semester, students in Dr. Ignatius Cahyanto's Tourism Planning and Development course completed a comprehensive tourism development plan for the town that Mt. Rushmore calls home.



Kirk Hulstein, industry outreach and development director for the South Dakota Department of Tourism, attended the students' presentation. He said, as a result of the students' work, Keystone community members walk away with actionable steps they can implement to maximize their potential and position themselves as a tourism destination.

"This type of in-depth research is invaluable as the students take a deep dive approach into the community's unique opportunities and challenges and provide honest feedback about how visitors perceive their community," said Hulstein.

## U.S. House Rep. Kristi Noem visits Income Tax Class



Rep. Kristi Noem

Rep. Kristi Noem shared her experiences with the Income Tax Accounting class at BHSU.

Noem is the first South Dakotan to serve on the House Ways and Means Committee, the chief tax-writing committee. The BHSU tax class includes a study of the foundations of the Internal Revenue Code so the students were eager to discuss the House Ways and Means Committee with Noem.

## BHSU-Rapid City lecture series includes sessions on racial, gender disparities

The BHSU-Rapid City community lecture series is underway with a line-up of speakers and topics to provoke thought and challenge perspectives.

The lecture series features 11 lectures by BHSU professors along with area educators and regional activists. All presentations are scheduled for Mondays at 6:30 p.m.

Gene Bilodeau, executive director of BHSU-Rapid City, said he welcomes and encourages all students, faculty, staff, and community members to attend the lectures.



## Students meet with local donor

Three Spearfish scholarship recipients, Michael Hurst, biology major from Spearfish; Madison Jilek, physics major; and Kaitlin Spargur, biology education major, who have earned significant scholarship awards through an endowment established by Carol Lundberg, met with the local philanthropist recently to discuss their college and career plans.



*BHSU math and science students from Spearfish, meet with the donor of their scholarships, Carol Lundberg, recently to thank her for her support and to discuss their college and career plans. Left to right: Michael Hurst, biology major; Kaitlin Spargur, biology education major; Madison Jilek, physics major; and donor Carol Lundberg, Spearfish.*

Lundberg has been a strong supporter of BHSU scholarships. She has been especially dedicated to providing scholarships in math and science to students from the State of South Dakota. Since 2011, nearly \$30,000 in scholarship funds have been distributed to BHSU students from the Carol Lundberg Endowment.

## Alum creates international development scholarship



James and Ivanka Dzierwa

After working and traveling to 100 countries throughout his career as a program officer and contracts director with USAID, BHSU alum James Dzierwa is paving the way for students to build a career in international relations.

Dzierwa and his wife, Ivanka, recently established a scholarship at BHSU for students interested in international development. The first scholarship was awarded to Carissa Deming, music education major from Newcastle, Wyo.

## BHSU hosts health career camp for high school students

Black Hills State University hosted Scrubs Camp, a free event to provide high school students the opportunity to experience a wide variety of health careers through hands-on activities and discussions.

Janet Crawford, Scrubs Camp coordinator at BHSU, said this is the ninth year that the University has provided this camp for students.

"This year we had presenters speak about emergency room (ER) / intensive care unit nursing, biotechnology research and development, pharmacy, respiratory care therapy, psychology, physical therapy, dental hygiene, plastic surgery, anesthesia, EMS, and career guidance/field experience," said Crawford.



*Students attending Scrubs Camp earned a variety of hands-on activities about the nursing field.*

## Holiday video named among the "top holiday cards" nationally

The BHSU holiday video, which includes original artwork by a BHSU student, received national attention when it was named one of the "Top #higher Education Holiday Cards – 2016 Edition" by *CollegeWebEditor.com*.

BHSU is the only South Dakota school featured on the list that is expected to receive thousands of views throughout the year. Less than 3 percent of the nation's higher education institutions are on the list.

In the 80 second video, BHSU captures the peace and joy of the holidays. The winter beauty of the Black Hills that surround the campus is showcased through artwork in the video created by Paige Michael, art education major from Gillette, Wyo.



*BHSU President Dr. Tom Jackson, Jr., meets with Paige Michael, art education major from Gillette, Wyo., whose artwork is featured in the BHSU holiday video. Watch the video at [www.BHSU.edu/HappyHolidays](http://www.BHSU.edu/HappyHolidays)*

To view the Holiday Card, visit [www.BHSU.edu/HappyHolidays](http://www.BHSU.edu/HappyHolidays). The video is also available on YouTube at [www.YouTube.com/BlackHillsState](http://www.YouTube.com/BlackHillsState)



## International exchange students choosing to stay and obtain degrees from BHSU

Seven international students graduated with bachelor's degrees from BHSU in December, a notable achievement for the University as it aims to increase global engagement.

Several of the graduating international students said they originally planned to stay at BHSU for only a semester or a year, hoping to transfer to a school on the coast or in a bigger city. But the combination of high-quality academics, engaged faculty, and the supportive community at BHSU encouraged them to stay.

Kie Tatsukawa, business administration-tourism and hospitality management major from Hiroshima, Japan, said she researched several schools in the U.S. before selecting BHSU.

Since graduating from BHSU in December, Tatsukawa has since returned to Japan where she's starting her new job at George P. Johnson, a multinational event marketing company.

Another area of international growth for BHSU is the increase in faculty-led programs. This past year, BHSU students traveled with faculty on the following excursions:

- Zambia with Dr. Bobbi Looney, assistant professor of management, as part of a rural impact investment project to empower Zambian farmers with a sustainable source of income
- Germany with Jeffrey Wehrung, assistant professor of management, to study business and entrepreneurial development

- China as part of the United Nations Academic Impact Program at BHSU partner university China Three Gorges
- Botswana and South Africa with Dr. Charlie Lamb, professor of biology, and Dr. Jane Klug, dean of students, for a service learning trip where they taught local students about leadership, self-esteem, and anti-bullying skills.

BHSU works with partner universities throughout the world in Africa, Asia, and Europe

to host international students, and many BHSU students have

also chosen to study abroad for a semester or an academic year.



*Students in the Academic English Preparation Program at BHSU visit Mt. Rushmore. After attending BHSU for a semester or a year, many international exchange students are choosing to stay at BHSU to complete their degrees.*

## Student Support Services Program celebrates academic success of student participants

Students in the Student Support Services Program (SSS) at BHSU are meeting and exceeding graduation rates and academic objectives, as outlined in a recent report submitted to the U.S. Department of Education.

The SSS program received a perfect score on the performance

report which included data that nearly 90 percent of students involved in the program are in good academic standing and 85 percent of students served through the program persist from one academic year to the next.

Most impressive, however, are the graduation rates of

SSS students. In this most recent report, the graduation rate was nearly 20 percentage points higher than the program objectives that were set for the BHSU program.

BHSU serves 200 students annually through the program.



## More than 200 graduate at December commencement

More than 200 candidates for December graduation were recognized during the 172nd BHSU commencement ceremony Dec. 10.

Degrees awarded included 13 master's degrees, 186 bachelor's degrees, and 26 associate's degrees.

## Faculty, staff, and alumni accomplishments at BHSU



**Desy Schoenewies**, assistant professor of art, received Best in Show for her piece "Bellini" featured in an exhibition called "The Slide Show" at Glass Wheel Studios in Norfolk, Va. "The Slide Show" is a national juried show with a two-step jury process.



**Dr. Scott Simpson**, adjunct instructor in the School of Education & Behavioral Sciences, was invited to join the Ambassadorial Circle for Global Coalition for Change. GCC is an international coalition of international foundations, companies and individuals

dedicated to advancing literacy, health & well-being, and achieving positive change.



**Adam Roosa**, BHSU alum and social media and video information specialist in

marketing and communications, delivered nearly \$1,300 to the Western Hills Humane Society raised through a fundraiser he helped coordinate with fellow BHSU alum **Chris Yushta**.



## Accreditations and Honors

### Dakota State University is HIMSS Approved Education Partner

Dakota State University in Madison, South Dakota, has been named as an Approved Education Partner (AEP) by the Healthcare Information and Management Systems Society (HIMSS). An AEP is a training and education provider that meets HIMSS's rigorous standards for effective health information technology and healthcare education.

Having met these standards, Dakota State University now joins an exclusive group of organizations authorized to offer HIMSS-approved healthcare and health information technology education and training programs that prepare candidates for advanced knowledge in health IT or healthcare.

Dorine Bennett, chair of the Department of Health Information Management, said "The HIMSS approval comes as a result of DSU's commitment to offering timely, relevant curriculum for our students to prepare them for success in their careers."

The DSU curriculum also serves as a solid foundation to prepare the student to take the professional CAHIMS or CPHIMS certification exams. HIMSS also noted Dakota State's work with the Center for the Advancement of Health Information Technology (CAHIT) with the pursuit to enhance education, promote HIT adoption, and increase awareness to the topics relevant to HIT.

<http://dsu.edu/news/dakota-state-university-becomes-a-himss-approved-education-partner>



**DSU HEALTH Information Management faculty include Asst. Professors Renae Spohn (left) and Julie Wulf Plimpton, Dept. Chair Doreen Bennett, and Assoc. Professor Linda Parks. The program was recently approved as an approved education partner with the professional organization HIMSS.**

### DSU education program receives CAEP accreditation

The Dakota State University College of Education definitely doesn't have a "stick-in-the-mud" attitude, even after 135 years of teaching teachers.

When the college's accreditation with NCATE (the National Council for Accreditation of Teacher Education) was set to expire in 2016, they decided to be an early adopter of the new accreditation organization CAEP (Council for the Accreditation of Educator Preparation).

NCATE and TEAC (Teacher Education Accreditation Council) combined into CAEP in 2013. While DSU had the option to do a legacy visit with NCATE, "We wanted to look to the future and how could we improve our programs moving forward," said Dean of the College of Education Crystal Pauli. "We thought 'upward and onward.'"

Faculty were on board with this decision. "I'm proud to work for a university that was willing to go through the CAEP process early, and do the work needed for that," said Katie Anderson, an instructor with the College of Education.

The college was granted initial accreditation for seven years, with one area for improvement (AFI) for "quality assurance and continuous improvement." Pauli appreciates

CAEP's continuous improvement model because it will help "us make small steps that in the end make a big impact."

"The faculty and staff's proactive attitude with the new CAEP accreditation

system speaks to their willingness to build on the program's strong historic foundation and become a leader in education for the 21st century," said President José-Marie Griffiths.

<http://dsu.edu/news/dsu-education-program-receives-caep-accreditation>



**THE DSU College of Education was notified last month that they were granted CAEP accreditation status. Pictured are: Chrystal Merriam (back left), Nathan Wieneke, Amanda Gums, Kaitlin Behrend, Brandon Feterl; instructor Katie Anderson (front), Chelsey Jutting, and Jenna Sorsen**

## Accreditations and Honors



### Bennett elected to CAHIIM board of directors

The Commission on Accreditation for Health Informatics and Information Management Education (CAHIIM) has announced the election of Dorine Bennett to the CAHIIM Board of Directors for 2017.

Bennett, Ed.D., MBA, RHIA, FAHIMA, is director of the Health Information Management Program at Dakota State University. She is also coordinator of the Master of Science in Health Informatics program, and is interim dean of the College of Business and Information Systems.

Bennett has previous experience with CAHIIM, having served as a review panel member in evaluating new and continuing Health Informatics and Health Information Management academic programs. She participates in these reviews by means of evaluation of annual reports or through site visits. She has also spent time on the Council on Accreditation, evaluating those assessments and making accreditation decisions.

Bennett said "I'm excited for my new role as a member of CAHIIM's Board of Directors that provides me the opportunity to be a part of the oversight capacity for the accreditation organization."

Her experience at the university will be an advantage to the CAHIIM board as well. "I have provided leadership at Dakota State University for both undergraduate health information management and graduate health informatics academic programs," Bennett said, "and I believe that range of experience will be valuable to my contributions to the Board."

<http://dsu.edu/news/bennett-elected-to-cahiim-board-of-directors>

***Between 2013 and 2017,  
350 cyber students will graduates  
with cyber degrees.***

***There are presently about  
1,000 students total in  
DSU's cyber operations and  
computer science degree programs.***

### Mini-grants awarded to faculty for innovative projects

DSU has begun an Innovation Mini-grant program. Primarily geared for faculty, it "provides a small amount of seed money ... to be able to do interesting things," said interim Provost and Vice President for Academic Affairs Richard Hanson. These are things the professors and instructors wouldn't have the opportunity to do within the scope of their regular teaching assignments.

With the DSU grants, the word "innovation," is stressed, Hanson said, but can be innovation with teaching, thinking, or as with the first grant, "an innovative approach to a very relevant piece of South Dakota history."

The budget for the grants comes from general obligation funds, Hanson added. The first grants have been awarded to:

1. English professors Dr. John Nelson and Dr. Stacey Berry, to digitize documents regarding the Hiawatha Indian Asylum.
2. Dr. Dan Klumper for virtual reality headsets for classroom use.
3. Five DSU professors to develop STEAM projects for teacher workshops.

"These are the sorts of things higher education needs to investigate and be part of," Hanson said, as "they (give) us a window into ourselves, filtered by history. Higher ed should be doing more of that."

<http://dsu.edu/news/english-professors-receive-first-dsu-innovation-grant>



**HONORED TO REPORT** – Dakota State University English faculty Dr. John Nelson (left) and Dr. Stacey Berry pose by artwork inspired by the Hiawatha Indian Asylum. An art exhibit about the institution inspired the two to collaborate on a project to digitize documents about the asylum. Their work will be funded by a DSU mini-grant.



## Accreditations and Honors

### Dakota State University recognized as 2016 Tree Campus USA

The National Arbor Day Foundation has announced that Dakota State University has earned a 2016 Tree Campus USA® recognition.

Tree Campus USA, a national program launched in 2008 by the Arbor Day Foundation, honors colleges and universities and their leaders for promoting healthy trees and engaging students and staff in the spirit of conservation.

"Your diligence in improving the environment and quality of life at Dakota State University contributes to a healthier, more sustainable world for us all," said Mary Sweeney, program manager at the Arbor Day Foundation.

The environment of DSU is important, said President Dr. José-Marie Griffiths, whether it be an indoor or outdoor campus setting.

"The natural setting of Dakota State is vital to the student population, as well as to the greater DSU community," she said. "Nature brings balance to individuals, which can be of particular value in today's technological and stressful world. Dakota State's goal is to maintain that natural component to the campus, and we will continue to work to keep the beautiful campus that we have."

To obtain this distinction, Dakota State University has met the five core standards for sustainable campus

forestry required by Tree Campus USA, including establishment of a tree advisory committee, evidence of a campus tree-care plan, dedicated annual expenditures for its campus tree program, an Arbor Day observance and the sponsorship of student service-learning projects.

<http://dsu.edu/news/dakota-state-university-recognized-as-2016-tree-campus-usa>



**TREE CAMPUS** – Dakota State University has been recognized as a 2016 Tree Campus USA by the National Arbor Day Foundation. Members of the campus tree advisory committee include: Anne Hauglid (left) physical plant secretary; Andrew Schaefer, grounds supervisor; Dr. Dale Droge, professor of biology; and Ted LaFleur, grounds specialist.

### DSU begins Legacy Cord program for graduates



The DSU Alumni Association has begun a new program to recognize graduates who have had a relative who previously graduated from DSU. For the 2016 Fall Commencement, fourteen graduates received the blue and gold gift cords from the association. Pictured are 13 of the 14 students who received the first legacy cords at the December commencement ceremony. They had cousins or uncles, parents or grandparents, siblings or spouses who were previous DSU graduates.

## Presentations and Programs

### New CybHER idea shared with national audience



INSTRUCTOR PAM Rowland and Dr. Ashley Podhradsky are co-founders of the new program CybHER.

Using a clever play on the word “cyber” for its name, a new mission called CybHER is intended to “empower, motivate, educate, and change the perception of girls and women in cyber security.” Currently, men make up about 87 percent of those employed in the field.

Dr. Ashley Podhradsky, associate professor of information assurance and digital forensics at DSU, and

DSU information systems instructor Pam Rowland are CybHER founders. They are pursuing grant opportunities to provide funding.

“We have had awesome summer events,” Podhradsky said, referring to the co-ed and girls-only GenCyber camps, “but then we send them home with the thought ‘We’ll see them next summer.’”

To have a continuous impact on girls interested in cybersecurity, Podhradsky and Rowland will be creating time-themed interventions for CybHER. These will inspire the girls, and teach them fun and creative things they can do with technology.

Because the need for gender diversity in the field is noted nation-wide, Podhradsky presented the CybHER

plan at a January conference session in Washington, D.C., the NSF Secure and Trustworthy Cyberspace Principal Investigator (SaTC PI) biennial meeting. Other schools participating in that session were Carnegie-Mellon University, Dartmouth, Purdue, and Yale. There was good discussion about ways to increase the diversity within the K-12 community, she said, ways to have a lasting and continuous impact with that demographic.

Besides sharing what Dakota State has done for outreach, she also learned from the other schools. “It’s good information sharing,” she said, learning about different resources, programs, and activities offered at these other institutions.

“We all have the same goals,” Podhradsky said, “so why not share the different, unique things we come up with to help support that goal?”

To engage and support girls interested in this field, the full CybHER program is slated to be launched this fall, but some of the features of CybHER will be held this spring.

While it is a busy time, it is exciting, Podhradsky said. “There has been a lot of demand for our work,” but “I like looking forward to creating new partnerships with other researchers and colleagues, and ultimately introduce more girls to this field.”

<http://dsu.edu/news/new-movement-aims-to-increase-gender-diversity-in-cybersecurity>

***DSU graduates have been hired by organizations all over the nation, including:***  
***The National Security Agency (NSA),***  
***The Johns Hopkins Applied Physics Lab (APL),***  
***Navy SPAWAR (Space and Naval Warfare System Command),***  
***Sandia National Laboratory,***  
***Pacific Northwest National Laboratory,***  
***banks, hospitals and security firms.***

***DSU has the largest NSA/NSF Gen Cyber camps in the country:***

***in 2016 DSU hosted***

***50 teachers at a teachers’ camp;***

***140 students in a middle school***

***girls-only camp;***

***and 400 students in two high-school co-ed camps.***

***Well over 1200 applicants***

***could not be accommodated.***





## Presentations and Programs

### Sanford Lab offers opportunities to DSU students

*Computing opportunity, intellectual stimulation benefit of 'Deep Talk'*

At first blush, it may not seem as if the Sanford Underground Research Facility (SURF) in Lead has much to do with Dakota State University in Madison. Digging deeper, though, revealed multiple opportunities for mutual benefit at a presentation on the DSU campus on Feb. 15.

The "Deep Talk" about SURF, presented by the Sanford Lab's Executive Director Mike Headley, and Science Director Jaret Heise, provided basic information about the lab.

"This is science for science's sake," Headley said, "but a lot of other benefits come from this."

Some of those benefits include a potential collaboration between SURF and DSU. A new experiment, a long baseline neutrino facility associated with the Deep Underground Neutrino Experiment (LBNF-DUNE), "will primarily use computing facilities at Fermi (labs near Chicago, IL), and also CERN (in Switzerland)," said Headley, using a high-speed network to and from the Lead facility.

As the experiments develop, however, and "become more sophisticated and larger, [dealing with the data] becomes a problem," Headley said, so "in the context of this group, I do think there is a role if DSU wants a role in the processing of data," either on the algorithm side or more on the computing side.

"There certainly would be interest in that," he continued, because that "is a huge challenge, the complexity of dealing with the huge volume of data."

Dealing with data appealed to General Beadle Honors student Zach Kerkaert, a cyber operations major from Marshall, MN. The talk piqued his interest about the honors students' upcoming trip to the facility in April, although he admitted to being a little nervous about the 11-minute ride down the 4,850-foot deep tunnel.

The talk and upcoming tour also appealed to fellow honors student Sabrina Simons, an animation major from Brandon, S.D. While her major will not play directly into the science taking place at the facility, she was interested by the concepts.

Simons has always thought "outside of the box," she said, enjoying the gifted education courses in elementary school, and discussions that "make your mind work a little."

Presentations like "Deep Talks" are important whether you are a technology or a fine arts majors, Simons thought, because they expand the mind. "There is a difference between knowing and intelligence," she said, with Kerkaert adding, "It's also about being able to apply that knowledge."

Simons has seen knowledge of the labs applied in a unique way. Her high school art teacher had visited the lab a few years ago, and did an art piece on a now-decommissioned piece, the LUX, or Large Underground Xenon experiment. She hopes to see the old machine, because "I would like to see what he saw."



A FEB. 15, 2017 'Deep Talk' about the Sanford Underground Lab appealed to a broad audience, including DSU cyber operations major Zach Kerkaert and animation major Sabrina Simons.



SANFORD UNDERGROUND Research Lab's Executive Director Mike Headley (left), and Science Director Jaret Heise shared information about the underground facility at a "Deep Talk" held on the DSU campus Feb. 15.

## Presentations and Programs

### Words inspire a variety of actions on DSU campus

#### *Race, nationality addressed at DSU events*



**LIFE'S JOURNEY** – Dr. Mark Edwards was the keynote speaker for DSU's first Martin Luther King Day program on Jan. 12. He said "all of us have a journey in life." We come from different backgrounds, with different experiences and knowledge, but those are "meaningless if...not shared with others."

On January 12, DSU held its first Martin Luther King Day, Jr. program.

Diversity and Inclusion Coordinator Dr. Mark Edwards spoke about the words of the civil rights champion, saying "all of us have a journey in life." While people come from different backgrounds, with different experiences and knowledge, they are "meaningless if...not shared with others."

On January 27, President Donald Trump signed the words of an executive order which barred travel from seven Muslim-majority countries. That inspired Interim Provost Dr. Richard Hanson to write a campus-wide letter, telling international students, that "we are enriched by and appreciate your diverse talent, culture and contributions."

"We all need to remember that we are one Dakota State University."

Dr. Kari Forbes-Boyt echoed those words at a Feb. 1 candlelight vigil, attended by well over 100 people. "We are richer as a nation, richer as a college, richer as a state" because of the international students, she said. International student Nelofar Sultan said that while the executive order created uncertainty and fear, the show of support at the vigil "means the world to all of us."

Those words inspired action from the food service workers on campus. They created four unity banners and invited students, faculty, and staff to comment or write a word of unity. According to Javier Lopez, Sudexo food service manager, the banners hanging in the Trojan Center are "a daily reminder with everyone to convey a message of unity," so that people feel appreciated and know "we're all in this together."

At a noontime ceremony to unveil the banners, Madison Mayor Roy Lindsay pointed out that 50 years ago Americans were doing the same thing, during the race relations struggles of the 1960s. Unity is "a timeless message," he said, and the banners "are a way to express yourself when it's not voting day."

President José-Marie Griffiths ended her remarks with these words: "Getting together is a beginning, staying together is progress, working together in unity is success."

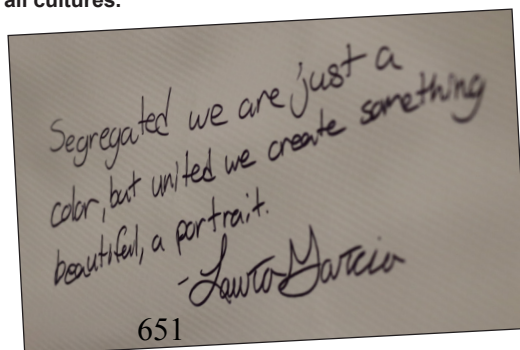
<http://dsu.edu/news/purpose-of-lifes-journey-is-to-make-a-difference>

Hanson letter -- <http://dsu.edu/news/letter-from-dakota-state-university-provost-and-academic-vice-president>



**MADISON MAYOR** Roy Lindsay (left) and Dean of Education Crystal Pauli sign the unity banners, now on display in the Trojan Center.

Pictured below: **LAURA GARCIA**, an animation major from Madison, appreciated the DSU food service employees bringing the unity concept to the attention of the campus. She said as a Mexican-American she feels the racial conflict going on, and that has been a huge influence on her. "We need to embrace people instead of shutting them out," as "We are a portrait of all cultures."



**DSU STUDENTS** Kiel Hesse, William Janssen, and, Nelofar Sultan sign the food service unity banners, a reaction to a recent presidential executive order banning travel.



## People in the News

### DSU alumni host crime lab tour

#### Current students present to legislators

Two Dakota State University alumni became an important part of the 2017 Madison/DSU Hosts the Legislature Day (MDHL) on Jan. 31.

Heather Specht ('09), and Zach Merrill ('13) work at the George S. Mickelson Criminal Justice Center in Pierre, Specht as a forensic scientist, Merrill as an IT engineer and IT project manager. They took small groups of the Madison/DSU contingent on tours of the facility.

Merrill, a network systems administrator graduate, said the skills he learned at DSU tie in with the cyber security work he does. Dakota State also offered him opportunities to learn people skills through leadership opportunities, such as those available as an RA through the residence hall system. "DSU definitely played into where I'm at today."

Specht's degree in scientific forensic technology also played into her job at the center, but her digital photography degree was an additional qualification for the job, she told the group. Her work now involves property crimes such as vandalism, along with cases involving homicide, sexual assault, robbery, and burglary, "the whole gamut."

Eric Hortness, executive director of the Greater Madison Area Chamber of Commerce said "it was great to have [them] be a part of our day. Their insight into the State Crime Lab was very beneficial for our group. It was also a good example to our Madison High School students on what can be accomplished with a degree from DSU."

A dozen groups of current students and faculty from Dakota State were also part of MDHL Day, hosting information booths at the evening reception.

"Having current DSU students be in attendance at the reception is a great benefit to the overall success of the day. Being able to give a first-hand experience of DSU is a great selling point to not only DSU but also Madison as a whole," said Hortness.



DSU ALUMNA Heather Specht (right) took a group of people attending the Madison/DSU Hosts the Legislature Day on a tour of her workplace, the Criminal Justice Center in Pierre. The group included Madison High School students Cayden Elliason, (front left), Lyndsey Kessler, and Kevin Shan.



**GAME DESIGNERS** -- DSU students highlighted the university's game design program at the Madison/DSU reception in Pierre on Jan. 31. Pictured are Aaron Curry (left), Elijah Chisholm, Derek Kerner, Lewus Morgan, and associate professor Jeff Howard.

The annual visit to Pierre is sponsored by the Greater Madison Area Chamber of Commerce and DSU so that area residents and those on campus may see first-hand how state government works during the legislative session.

<http://dsu.edu/news/dsu-students-have-high-visibility-at-mdhl-day>



Pictured left: **LIGHTS CAMERA ACTION** -- Film Club members from DSU include Darian DeVries (left), Tyler Boe, associate professor Joe Staudenbaur, and Craig Sanden. This group showed examples of their work along with their 2016 Best of Show award from the Prairie Grass Film Challenge.

Pictured right: **MADLABS** -- Dr. Kevin Streff explains the plans for DSU's MadLabs to Tom Pischke, District 25 representative, at the evening reception of MDHL Day in Pierre on Jan. 31. Pischke is a DSU alumnus.



**MARKETING THE** business and marketing programs at DSU are students Chandra Patil (left), Yazan Alshboul, Hanna Ramstad, Ryan Wille. The students talked to legislators, elected officials, and Madison area residents at MDHL day in Pierre.



## People in the News

### Science research projects highlighted on SDPB, at Legislature

Dakota State University be well-known as a technology and education school, but its science department is gaining attention as well.

A unique preserved pumpkin science project was featured on South Dakota Public Broadcasting's Dakota Midday:Innovations program on Dec. 9 after being fully funded by an online fundraising drive.

One of the students working on that project, Hope Juntunen, has also been working on experiments with sludge from waste water treatment plants. That work is gaining her attention at the state, national, and international levels.

Juntunen was invited to present her undergraduate research work at the Society of Environmental Toxicology and Chemistry (SETAC) World Congress/North America Meeting) in Orlando this past November. That led to an invitation for her and Assistant Professor Dr. Michael Gaylor to chair a session at the 3rd International Conference on Environmental Pollution and Health, taking place in Guangzhou, China in May, 2017.

Juntunen and Gaylor were also invited to be present when this achievement was featured in President José-Marie Griffiths' presentation to the Joint Appropriations committee of the South Dakota Legislature in February.

"This is a super big deal for us and DSU to be represented on this, really, truly world stage," Gaylor said. Student success with research leads "to more students getting more excited about science," he added, which is "a really, really special place for us to be."



**PUMPKIN PROJECT** team members at DSU include Dr. Michael Gaylor (left), students Lucas Leinen, Vaille Swenson, Hope Juntunen, and Dr. Patrick Videau.

<http://dsu.edu/news/dakota-state-student-presenting-at-international-science-conference>

<http://dsu.edu/news/dsu-pumpkin-project-reaches-fundraising-goal>

<http://dsu.edu/news/dsu-undergrad-to-chair-session-at-china-conference>

***DSU is the ONLY university in the country  
selected by the National Security Agency  
to be its partner with  
NSA's National Cryptologic School.***

## People in the News

### Dakota State University names Johnston to leadership post



Mark Johnston has been selected to serve as the university's Vice President of Institutional Advancement. Johnston's most current position was as the East River Regional Director for U.S. Senator Mike Rounds. He began his duties with DSU on March 8.

Johnston is no stranger to public service. From 2007-2014 he served in various leadership roles for Sioux Falls-based Sanford Health. From 2002 to 2007 he served as press secretary to then-Gov. Mike Rounds. In 2010, he was elected to the South Dakota Senate, serving the citizens of District 12 in Sioux Falls. In 2013, he retired as a U.S. Army colonel after serving more than 25 years in the National Guard and Army Reserve.

Mark and his wife, Julie, reside in Sioux Falls. They have two adult children and two grandchildren. He is a member of Rotary and many veteran service organizations. He is a volunteer for Warriors Never Give Up, and many civic causes.

<http://dsu.edu/news/dakota-state-university-names-johnston-to-leadership-post>

### Provost's and deans' search updates

The DSU provost search committee is currently receiving applications. These will be reviewed, and the list narrowed during the second week of March. Neutral site interviews will be held with these semi-finalists during the first week of April. Finalists will be invited to Madison for on-campus interviews the third week of April.

Three candidates for the Dean of Business and Information Systems position were on campus for interviews during the last week of February; two candidates for the College of Computing dean position were on campus the first week of March.

### 'Immeasurable' help from Trojan Athletic Club

The Trojan Athletic Club (TAC) is less than two years old, but it already has made "immeasurable" contributions to the Dakota State Athletic Department.

The club has 170 members and has raised over \$110,000 for the department, mostly for scholarships, some for equipment.

DSU Athletic Director Jeff Dittman said the creation of the Trojan Athletic Club "enhances the fan experience at ballgames and promotes DSU athletics in Madison and the region." He credits TAC President Russell Olson as being "the driving force behind the development and growth of the TAC."

TAC has created two annual events as scholarship fundraisers, a wild game feed and an ice fishing tournament.

About 150 people attended the second annual wild game feed held this past December, raising almost \$13,000 for scholarships.

The feed's premier sponsors were Dave and Jill Bockorny. Dave is a DSU alumnus. Sponsoring organizations included the Rocky Mountain Elk Foundation, the National Wild Turkey Federation, Lake County Pro Pheasants, and Ducks Unlimited.

Twenty-three items were offered for live and silent auctions, including tickets to professional sporting events, gift certificates from local businesses, and a backyard barbeque with DSU President Dr. José-Marie Griffiths.

The second annual Frozen Trojan ice fishing tournament was held on January 28, 2017, raising over \$10,000 for scholarships. This event had 12 general sponsors, mostly local Madison businesses.

The grand prize raffle winner of the Interlakes Sport Center 4-wheeler was Chris Crossan from Sioux Falls. DSU alumnus Ronald Jansen of Lucky's Custom Fishing Rods also made a special DSU fishing rod, won by Nate Timmermans.

"We cannot thank Russell Olson, the TAC leadership and the Madison businesses and Trojan supporters enough for all they have done for us," Dittman said.

***DSU has the largest cohort of National Science Foundation CyberCorps®: Scholarship for Service grants recipients in the nation, at 30 students per year.***

## News on campus, news in the community

# Recent DSU Rankings

Organization	Ranking Category	Ranking	Date
U.S. News & World Report	Regional universities Midwest	#108 (5-way tie)	Sept. '16
U.S. News & World Report	Top Public Schools	#32 (3-way tie)	Sept. '16
CollegeChoice.net	Most affordable online bachelor's in business administration for 2016	#5	Nov. '16
NonprofitCollegesOnline.com	Best online master's in health informatics: Students Before Profits award 2017	#1	Dec. '16
NonprofitCollegesOnline.com	Best online bachelor's health information management/health informatics: Students Before Profits award 2017	#3	Dec. '16
ComputerScienceZone.org	Top 20 best online master's in information assurance and security	#7	Jan. '17
BestMaster'sDegrees.com	Top 30 affordable online master's degrees in statistics and data analytics degrees 2017	#9	Jan. '17
ValueColleges.com	Top 10 most affordable online master's in information systems assurance and security for 2017	#1	Jan. '17
ValueColleges.com	Top 50 best value online undergraduate computer science programs for 2017	#11	Jan. '17
ValueColleges.com	Top 50 best value online master's of information technology programs for 2017	#45	Jan. 17
AffordableColleges.com	Affordable online master's degrees in computer science	#6	Jan. '17
AffordableColleges.com	Affordable online computer science bachelor's degrees	#8	Jan. 17
AffordableColleges.com	50 most affordable public schools for out-of-state students	#12	Jan.'17
AffordableColleges.com	Affordable online bachelor's degrees in accounting	#12	Jan. '17
AffordableColleges.com	Affordable online bachelor's degrees in business administration	#13	Jan. '17
Affordable Colleges.com	50 most affordable online bachelor's degrees	#17	Jan. '17
AffordableColleges.com	Affordable online MBA programs	#22	Jan. '17
AffordableColleges.com	50 most affordable online colleges	#37	Jan. '17
AffordableCollegesOnline.com	Top online bachelor's degrees for 2016-2017	#40	
GreatCollegeDeals.net	Top 20 deals of best online MBA programs	#18	Jan. '17
U.S. News & World Report Online	Best online MBA programs	#171 (4-way tie)	Jan. '17
U.S. News & World Report Online	Best online graduate education programs	#185 (8-way tie)	Jan. '17
College Values Online	Top 20 Values in Online Master's Info Systems	#11	Feb. '17
College Choice	50 Best Big Data Degrees	#50	Feb. '17
CollegeChoice.net	50 Best online Big Data Programs for 2017	#38	Feb. '17

## News on campus, news in the community

### DSU Professors' art displays

Zhe Ren	New Media Art 2017: Back to Nature
Thomas Jones	Governor's Awards in the Arts banquet in Pierre, celebrating 50 years of the South Dakota Arts Council
Angela Behrends	S.D. Governor's 7th Biennial Art Exhibition, South Dakota Art Museum in Brookings, now thru April 16
	"Walk Softly," an art project done in collaboration with Tiospa Zina Tribal School students at South Dakota Cultural Heritage Museum, Feb. 7 – March 26
Alan Montgomery	Governor's Awards in the Arts banquet in Pierre, celebrating 50 years of the South Dakota Arts Council
	S.D. Governor's 7th Biennial Art Exhibition, South Dakota Art Museum in Brookings, now thru April 16
	"Bog Cycles," Jeschke Fine Arts Center, USF, through end of March
Jeff Ballard	S.D. Governor's 7th Biennial Art Exhibition, South Dakota Art Museum in Brookings, now thru April 16
Allan Fisher (retired professor)	Governor's Awards in the Arts banquet in Pierre, celebrating 50 years of the South Dakota Arts Council

### DSU partners with city entities for 'good leveraging of resources'

#### *Transit service, campus resource officer*

Dakota State University has been partnering with the city of Madison to improve the campus environment. In February, a new student transportation program at Dakota State, Trojan Transit, partnered with East Dakota Transit to provide free rides for students to and from campus.

The university also signed a two-year agreement with the city of Madison and the Madison Police Department to jointly fund a campus resource officer. This benefits the city because the partnership will be an extension of their community policing, providing an opportunity to establish a better connection to the staff and students of DSU. It benefits the university because the on-campus officer will be able to assist the university in developing and maintaining emergency operations procedures, train students and employees on how to handle emergency situations and general safety tips, respond to any reports of a criminal nature, and be a resource for anyone on campus who has a concern.

The officer will be on staff with the Madison Police Department; when classes are not in session, the officer will join the community patrol. The department is in the process of advertising for the position, and hope to have the officer hired and trained so that he/she may start before the Fall 2017 semester.

<http://dsu.edu/news/trojan-transit-partners-with-east-dakota-transit>

***Dakota State University has four National Security Agency and Department of Homeland Security elite credentials, three as Centers of Academic Excellence in Information Assurance Education, Information Assurance Research, and Cyber Operations, and one as a Consultant Center of Academic Excellence as a Cyber Defense Regional Resource Center.***

***There are only four of these consultant CAEs in the U.S.***



## News on campus, news in the community

### Construction progress today, construction plans for tomorrow

Construction is on schedule for the Beacom Institute of Technology. A very visible sign of progress is the installation of many of the glass panels on the building's west side. A recent tour (right) allowed several campus administrators to see other features of the new building.



The new residence hall/Learning Engagement Center is also on track, with sheetrock going up, and much of the tile in place. Physical Plant Director Corey Braskamp says changes should be happening fairly quickly this spring, as construction crews should be painting in March, flooring could be installed in April, and furniture moved in May.



THE PLYWOOD area in the background of this photo will be the new entry way into the future Learning Engagement Center. The area had been the physical therapy area of the former Madison Hospital.



## News on campus, news in the community

Construction and remodeling at the Trojan Center is behind schedule, as there have been some challenges in completing the kitchen and serving area. The original plan was for the kitchen move to take place over Christmas break, but this has been moved back to spring break, so the opening of the new servery is slated for March 13. Work on the new lounge addition on the southwest corner of the TC is progressing, including construction of the lounge's fireplace (pictured right).

Furniture for all three projects will be ordered soon, after a 14 month-long process. Since the furnishings are a key component of each buildings, considerable time has been put into ensuring proper selection of furnishings. Some examples of the furnishings were displayed in the Mundt Library, and students and staff were encouraged to fill out an online survey on the items.



**LET'S EAT** – The new servery (left) and kitchen area (below) in the new addition of the Trojan Center are just about ready to be put into use.



While the work continues on the current projects, plans are in the works for a future project. Architectural and engineering teams have been selected to work on the next stage of the facility plan for the Madison Cyber Labs, or MadLabs. This new comprehensive cyber research and development facility and organization will be home to various research, scholarship, and applications clusters of multidisciplinary areas relative to the cyber universe.

The architectural firm chosen is JLG Architects, which has offices in Brookings and Sioux Falls. The engineering firm is AECOM, out of Washington, D.C. This company is one of the leading firms in designing Secure Compartmented Information Facilities (SCIFs), which will be a key component of the MadLabs facility. Both firms will be working on the design for the 40,000-square foot, \$18 million MadLabs building. The first step will be a building location analysis and a Preliminary Program Statement for the SDBOR.





NORTHERN

NOW



NORTHERN STATE UNIVERSITY, ABERDEEN, SOUTH DAKOTA

DECEMBER 2016 - FEBRUARY 2017

# S.D. Board of Regents approves NSU Regional Science Education Center

A new Regional Science Education Center at Northern State University will advance educational and research opportunities for NSU students and faculty and will also benefit primary and secondary students and teachers throughout South Dakota.

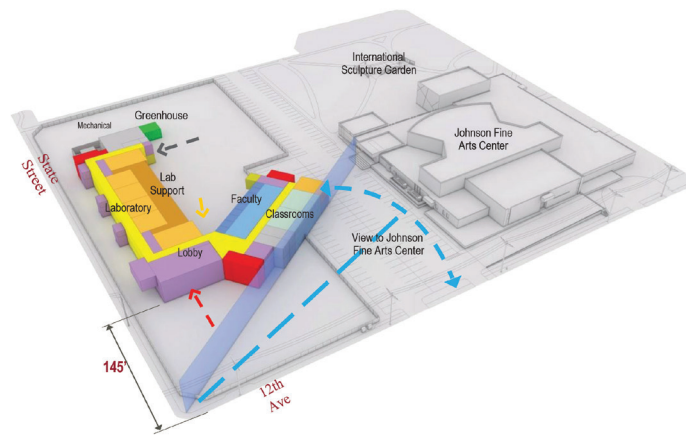
NSU has raised more than \$25 million in private donations to fund the RSEC, which will be the first stand-alone classroom building added to campus in more than 50 years.

The project is approved by the South Dakota Legislature; is waiting the Governor's signature.

The Regional Science Education Center will be built at the corner of South State Street and Twelfth Avenue Southeast, serving as a gateway to campus. The facility will assist current and future Northern students with their academic development; preparing them for careers and advanced studies in science and technical areas of study. It's also expected to be a catalyst for continued growth in numerous areas of study at Northern, including biology, chemistry, environmental science and science education.

The Regional Science Education Center will advance STEM research among faculty and students, as well as assist with teacher development partnerships

new programs in science and provide opportunities for collaboration with math, the arts, education and business, other areas of excellence at Northern.



Conceptual draft, building not to scale.

in the region. This new facility will also aid in the securing of grants in the areas of science research and instruction. In the future, the center could open the door to the development of revised or

Pending approval, a final building design will be developed this spring and summer and go before the Board of Regents for approval this fall. Following the bidding process, contracts would be issued in early 2018. Construction is set to begin in May 2018, with estimated completion in July 2019.

## Graduate STEM certificate approved for Northern State University

A graduate STEM certificate for Northern State University was approved by the South Dakota Board of Regents.

The Regents approved new certificate programs for three public universities at their meeting in Vermillion. These programs offer more options to students pursuing workforce and career development opportunities.

NSU's graduate STEM certificate is targeted at K-12 educators who seek greater expertise in science, technology, engineering, math integration, curriculum design, and project-based learning. All 12 credit hours will transfer

toward a master's in educational studies; six hours of the 12 credit-hour certificate are transferable to a master's degree in education.

Certificate programs usually require fewer credit hours to complete than a minor. They are developed by packaging a small set of courses that allow students to develop expertise within a focused area of study, addressing identified market and workforce development needs.



# NSU has major impact on economy of Aberdeen region, state of South Dakota

Northern State University students injected about \$13.3 million into the South Dakota economy through their day-to-day living expenses in the 2016 fiscal year.

That figure is found in NSU's Economic Impact Report, part of a research study measuring the impact of South Dakota's six public universities on the state economy. The study was released at a briefing for state lawmakers in Pierre.

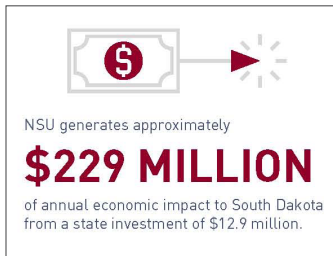
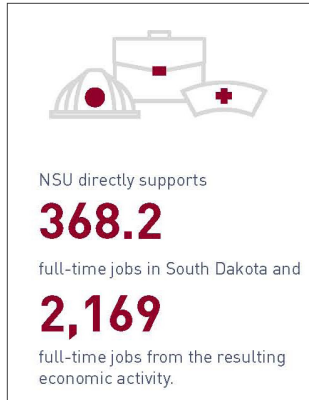
"This study updates initial baseline research conducted in 2010," said Randy Schaefer, president of the South Dakota Board of Regents. "We were amazed to learn that the statewide impact of the public higher education system on South Dakota's economic growth and well-being has grown by 35 percent in six years."

In 2010, 3,280 people lived in South Dakota because of the presence of NSU and the accompanying economic activity. That number rose to about 6,270 in 2016.

## NSU 2016 HIGHLIGHTS

The money that NSU students injected into the economy in 2016 does not include tuition and fees. Other highlights from Northern's Economic Impact Report include:

- NSU generates about \$229 million of annual economic impact to South Dakota from a state investment of \$12.9 million.
- NSU acquired \$2.2 million in federal and private grants and contracts for research, development and projects.
- NSU directly supports 368.2 full-time jobs in South Dakota and 2,169 full-time jobs from the resulting economic activity.



For many NSU students, living in the Aberdeen community is part of their positive Northern experience. One alum said: "I spent my entire undergraduate career at Northern. It was at Northern that I discovered my passions, but I also learned who I was as a person. Everything just lined up perfectly: the opportunities at school, the professors, and even just living in the city of Aberdeen. I graduated several years ago. Since then I have traveled and worked all over the country. Everywhere I

live, I still compare it to Aberdeen and how much Northern helped to put me on the right path."

## STATEWIDE INFORMATION

Both the newest study and the one from 2010 were conducted by lead researcher Michael Allgrunn, associate professor of economics at the University of South Dakota's Beacom School of Business. The research work was sponsored by the South Dakota Board of Regents and the South Dakota Chamber of Commerce & Industry.

Among other findings, Allgrunn's research found that 67,850 people living in South Dakota would not be here without the six public universities. This includes students; faculty and staff employed by the universities and their families; as well as other workers and their families not affiliated directly with the universities, but who make a living here due to the economic activity that the universities generate.

# Mammenga joins NSU as director of Institutional Research and Assessment

Dr. Brenda J. Mammenga is the new director of Institutional Research and Assessment at Northern State University



Mammenga began Jan. 17 at NSU. Her office is responsible for providing consistently accurate information to the university's policy- and decision-makers.

This also requires educating data recipients on possible trends and uses of information.

Mammenga earned her bachelor's and master's degrees in mathematics from South Dakota State University, and her Ph.D. in mathematics from North Dakota State University.

From 2013 to 2016, Mammenga worked in the decision support department at Dakotacare, creating analytics, maintaining data, identifying trends and explaining quantitative concepts.

Prior to that, she was an associate professor of mathematics at Morningside College in Sioux City, Iowa. There, Mammenga taught courses to both math majors and non-majors, as well as performing advising and research tasks.

At NSU, Mammenga hopes to use her work and educational background to benefit students.

"I hope to use my advanced mathematical background and my recent experience with data analysis to contribute to incremental improvements of student learning at NSU," she said.

Mammenga and her husband, Tim, live on her childhood family farm south of Bristol with their three children: Tate (10), Chloe (7) and Ian (3).

## Northern State University hires new director of Communications and Marketing

As a result of a national search, Northern State University is pleased to announce the hiring of Justin R. Fraase as the new director of Communications and Marketing.



Fraase previously served as marketing manager for the Office of Extended Learning at the University of North Dakota in Grand Forks.

His experience in this role includes creating and implementing marketing campaigns, website design and creation, and social media marketing.

Fraase has a bachelor's degree in mass communication and a Master of Business Administration, both from North Dakota State University in Fargo.

Fraase began his position at NSU on Jan. 9. At Northern, he is charged with leading the university's Department of Communications and Marketing, including internal and external communications, media relations, and marketing efforts that pertain to enrollment management, website content management and social media marketing.

In addition, Fraase works directly with marketing and promotions personnel in athletics and the NSU Foundation to continuously facilitate promoting all facets of the university and efforts of the Foundation. Fraase reports directly to Dr. Tim Downs, president of Northern State University, and is a member of the President's Cabinet.

## NSU President Downs serving on two regional boards

Northern State University President Dr. Timothy Downs has been appointed to serve on the board of directors for two regional nonprofit organizations: the Aberdeen Area Chamber of Commerce and United Way of Northeastern South Dakota.

Downs began Jan. 1 on the Aberdeen Area Chamber of Commerce Board of Directors and is eligible to serve two, three-year terms. The Chamber's mission is to serve as the leading business advocate for the economic health and vitality of its membership, community and the greater Aberdeen area. The Board of Directors represents the business and professional leadership in the community. As a board member, Downs' responsibilities will include helping to set corporate policies and goals for the Chamber.



the programs and services available to our citizens and its businesses."

Downs began Jan. 18 on the United Way of Northeastern South Dakota Board of Directors and will serve a three-year term, until 2020. The United Way's mission is to provide support for

programs in the health and human service fields that reflect the needs of the area. The United Way partners with 15 area agencies that provide 35 programs in the region, including the Aberdeen Family YMCA, Safe Harbor and Aberdeen Senior Center. Board members' duties include determining policies, goals and objectives of the organization.

"We feel honored that Dr. Downs will give his time to serve on the United Way Board of Directors," said Aaron Schultz, executive director of the United Way of Northeastern South Dakota. "We look forward to continuing the strong partnership between NSU and the United Way."

"We are looking forward to having Dr. Timothy Downs serve on the Aberdeen Area Chamber Board of Directors," said Gail Ochs, president of the Aberdeen Area Chamber of Commerce. "NSU has always played an integral role in the success of the Aberdeen community. With Dr. Downs now serving on the Board of Directors, we look forward to enhancing our relationship and partnering together to grow our community and expand

## NSU student, faculty member, alums co-author article in scientific journal

A scholarly article by a Northern State University student, faculty member and two alums has been published in CHIRONOMUS Journal of Chironomidae Research.

"Benefits of Chironomid Research: Perspectives from Undergraduate Researchers" was co-authored by Tessa Durnin, Nathan Roberts, Katherine Wollman and NSU Assistant Professor of Biology Dr. Alyssa Anderson.

Durnin, Roberts and Wollman assisted with writing the article after working with Anderson on her research of Chironomidae – aquatic flies that can help to indicate water quality conditions.

Durnin, from Aberdeen, is a senior double majoring in biology and environmental science. Roberts, an environmental science major from Aberdeen, graduated from NSU in 2015. Wollman, a double major in biology and environmental science from Pierre, graduated from NSU in December 2016.

The article can be found online at CHIRONOMUS.

# NSU, Avera continue partnership to provide health services to students

Northern State University and Avera Health will continue a longtime partnership that provides on-campus health care for NSU students at no cost.

NSU and Avera have signed a 10-year agreement for Avera to operate NSU Health Services through July 31, 2027.

"This is an exceptional opportunity to continue to provide our students with excellent health care without additional costs," said Dr. Timothy Downs, NSU president.

Avera's on-campus health care at NSU dates back to 1992, when Aberdeen Family Physicians (now Avera Aberdeen Family Physicians) first started operating NSU Health Services. Northern's Health Services office, located in the NSU Student Center, is staffed with a medical records specialist and two Advanced Practice Providers, who alternate in the office.

Avera St. Luke's President and

CEO, Todd Forkel, is proud of this longstanding partnership and is pleased to see it continue for another 10 years. "Northern State University is a pillar of our community and region," he said. "It's wonderful that two cornerstones of the community have partnered for so long for the benefit of NSU students and peace of mind for their parents."

On-campus services are offered at no charge to students, including:

- Assessment and treatment of acute or sudden onset of illness or injury
- Lab testing (urine screening, strep throat, blood count and mono screening)
- Over-the-counter medications for common colds, sore throat, cough and headaches

- Medical equipment such as crutches, vaporizers and cold/hot packs (available for checkout)

The providers are able to write prescriptions. If they are unable to treat a student's medical issue, the student would have direct access to a physician, which may lead to a claim with the student's health insurance provider.

NSU Health Services is open 8:30 a.m.-5 p.m. Monday-Friday during the academic year. Outside of those hours, students may seek care at AveraQuick Urgent Care at Kessler's grocery store. For more information or to make an appointment, students may call 605-626-7694 or stop by Student Center 254.

## Third annual Lamont-Rhodes Lecture set for April 6 at NSU

The third annual Lamont-Rhodes Lecture will bring an expert in agricultural economics to the campus of Northern State University.



Dr. Michael Boehlje's speech, presented by the NSU School of Business and Dacotah Bank, will take place on Thursday, April 6. The event begins with a breakfast buffet

at 7:30 a.m. in Dacotah Hall. Boehlje will speak at 8:30 a.m. in Krikac Auditorium.

Boehlje is a professor in the Department of Agricultural Economics and the Center for Food and Agricultural Business (CAB) at Purdue University. He has devoted his career to helping farm managers and policymakers understand the pragmatic economic and financial consequences of

their decisions. The fundamental focus of his work has been to integrate concepts of economics, finance and strategy to solve problems of farm and agribusiness managers.

Boehlje is the author or co-author of four books, and over 450 articles and other publications. He is also senior associate of Centrec Consulting. He is a fellow of the American Agricultural Economics Association and of the International Food and Agribusiness Management Association.

### ABOUT THE LECTURE SERIES

The Lamont-Rhodes Lecture Series is made possible thanks to contributions from descendants of longtime Aberdeen residents Ernest and Louise Rhodes, William and Frances (Peg) Lamont, and

Robert and Ruth Lamont. The families have a long history of providing financial services to South Dakota farms, ranches and small business. In an effort to preserve that history, Rhodes and Lamont family descendants made gifts to the NSU Foundation to establish the annual speaker series.

The series also promotes NSU's banking and financial services program, which was created in response to the region's growing demand for financial services professionals. The program prepares NSU students for careers in all facets of the financial services industry, including the development of skills needed by community banks. For more information, contact the NSU Foundation at 605-626-2550 or [nsualumni@northern.edu](mailto:nsualumni@northern.edu).



# NSU swim team GPA highest in NCAA Division II

College Swimming and Diving Coaches Association of America (CSCAA) announced the 2017 Scholar All-America Teams.

The awards are in recognition of teams that achieved a grade point average of 3.0 or higher during the 2016 Fall Semester. The Northern State University swim team led the nation in NCAA Division II with a 3.76 GPA.

In addition to their honors in the NCAA Division II ranks, the Northern State University women tallied the highest GPA at all levels of college athletics including NCAA Division I, III, and NAIA. The next closest team was LIU Post with a 3.71 mark.

"This is a goal our swimmers set for themselves and set out to achieve it," noted head coach Elyce Kastigar. "Hard work never goes wasted. I am excited for and proud of our team for setting this as



a team goal and accomplishing this goal!"

"We are so proud of the hard work in the classroom from our swimming student-athletes," added Northern State Director of Athletics Josh Moon. "To achieve a 3.76 GPA and participate in one of the toughest sports in the NCAA

says a lot about the character and quality of our student-athletes. Congratulations to Coach Kastigar and the entire team for this outstanding achievement!"

To be selected as a CSCAA Scholar All-America Team, programs must have achieved a grade point average of 3.00 or higher over the fall semester. Founded in 1922, the College Swimming Coaches Association of America (CSCAA) – the oldest organization of college coaches in America – is a

professional organization of college swimming and diving coaches dedicated to serving and providing leadership for the advancement of the sport of swimming & diving at the collegiate level.

## NSU women's basketball coach Fredrickson lands 800th win

Curt Fredrickson, Northern State University head women's basketball coach, secured his 800th win Nov. 21 with a 71-45 victory over Nebraska, Kearney.



This is Fredrickson's 38th season coaching the NSU Wolves. Monday night's victory makes him the second-winningest active NCAA II women's basketball coach.

The NSU women's team continues play on Feb. 28, competing for the NSIC Championship.

## Other recent headlines:

Ramey publishes article in Modern Philology

Husband and wife to present 'Music for Piano Four-Hands' at NSU

NSU China Exploreum/Culture Center to hold grand opening.

Northern State University to host series of poetry reading

Students, teachers rev up for NEA's Read Across America Day

Northern State University Theater presents 'The Metromaniacs'

Northern State to present Black History Month speaker Lawrence Diggs

Northern State Confucius Institute Announces Summer in Jinan Program

AUCS to present romantic concert to warm a winter's night

Gratia Brown's 'Recontextualize' exhibition to be displayed through March 31

Northern State Symphonic Band to present 'Dancing' Winter Concert

NSU to hold 47th annual Jazz Festival Concert featuring internationally celebrated alum

Duncan co-authors article in Journal for Counseling and Development

Visit Day set for Jan. 20 at Northern State University

Opp to hold senior recital on Jan. 12 at Northern State University

Northern State University releases fall 2016 dean's list

Children needed for NSU Theater's 'Mary Poppins'

Northern State University to hold career fair on Feb. 9

NSU student spending holidays in another Aberdeen (Scotland)

Northern State University receives Military Friendly Designation



SD School for the Blind  
and Visually Impaired

*Preparing students to step forward with confidence and a vision of lifetime success*

Informational Items  
South Dakota Board of Regents Meeting  
Black Hills State University  
Spearfish, SD  
March 28-30, 2017

Each year on March 1<sup>st</sup> the SDSBVI celebrates a birthday with the singing of “Happy Birthday” and enjoying cake and ice cream. This year we are excited to have reached our 117<sup>th</sup> year of providing top-notch education to students with visual impairments and planning for many more wonderful years in the future.



Pictured are Student Council members Michael McMillen, Jordan Housman, Marcus Van Dam, Schelbie DeHaai, and Violet Peterson.

Our annual “Move for Heart” event was held on February 27. Students showed how much “heart” they have to be a HERO! They demonstrated rhythm skills by dancing the Cupid Shuffle, exercised in various ways, and practiced their basketball skills.



Students worked hard in the fundraising aspect; they raised over \$1300! Kelsey Wollman was our top fundraiser with \$467.



Students in Mrs. Lopes' science class have been learning about electricity. The students made predictions about a color, rubber band, penny, paperclip, and a plastic spoon while using electrical circuits to see if there would be a complete circuit.



Students in Mrs. Lopes' class had a great time learning at the new children's exhibit at the Dacotah Prairie Museum. The post office, the garden, fine dining at the Ward Hotel, building center, train ride, and football teams displays were fun for all. This community experience allowed students to step back in time and understand history in a new way.



The South Dakota Foundation for the Blind and Visually Impaired will be hosting a "Dinner in the Dark" on April 6. This fundraiser will include a raffle and silent auction and an opportunity to experience dining under a blindfold.



Members of the Local Chapter of the Royal Neighbors of America delivered Valentine's Day cookies for our students to enjoy.



Pictured with some of the students are members Shirley Heis and Tuula Katan (seated), Ann Aman (on the right), and Kevin Schaunamen (in the back row).



Students in Mrs. Ludwig's and Mrs. Hulscher's Health classes have been learning about healthy and safe relationships. The Rural Advocate from Safe Harbor talked with the students to explain relationships and what to do if they feel unsafe in a situation. Safe Harbor serves women, men, and children by providing shelter and resources for making positive life choices in Aberdeen and surrounding counties in northeast South Dakota.



Superintendent Marje Kaiser joined with 150 others who advocated for HR 1120, known as the Cogswell-Macy Act, on Capitol Hill on March 1. This bill would add some critical considerations for states as they serve students with sensory loss.



Superintendent Kaiser also met with House Representative Kristi Noem on supporting the Cogswell-Macy Act during Advocacy Day in Washington DC.

Because of their visual impairments, many of our students will never have the ability to drive a vehicle so learning how to use a public transportation system is essential for their independence.

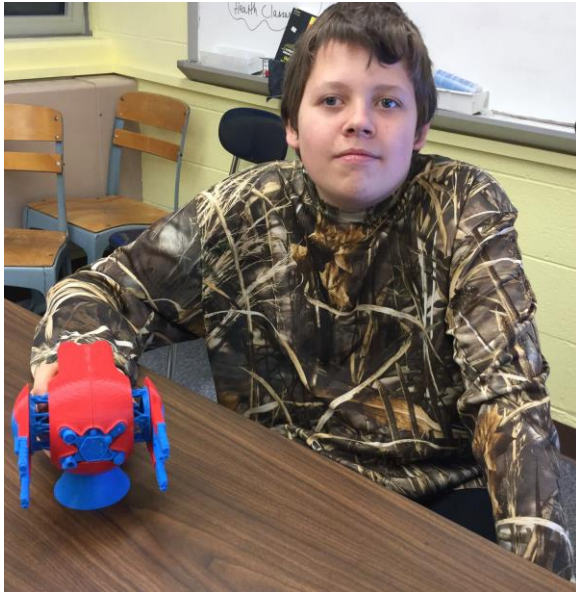


Our Orientation and Mobility Specialist, Ardell Fiedler, recently arranged for Tom Wanttie, Manager of Ride Line, Aberdeen's public transportation system, to meet with our students to explain how to travel around Aberdeen by using Ride Line.



Vincent Stuwe is pictured exploring the bus Tom brought to the school.

Trey Tate, a student from Belle Fourche, has had an interest in making something on our three dimensional (3D) printer since starting as a new student this year.



With the help of his Science Teacher, Ms. Mundschenk, Trey is pictured with the “Oblivion Defender Drone” he recently made. In making the project, Trey first downloaded a digital file of the drone, programed the printer to make each piece individually, and then glued everything together. The 3D printer allows a student who is blind or visually impaired to feel an object they would otherwise only see on a screen. Trey was pleased with his first project and is already researching his next.

The following article published in the Aberdeen American News also describes how our students use the 3D printer.

[http://www.aberdeennews.com/news/local/education/d-printer-aids-learning-at-school-for-the-blind-and/image\\_bcd90949-bec0-597a-a78e-023b4e1a169d.html](http://www.aberdeennews.com/news/local/education/d-printer-aids-learning-at-school-for-the-blind-and/image_bcd90949-bec0-597a-a78e-023b4e1a169d.html)

Please take a moment to read the article about Dr. Patrick Kelly, a vascular surgeon and director of Sanford Vascular Services and a 1986 graduate of our school. Dr. Kelly had a terrible time in school, scoring in the bottom 5 percent of statewide achievement tests. However, a visual disorder – later diagnosed as a severe case of dyslexia – made reading incredibly difficult for him. We are proud to have been able to help him have such a successful career. <http://www.argusleader.com/story/life/2016/02/26/patrick-kellys-precarious-path-being-vascular-visionary/80923934>



# South Dakota School for the Deaf

South Dakota Board of Regents

Informational Items

March 28-30, 2017



## Christmas at the Capitol

Submitted by Sarah Lingle



SDSD Outreach Program was selected to decorate a tree for the 2016 Christmas at the Capitol event. This was the 36<sup>th</sup> year for the event and the 75<sup>th</sup> Anniversary of Mount Rushmore with a theme of “A Monumental Christmas”.

The purpose of the display is to provide an enjoyable experience for all who come to view the trees. Dottie Howe started the holiday tradition in 1981, when she convinced Gov. Bill Janklow to let her put 12 Christmas trees in the Rotunda of the Capitol. Since then, it has become a Christmas celebration with music and fun for kids. The display is open to the public the week before Thanksgiving thru December 27<sup>th</sup>.

Every year, a South Dakota Christmas tree is located and donated to the event. This year's tree was a 29 foot Colorado blue spruce from Huron. The remaining 90 trees came from a Wisconsin tree farm which were decorated by various businesses, nonprofit organizations, communities, and/or government agencies across the state.

SDSD's tree stood proudly outside Gov. Dugaard's office this year. The seven foot tree was decorated in blue, one of SDSD's school colors, with a woodland theme and copper colored accents. Oak slices, donated by Kerry Ruth, SDSD Outreach Consultant in Deadwood, were inscribed with *Monumental Moments* such as learning first ASL signs, receiving a cochlear implant, securing funding for a child to receive hearing aids, and expanding the audiology department in Rapid City.



### Inside this issue:

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L & L Bags	4
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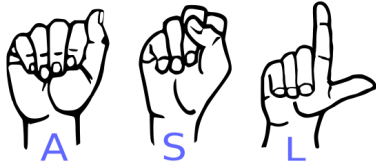


Sarah Lingle, SDSD Outreach Consultant in Pierre, decorated the tree with over 100 *Monumental Moments*. It was a beautiful addition to the celebration in Pierre and a wonderful way to share the SDSD Outreach Program's mission.



## Brandon Valley ASL Presentation

Submitted by Julie Luke



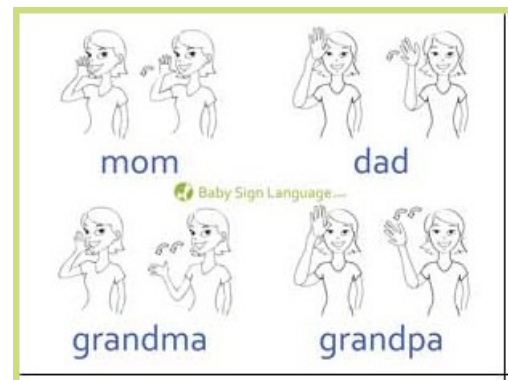
Julie Luke presented information about various hearing levels, different communication opportunities, and assistive technology deaf and hard of hearing individuals use such as: hearing aids, cochlear implants, bone anchored hearing aids, and American Sign Language (ASL). The

students were given the opportunity to explore assistive technology equipment, so they could see how it worked. Julie also shared information about her personal experiences growing up deaf and using hearing aids.

## Spring Family Sign Language Class

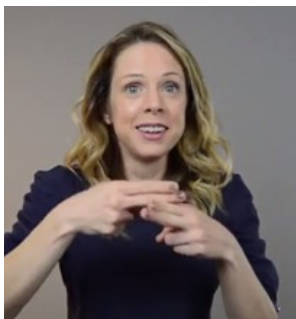
Submitted by Kami Van Sickle

This spring, SDSD will offer another semester of Family Sign Language Class for deaf and hard of hearing children, their families, and other professionals. Sioux Falls consultants, members of the Deaf community, and volunteers from Augustana help make this class a success! The class has different themes each week to teach functional vocabulary that families may use in the home. The new vocabulary is reinforced through fun, interactive activities that the whole family can enjoy. This class is a great opportunity for clients and families to connect with each other in a relaxed environment. A signing daycare is available on campus for young children at no cost. The SDSD Foundation provides funding for snacks and a pizza party on the last night of class.



## Strategies that Work

Submitted by Kami Van Sickle



This year, SDSD has been partnering with members of the Deaf community, Chantal Bergeron & Tanya Miller, to create signed stories for a Deaf, signing client. In order to provide the Deaf child with background knowledge comparable to his hearing peers, the child is able to view a story in his primary language, American Sign Language, prior to reading the classroom story himself. Data taken before and after implementing this accommodation has shown an increase in comprehension and improved test scores. Check out our website to see all the great stories: <http://www.sdsd.sdbor.edu/videos-signed-stories.htm>

## A Partnership with Families

Submitted by Laura Scholten



We asked Jill Scott about SDSD Outreach services. Keep reading to learn how SDSD has impacted her family.

### How did you learn about SDSD Outreach?

We first learned about SDSD Outreach when our son, Eric, received his hearing loss diagnosis. We were in the Avera NICU at the time. Any NICU family can tell you it's overwhelming to have an early arrival of a baby, but to receive the news of hearing loss was hard. SDSD was very patient in understanding we needed time to adjust to our baby once we were able to bring him home with us, and our consultant, Laura, simply called and offered their services and support over the phone. Once we were ready to meet with them, it was a very relaxed meeting in our home to hear about what SDSD could offer to us as a family and for Eric as an individual. We also met with a member of SDSD Outreach, Kim, at the multidisciplinary hearing loss clinic we attended at Sanford Children's Clinic. SDSD has been nothing but supportive to us as we experience the world of hearing loss with our son.



### How has SDSD Outreach's involvement benefited your child?

Their involvement has benefited us as we trialed hearing aids and eventually went to Mayo Clinic for our son's cochlear implant surgery. After we chose a company for cochlear implants, our consultant was able to guide us through their website to show us troubleshooting questions and answers once we were home with all of our equipment. Laura could offer us suggestions on what other families have done to keep all of that equipment organized and safe. This helped our first activation meeting at Mayo Clinic not be quite as overwhelming, as we had a comfort level already developing. Once we were home from our activation, Laura was just as excited as we were (if not more) to check out all of our latest technology. It was great to also have two new consultants to SDSD, Sherry and Alissa, visit our home to see our technology and also learn about the LENA device research study we were participating in for Mayo.

SDSD has also been very supportive in our choice to have Eric pursue auditory verbal communication. While we have been waiting for this to develop, they have assisted us with sign language in our home to bridge his communication from sign to verbal. It has truly helped to reduce frustration for Eric and his parents to have improved communication and understanding.

SDSD has been very involved at our meetings with the Birth to 3 program. Our consultant, Laura, has worked closely with Eric's speech therapists offering support and ideas on how to maximize his services these first three years of life (first two years of hearing with cochlear implants).

SDSD has also provided a network of other families for us to meet and be of support as we go through the cochlear implant journey together. Having other parents to bounce ideas off of is a stress reliever. It is also a blessing to know someone who has first-hand knowledge and understanding of what you are going through and feeling.

### What would you say to other families who are considering SDSD services?

The best advice we can offer to other families is: don't hesitate. The diagnosis of hearing loss can be overwhelming to any parent, but there are wonderful professionals who have a wealth of knowledge to help answer any questions and calm any fears. We can attest that we have had many questions along the way and SDSD is always a quick call away.

## West River Audiology Clinic

Submitted by Carly Hemmingson

Over the last few months, the South Dakota School for the Deaf- West River Clinic has been busy preparing to officially open its doors! The office is now fully furnished, and the clinic's new custom-built sound booth and audiological equipment were installed in mid-January. The clinic will be open to children birth through high school graduation, and will focus on diagnostic audiological services and device troubleshooting. Services are provided at no charge in order to assist in meeting the hearing healthcare needs of the children in western South Dakota. The SDSD-West River Clinic is excited to host an open house on Wednesday, March 15th, 2017, from 3:00 to 6:00 pm. All are welcome to come tour the clinic and visit with the SDSD staff. We hope to see you there!



## Language & Literacy Bags

Submitted by Jodi Schnider

We know that children who come from families that read become readers themselves. One of our roles as Outreach Consultants is to make sure parents/caregivers have the access and the knowledge necessary to assist their children on the road to literacy. An avenue to this is the creation of Language and Literacy Bags (L & L bags).

Language and Literacy Bags are a collection of children's literature, fiction and/or nonfiction, which children have the opportunity to use at home and share with their parents/family. Each bag contains 1-2 books, usually on a theme (gardening, emotions, families, etc.), a list of activities for parents to do while reading, and various types of activities to do after the reading with all the materials needed to complete each activity.

Reading aloud allows children to:

- learn how books work
- learn how stories are put together and retell them
- have discussions about the text and illustrations
- use new and varied vocabulary (an important predictor of long-term academic success)

Shared reading allows children to develop:

- alphabet awareness
- vocabulary
- comprehension
- phonological awareness (how sounds work: syllables, rhyme...)
- print awareness (pages, covers, reading left to right...)
- visual and auditory memory

Additional activities in the bags help develop:

- fine motor skills
- time management skills and the ability to complete a task
- writing and drawing skills
- story sequencing
- number confidence if the story relates to math

Just Keep Reading!





## In-service Update



[www.sdsd.sdbor.edu](http://www.sdsd.sdbor.edu)

2016-2017 Consultant In-services

In-services  
**115**

South Dakotans  
Educated  
**1406**

In-services and guest lectures are provided by members of the SDSD Outreach team as an extension of support for children with varied hearing status. These in-services relate to varied hearing status and its educational impact, technical assistance and orientation with hearing aids, cochlear implants, FM systems, sound field systems, and/or interpreters, or educational strategies and materials that may benefit SDSD clients.

## Audiology Department News

**Submitted by Greg King**

The following report details audiological services provided to South Dakota children from September 2, 2016 through February 2, 2017 on SDSD's campus and via the mobile lab .

Total Screened	11,408
Total Evaluated	3,993
*SNHL Found	228
*CHL Found	456
Mobile Sites	107

SNHL—sensorineural hearing loss  
CHL— conductive hearing loss



[www.sdsd.sdbor.edu/audiology.htm](http://www.sdsd.sdbor.edu/audiology.htm)

## Mines Researchers Help Ensure a Clean Signal in Next-Gen Dark Matter Detector at Sanford Lab

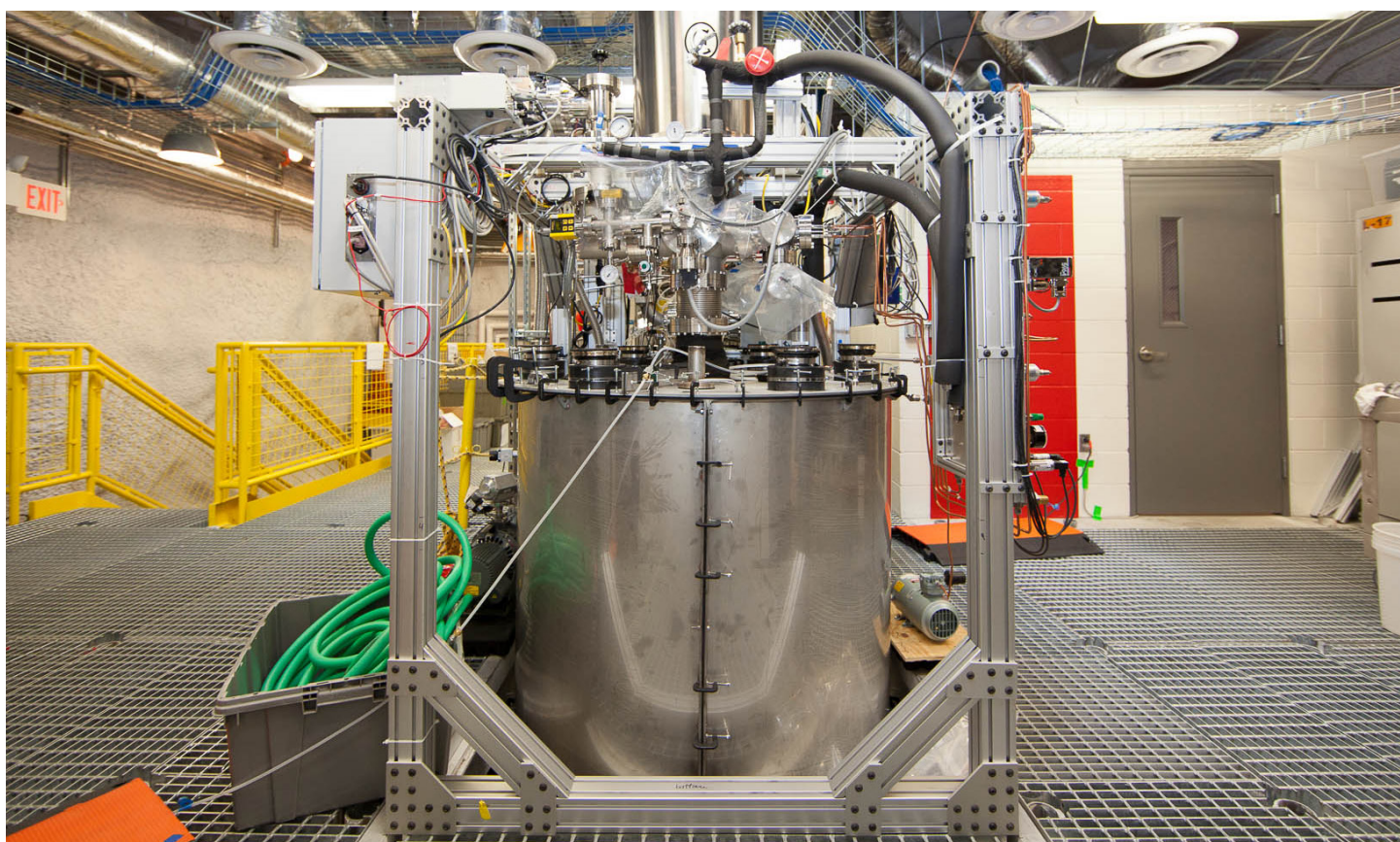


Photo credit: Sanford Underground Research Facility

The [LUX-ZEPLIN \(LZ\)](#) dark matter detector in the [Sanford Underground Research Facility \(SURF\)](#) in Lead, recently reached a major milestone. U.S. Department of Energy approval for the final design of the LZ experiment launches the construction phase and pushes the project toward the completion goal of April 2020. Next-gen dark matter detectors have become sensitive enough that researchers around the world are now more confidently racing to be the first to directly observe the existence of dark matter particles. LZ is in direct competition with two projects in Italy and China. Researchers at South Dakota Mines are playing a key role in the detection and removal

of radon from the sensitive equipment to ensure LZ has the cleanest signal possible.

“Physicists at Mines are playing a role in one of the most exciting physics experiments in the world,” said SD Mines President Heather Wilson.

LZ is being placed almost a mile underground to reduce the impact of cosmic rays that can hide the potential dark matter signal. But other types of background radiation and contamination can also produce false signals and hurt the effort to detect dark matter.

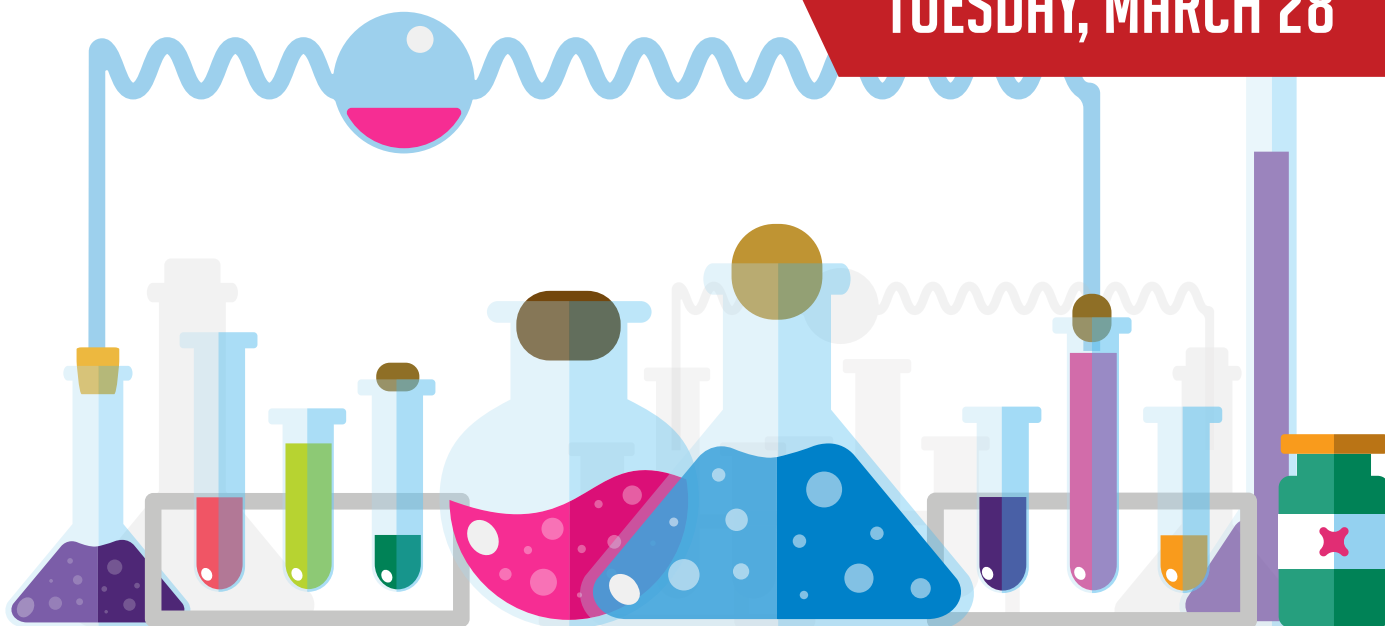
continued on page 4





## SCIENCE FAIR JUDGES NEEDED

**TUESDAY, MARCH 28**





## First Health Careers Expo Features Professional and Student Panels, Medical School Exhibitors

The first-ever Health Careers Expo took place from 2-5 p.m. on Wednesday, March 1, in the Surbeck Center ballroom at SD Mines.

The event was designed to help high school and college students explore healthcare careers. It featured panels of healthcare professionals and Mines pre-health students, as well as an exhibit hall showcasing regional universities offering professional healthcare degrees.

Panelists included: Daniel Engebretson, Chair of the Biomedical Engineering Program at the University of South Dakota (USD); Lyndsi Slusarski, physician assistant; Aaron Studer, dentist at Advanced Dental Professionals and others.

Exhibitors included: the USD School of Medicine, Department of Nursing, and School of Health Sciences; South Dakota State University College of Nursing;

University of Minnesota School of Public Health and more.

Launched last spring, SD Mines Pre-Health Pathways strengthens support for students in advising, research, internships and professional experiences, networking opportunities, seminars and student organizations in order to prepare students for graduate studies to become doctors, dentists, physical and occupational therapists, physician assistants and other health-related professionals.

The event is sponsored by SD Mines Pre-Health Pathways Office, the Biomedical Engineering Society and the Future Health Science Professionals.

More information on the Pre-Health Pathways may be found [here](#).

## Concrete Experts Gather at SD Mines

The South Dakota School of Mines & Technology is hosting the 53rd annual Concrete Conference on Friday, March 3, attracting over 100 concrete experts from throughout the region and country. The conference is open to the public, who may register the day of the event.

President of the American Concrete Institute, Mike Schneider, who also works at Baker Concrete, will deliver the lunch keynote on "The Complex Construction of the

Miami Science Museum." Other topics will include: concrete lessons from recent earthquakes, load testing, the repair of existing structures and concrete design and construction.

The conference theme is "Evaluation, Repair and Rehabilitation of Concrete." All events will be in the Surbeck Center ballroom.

For more information, contact Chris Shearer at (605) 394-2268 or [Chris.Shearer@sdsmt.edu](mailto:Chris.Shearer@sdsmt.edu).



# Nearly 100 Employers Attend Spring Career Fair

Nearly 100 employers attended the Mines annual spring Career Fair.

For Mines students navigating the large fair with so many employers in a short time can be daunting. Fortunately students had the SD Mines Career Fair app which included a list of employers, majors of interest, positions, information sessions and a map of the fair booths.

Over 1,000 Mines students attended, networking with employers including Barrick Gold, Cargill, Caterpillar, Garmin, GE Healthcare, EchoStar, Nucor and Sanford Health as well as regional companies and engineering firms.

In all, nearly 100 employers from 21 states, including 40 exhibitors from South Dakota, were on hand to visit with Mines students.

South Dakota companies included Daktronics, Raven Industries, RESPEC, TSP and Vishay. Twenty of the employers at this year's fair were first-time visitors. In addition, many of the employers stayed to conduct next-day interviews.

SD Mines graduates continue to be in demand, with 75 percent landing at least one internship before graduation, a 98 percent placement rate and an average starting salary of \$63,500.



## Mines Researchers continued

Researchers must painstakingly measure all components of LZ for naturally occurring radiation. One challenge is the removal of radon, a naturally occurring radioactive gas that could interfere with dark matter detection.

Mines physics professors Richard Schnee, Juergen Reichenbacher and Xinhua Bai, Ph.Ds., are leading research on planning an underground radon-removal system and on testing whether plans to keep LZ materials free of dust and radon daughters are working properly. Reichenbacher operates a new device that can measure small amounts of radon daughters on the surface of materials without having to break the materials. "It's a million times more sensitive than the

standard swipe tests performed in airports," said Reichenbacher.

The group also leads the measurement of how much radon is produced from LZ materials. "If a material produces too much radon, it can't be used in the experiment, and our collaborators will have to find a new material to do the job," said Schnee.

SD Mines researchers play one part in the overall effort. The total LZ collaboration consists of 250 scientists and engineers from 37 institutions in the U.S., U.K., Portugal, Russia and Korea. Read more on Mines' [Research Blog](#).

## SD Mines Hosts Regional Climate Assessment Workshop



SD Mines hosted the Northern Great Plains Regional Engagement Workshop as part of the [Fourth National Climate Assessment](#) process.

During the workshop, key players from across the region discussed information to include in the next National Climate Assessment. Topics of discussion during breakout sessions included the impact of a changing climate on: agriculture and livestock, water resources, land use, fish and wildlife, and tribal and indigenous communities. The meeting sought to engage climate researchers and members of the public across business and government sectors to better understand how climate change is affecting the Northern Great Plains.

“Global climate change’s impacts are felt differently across a country as large as the United States,” said Bill Capehart the coordinator of the Atmospheric and Environmental Sciences Program at SD Mines. “Sea-level rise, changes in extreme event frequency, droughts, deluges and changes in pest migration as they follow rising temperatures and changes in rainfall impact us both at the town-level and as a nation at large. These regional meetings are key to assessing not only these local impacts but also to develop ready, responsive and resilient ways forward to protect our infrastructure, economy, health, safety and national security in the coming decades.”

The National Climate Assessment occurs every four years as part of the U.S. Global Change Research Program. The report fulfills the requirements of the Global Change Research Act of 1990. The next national assessment is set to be published in late 2018. Regional workshops are being held around the country to organize and gather input for the next report. The workshop at Mines includes participants from Colorado, Nebraska and Montana who are taking part in satellite meetings via video conferencing.

## Kulas Named to Academic All-District Men’s Basketball First Team

Senior Konor Kulas has been named to the College Sports Information Directors of America (CoSIDA) Academic All-District Men’s Basketball Team First Team – an award that recognizes the nation’s top scholar-athletes for their combined performances athletically and in the classroom.



Kulas, a 6-foot-7-inch post player majoring in industrial engineering from Appleton, Wis., is the first Hardrockers men’s basketball player to receive this honor and is one of just two scholar-athletes from the Rocky Mountain Athletic Conference to be named to the district first team for the 2016-17 campaign.

“Konor is the kind of all-around scholar-athlete whom we are proud to have represent our university. He’s a delight to watch on the court. He’s also a great role model and really decent young man. They couldn’t have made a better choice,” said President Heather Wilson.

Kulas, who qualifies for this honor with a 3.40 GPA, has had an outstanding season on the basketball court. He is leading the Hardrockers men’s hoops team, averaging 17 points per game and coming down with 8.9 rebounds per game. He is in the Top 10 in the RMAC scoring 405 points this season and is the RMAC’s second-leading rebounder with 211 boards on the year. Thus far Kulas has amassed 1,400 career points and ranks 11th all-time at SD Mines. Earlier this season Kulas was named to the RMAC All-Academic First Team.

From here, honorees advance to the CoSIDA Academic All-America Team ballot, where first-, second- and third- team All-America honorees will be selected.



# Students Explore Boundaries Between Art and Science at Apex Gallery Exhibit

The Apex Gallery exhibit “Communicate, Innovate, Fabricate,” showcases the artistic side of South Dakota School Mines & Technology students and explores the boundaries between art and science.

The exhibition includes original creative expressions like drawings, paintings, fabrications, sculpture and models by students from across campus.

“As I have been teaching art to engineers over the years, I realized that some of our students have a creative side that never occurred to them,” says Deborah Mitchell, an associate professor of humanities at Mines and the director of the Apex Gallery. “While some are very aware and create drawings, sculptures and photographs, I am

always looking for ways in which their disciplines are informed by the creative process,” she adds. This is the second year for the student exhibition, “Communicate, Innovate, Fabricate.”

According to Mitchell this exhibit shows that Mines students excel in creativity as well as engineering.

“Art isn’t just about grand statements, rather it can make ideas visible and can help communicate the importance of the work done at Mines,” Mitchell says.

The exhibit is open to the public through March 17 in the Classroom Building on the SD Mines campus.



## SD Mines Celebrates 40th Annual Engineers Week, Mines Myth Busters & Super Science

The 2017 Engineers Week was celebrated at SD Mines Feb. 21-24, featuring free events for area middle school students and the general public, as well as the university community.

Tuesday afternoon Mines students were inducted in the Order of the Engineer, which fosters a sense of responsibility and pride in the engineering profession.

Faculty and students teamed up Tuesday night for Mines Myth Busters & Super Science to debunk or prove urban legends and offer interactive experiments to hundreds of attendees.

Mines myth busters experimented with fire, tested household items for radioactivity, offered hands-on green chemistry activities, tested whether concrete can really float, if metals have memory and more.

On Thursday, Mines hosted about one hundred middle and high school students for Engineering & Science Day, including tours and demonstrations by academic departments, chemistry shows and a concert.

The day included a NASA presentation, led by Tom Durkin from the South Dakota Space Grant Consortium. Entitled “The Expanding Universe,” the presentation focused on the current understanding of Hubble’s Law and the Hubble constant, which measures the expansion rate of the universe where velocity increases with increasing distance from the observer.

Check out photos from Engineers Week on the following page.

## SD Mines to Host Pi Day Events on March 14

The South Dakota School of Mines & Technology will host Pi Day events at 4:30 p.m. Tuesday, March 14, in the Surbeck Center ballroom. Celebrated around the world, Pi Day (3/14) honors  $\pi$ , the symbol used in mathematics to represent a constant – the ratio of the circumference of a circle to its diameter – which is approximately 3.14.

The Society of Physics Students will hold a pie eating contest and a “Pie the Professor” event, both to raise funds for the student organization.



## Blacksmithing Club's Steel Roses Quickly Sell Out for Valentine's Day

Blacksmithing club members finished up their sixth annual signature fundraiser, forging steel roses for Valentine's Day. No two hand-crafted roses were alike. Some featured more natural-looking polished steel, while others were painted. Depending on the artist, some roses had fuller blooms than others.

“Love is all about taking ugly things and bringing them together to make something beautiful,” says Joseph Schurch, club president and a mechanical engineering senior from Lakeville, Minn., minoring in metallurgical engineering. “Steel can be rough and stubborn, but with a little fire and hopeful vision, it can be brought to life.”

The Blacksmithing Club sells steel roses for \$40 each. The club uses the money raised to pay for safety goggles, leather gloves, metals and other materials for its activities throughout the year.

To find out more about the SD Mines Blacksmithing Club or to place a steel rose pre-order for next year, contact Joseph Schurch, club president, at [Joseph.Schurch@mines.sdsmt.edu](mailto:Joseph.Schurch@mines.sdsmt.edu).

[Watch the forging of a rose.](#)

## Alumnus Rusty Gray Elected to National Academy of Engineering



Alumnus George “Rusty” Gray III, Ph.D., has been elected to the National Academy of Engineering (NAE). He was cited for contributions to the understanding of the dynamic and shock-loading deformation and damage response of materials. Election to the

NAE is among the highest professional distinctions an engineer can attain.

Gray completed his bachelor's in metallurgical engineering in 1976 and his master's in the same field in 1977, both from SD Mines. He earns a place alongside five Mines metallurgical engineering alumni and NAE members: William Griffith, Frank Aplan, Douglas Fuerstenau, Maurie Fuerstenau and Ken Han.

Gray joined Los Alamos National Laboratory in 1985. He pursues fundamental and applied research primarily in the elucidation of the structure and property behavior of materials subjected to dynamic and shock-wave deformation. His research interests are in the structure/property behavior of materials under extreme conditions and the development and validation of predictive models of the strength and damage behavior of materials.

Gray is a fellow of ASM International; American Physical Society; and the Minerals, Metals and Materials Society (TMS). He has been a visiting fellow at Cambridge University and served on several National Academies of Sciences advisory boards and panels. In 2010, he served as the president of TMS. Since 2011, he has served as the Chair of the Acta Materialia, Inc. Board of Governors.

Gray has received a Los Alamos National Laboratory Fellows Prize, two Individual Distinguished Performance Awards and an Award for Excellence in Technology Transfer.

This year, NAE elected 84 new members and 22 foreign members, bringing the total United States membership to 2,281 and foreign membership to 249.





## SD Mines Men's & Women's Cross Country Teams Named NCAA Div. II All-Academic Teams



The South Dakota School of Mines & Technology men's and women's cross country teams have been recognized as NCAA Div. II All-Academic Teams by the U.S. Track & Field and Cross Country Coaches Association (USTFCCCA) for the fifth-consecutive year. Hardrockers

junior cross country runner Kari Radke also earned Individual All-Academic Honors for the 2016 season.

"We are very proud of our scholar-athletes at Mines," said Mines President Heather Wilson. "It is great to see them be recognized in this way."

The Hardrockers men's squad finished the season with a 3.31 team GPA, while the Lady Hardrockers team posted a 3.42 GPA. Teams must have compiled a cumulative GPA of 3.00 or greater and scored at an NCAA Div. II regional meet to qualify for the award.

The Hardrockers teams fulfilled both requirements after competing at the NCAA Div. II South Central Regional Cross Country Championships on Nov. 5 in Denver, Colo. The men's team placed 19th while the women's team

posted a 17th-place finish.

"We're very proud of our scholar-athletes and what they've been able to accomplish in the classroom and on the course," said Hardrockers cross country head coach Steve Johnson.

Individual All-Academic honors are awarded to those athletes who have compiled a cumulative GPA of at least 3.25 and finished among the top 30 percent of eligible runners at his or her regional championships and/or the top half of the field at the NCAA Championships.

Radke, who finished 69th out of 182 competitors at the regional meet, is a chemical engineering major from Elk River, Minn.

"Kari's individual honors show how hard she has worked over the last few years," Johnson said. "To be in the top 30 percent athletically and maintaining her GPA is an impressive feat made that much tougher by competing at the South Central Region and studying chemical engineering."

A total of 164 institutions earned Scholar Team honors. There were 137 women's teams and 104 men's teams that earned All-Academic honors from the USTFCCCA.



## Intern Spotlight Brandon Golenda | Barrick Gold

Metallurgical engineering major Brandon Golenda from Pueblo, Colo., interned with Barrick Gold in Elko, Nev. Golenda improved Barrick's flocculation process within the mill at the Cortez mine, while also having the opportunity to perform maintenance on a heat exchanger, control a large hydraulic jackhammer via joysticks to crush rocks, and detonate explosives for an open pit blast.

# Mines in the News



SD Mines Names  
New Energy  
Resources  
Director



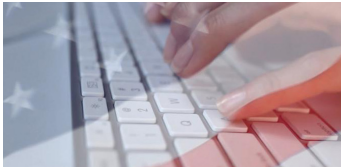
Mines  
Researchers Help  
Advance Dark  
Matter Detector



Heather Wilson  
and the Road To  
Be Taken



Annual Spring  
Career Fair Held  
at Mines



Computer Coding  
Competition  
Opens Gate to  
Overhauling  
Programming  
Education



Infrastructural,  
Agricultural  
Worries Come out  
at Northern Plains  
Climate Workshop



School of Mines  
Students  
Recreate an  
Ancient Art



"Music in  
Engineering,"  
Lunchtime  
Concert at SD  
Mines



Women Panel  
Inspires SD Mines  
Female Students  
Toward Science  
Careers



School of Mines  
host Mines Myth  
Busters & Super  
Science Show



## About SD Mines

#SDSMT /SDSMT SDSMT @SDSMT

Founded in 1885, the South Dakota School of Mines & Technology is a science and engineering research university located in Rapid City, S.D., offering bachelor's, master's and

doctoral degrees. The university enrolls 2,859 students with a student-to-faculty ratio of 15:1. The SD School of Mines placement rate for graduates is 98 percent, with an average

For more Mines news, visit [news.sdsmt.edu](https://news.sdsmt.edu)





President Barry Dunn speaks at the 2017 Celebration of Faculty Excellence, held Feb. 21 in the University Student Union's Volstorff Ballroom.

## In this **IMPACT State**

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- Pharmacy grads rank second in nation
- South Dakota Art Museum receives grant

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- Career path helps Granum in classroom

## Faculty honored at event

South Dakota State University recognized 29 faculty members, researchers and scientists at its annual Celebration of Faculty Excellence banquet held Feb. 21 in the University Student Union. The event honors faculty members in each of the university's colleges for outstanding research, teaching and service.

Before the evening banquet, four faculty scholars delivered Sewrey lectures to raise awareness and show scholarship in the categories of research, creative and fine arts, teaching and learning, and service.

Jennifer Anderson delivered the David Fee Memorial Lecture, "Scholars, Citizens, Students: How Everyone Can Use Communication to Cultivate a Productive and Civil Society." Anderson is an assistant professor in the

Department of Communication Studies and Theatre.

Fee taught philosophy and religion at SDSU for more than 20 years. Annual presenters of the named lecture are selected based on their topics and contributions to Fee's example of crossdisciplinary learning, inquiry and collegiality.

Kendra Kattelmann, professor in health and nutritional sciences and director of the didactic program in dietetics, and Eric Nelson, professor in veterinary and biomedical sciences, were both named distinguished professors at the event.

Photos of the event can be found on pages 8-9 while the list of winners is on page 16.

# Hedge named provost, vice president of academic affairs



Dennis Hedge

Dennis Hedge, a member of the South Dakota State University faculty and staff since 1992, has been selected provost and vice president for academic affairs of the institution following a six-month national search. The appointment is subject to South Dakota Board of Regents' approval at its March meeting.

Hedge has been serving the role on an interim basis since May when Laurie Nichols left SDSU to become president of the University of Wyoming.

"It is with great pleasure I welcome Dennis into this very important position on a full-time basis," said SDSU President Barry Dunn. "This was an extremely thorough and competitive search process, and I thank everyone on campus and in the community who was involved."

"Dennis is a proven leader who is respected by his peers, and he will elevate the university to another level in this role," Dunn added. "It became clear during this process that his energy and understanding of higher education in the state and region will be a benefit to all of us at SDSU."

During his time in the interim role, Hedge helped launch the university's next strategic planning process as co-chair of the planning committee. He also named interim deans for the College

of Agriculture and Biological Sciences and the Van D. and Barbara B. Fishback Honors College while beginning the process to launch national searches for both positions. Hedge has also been active with the Academic Affairs Council within the Board of Regents office, providing strategic direction on a number of academic issues.

"I am extremely humbled and honored to be the next provost and vice president of academic affairs at SDSU," Hedge said. "Most of my professional career has been spent on this campus, and I have witnessed tremendous growth and positive change during that time. I look forward to working with our faculty and leadership to continue those efforts and enhance student success and academic quality through all of our colleges and departments."

Hedge came to SDSU in 1992 as an assistant professor in the Department of Pharmacy Practice. He became an associate professor, then professor, head of the Department of Pharmacy Practice in 2003 and associate dean of the college in 2007.

In 2008, Hedge was named dean of the college whose graduates have enjoyed a 100 percent job placement rate for several years. Hedge also led a college that produces some of the highest pass rates of Pharm.D. graduates taking the professional license exam for the first time. SDSU graduates recorded a 98.68 percent pass rate this past year, second highest in the nation. The national average this year for first-time passage was 85.86 percent. Only twice during Hedge's tenure as dean did a graduate

"Dennis is a proven leader who is respected by his peers."

-Barry Dunn

class not reach a 100 percent pass rate, but all have ranked higher than the national average and greater than 94 percent.

Hedge was also involved in the planning and development of the Avera Health and Science Center that included a \$15 million commitment from Avera Health, the single-largest gift made to the SDSU Foundation. The facility significantly enhanced the faculty's ability to conduct research and scholarly output while improving the ability to educate future health professionals.

Hedge also served as the university's lead in establishing the Master of Public Health degree, a collaboration with the University of South Dakota School of Health Sciences. Other noteworthy accomplishments of the college under his leadership include securing funding for two endowed faculty positions; launching a community pharmacy residency program; integrating interprofessional education activities at all levels of the Doctor of Pharmacy curriculum; implementing a new admission process for the Pharm.D. program; and creating a new tuition structure for the professional program.

Hedge will assume his full-time status March 1.

## IMPACT STATE

MARCH 2017, Vol. 5, No. 1

**Managing Editor:** Matt Schmidt

**Contributing Writers:** Shelby Bauer, Christie Delfanian, Dave Graves, Heidi Kronaizl and Matt Schmidt

**Photographer:** Emily Weber

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## Changes coming to IMPACT State

With the addition of the biweekly digital edition of IMPACT State, the print edition will cease to exist.

Regardless, if there's a story we need to know about—something or someone in your college, department or unit or someone received an award or published a book—please send us a note at [sdstate.news@sdstate.edu](mailto:sdstate.news@sdstate.edu) with the information, and we'll consider it for publication in an upcoming issue.



## Counseling and Human Development gets three programs reaccredited



Jay Trenhaile

Three for three for eight.

That's the score for the Department of Counseling and Human Development after undergoing the accreditation process from the Council for Accreditation of Counseling

and Related Educational Programs' board of directors. The board made the decision to accredit the clinical mental health counseling, school counseling and student affairs and college counseling master's degree programs each for the maximum allowed eight-year period. The accreditation runs until March 31, 2025. The programs were initially accredited in 1994.

"These results rank us favorably when compared to all of the institutions

in the region," said Jay Trenhaile, who heads the Department of Counseling and Human Development. "Only 40 or 50 percent of the programs get the eight-year accreditation. These results are definitely a positive validation of the hard work done by the faculty and our adjuncts as well, who have made the program strong and put us in this position.

"This news puts us in a great position to not only recruit students, but also faculty when applicable," he continued. "While we're pleased with where we're at, we are already working on the new standards for the next accreditation."

Trenhaile said to qualify for a similar accreditation period when this period expires in 2025 the department will have to adjust curriculum, add courses and adjust students' learning outcomes.

"Those things take time, because we want feedback from our graduates working in the fields, employers, faculty and students," he said. "It'll involve a number of changes. The eight years will

go pretty quickly. While we're pleased to have the time, we're not going to sit around—that's not what got us to this point."

The reaccreditation process also brought to light how well State graduates do when it comes to licensure exams. In 2014 and 2016, all of the department's graduates successfully passed the National Counselor Exam on the first try. SDSU students posted a 96 percent pass rate in 2015 and had pass rates of more than 90 percent in 2012 and 2013.

"Our students have done a lot of work to get things done and do them the right way," Trenhaile said. "They've put in the time, as have the faculty, to ensure they do really well on the exams and are ready for the workforce.

"The site-visit team recognized we have made a strong effort to recruit and retain diverse faculty, that our faculty and adjunct faculty are highly skilled and experienced, and that we place a strong emphasis on student participation in professional developmental activities," he continued.

## Pharmacy grads rank second in nation on licensure examination

All 76 graduating SDSU pharmacy students from the class of 2016 passed the required professional exam in order to be licensed as a pharmacist and 75 of them did it on the first attempt.

That 98.68 percent first-time passage rate ranks second in the nation, barely trailing the University of Washington, which had 98.94 percent of its 94 graduates pass the North American Pharmacist Licensure Examination on their first attempt.

Nationally, the marks dropped sharply in 2016 with a first-time passage rate of 85.86 compared to 92.64 in 2015, 94.88 in 2014 and 95.87 in 2013.

Since SDSU's first entry-level Pharm.D. class graduated in 1998, there have been 1,117 students take the exam with 1,110 passing on the first try (99.4

percent). There were only three other years—2006, 2011 and 2014—when SDSU wasn't at 100 percent and in those years its first-time pass rate was 94.7, 97.0 and 98.7 percent, respectively.

"Such consistent success points to a program where expectations are high, faculty is committed to excellence and students are focused," said Jane Mort, interim dean. "Those factors have been in place since the beginning of the Pharm.D. program and are a tradition everyone within the college wants to see continue. We take great pride in the success of our students.



"Success such as this continues to motivate us to do all we can to engage a group of high-achieving students so that upon graduation they are ready to help provide outstanding health care to the world's population."

## VanHoepen honored as February's Civil Service Employee



**Allen VanHoepen**

Allen VanHoepen was named February's Civil Service Employee of the Month. VanHoepen has worked at SDSU for nearly 32 years with University Housing and Residential Life, now serving as a maintenance operations supervisor.

In letters of support, co-workers said VanHoepen takes pride in his work and is always willing to help.

"Allen is very knowledgeable in all areas of University Housing and Residential Life. If anyone has a problem, they know they can call him at any time and he is willing to help. He has many characteristics

of what I believe an employee of the month should display. He has a contagious can-do attitude that makes working with him a complete joy," said Kristi Johnson, a laundry supervisor with University Housing and Residential Life. "He is also responsible and dependable. Working in the housing and residential life department can sometimes throw you curve balls and Allen's positive personality really shows when dealing with any issues."

Others cited his knowledge of the residence halls.

"Allen knows the university housing buildings like the back of his hand and has been places nobody even knows about," said Jessica Albee, custodial services supervisor in the Department of Facilities and Services. "He always helps other maintenance personnel when they need help and, if I ever have a question, he has the answer."

"When I started, Allen was the maintenance man for the Grove area, which included Pierson, Brown and Mathews Halls. As we added new buildings, he acquired more," said Cindy Schmidt, a custodial services supervisor. "He currently serves as the supervisor for the maintenance part of University Housing and Residential Life, a position he deserves. Allen is a very caring individual who takes pride in his work and cares about his co-workers and residents. Allen goes the extra mile for residents and makes sure work orders are completed to the best of his abilities. He approaches tasks very well and never complains."

VanHoepen has two children: a daughter Hope, 7; and a son, Cole 6. He spends his free time with them riding bicycles, roller blading, playing at the park and participating in Cub Scouts and Girl Scouts.

## Geise named January Civil Service Employee of the Month



**Barbara Geise**

Barbara Geise was named January Civil Service Employee of the Month.

Geise has worked at SDSU for 27 years in the cashier's office as a program assistant.

A Brookings native, Geise graduated from

Southwest Minnesota State University with a bachelor's degree in accounting. Before starting at State, she worked at First Bank and Trust in Brookings. In her free time, Geise enjoys spending time with her family and friends, completing home restoration projects, writing inspirational sayings, reading and walking.

"I appreciate this award and the efforts of those who made this possible," Geise said. "I have the opportunity to work with talented individuals who are dedicated to teamwork. The mutual respect we share inspires me to give my best to those I serve."

In letters of support, co-workers said Geise is positive, giving and a dependable resource.

"Barbara is extremely dedicated to her work at SDSU," said Student Account Specialist Ross Pirlet. "What is always first and foremost with her is helping co-workers, other departments and, especially, the students. One of Barbara's duties is applying the tuition assistance for our student soldiers. Following guidelines set by the U.S. Army, the South Dakota National Guard and the South Dakota Board of Regents can sometimes be a daunting task, but Barbara has been the go-to expert on this topic when questions

arise. On statewide accounts receivables calls, everyone turns to her when there are questions on military education benefits. Making sure students get the best service they can is always at the heart of what she does. She consistently goes above and beyond to help students and co-workers."

Senior Claims Clerk Kim Sterrett said, "Barbara has had a positive influence on both co-workers and students. Barbara has gone above and beyond while putting in place the new procedures for processing federal tuition assistance and state tuition assistance for our students in the National Guard. She is always willing to do the research, listen to her counterparts from other universities and put together a procedure that will work best for everyone involved."

## Changing career paths help Granum in classroom

According to University College Instructor Melissa Granum, it is important for instructors to be able to put themselves in their students' shoes. Granum has no problem relating to her UC 209 Transition-Year Seminar students because she has experienced her fair share of transitions.

Now in her third year at State, Granum also teaches UC 102 Exploratory Studies and a half-semester section of UC 143 Mastering Lifetime Skills, which begins at midterm. The transitions course is unique in that it is online and modeled after the First-Year Seminar class. It is designed to cater to all ages of students, who are either nontraditional and returning to college, transferring from another institution, or needing to fulfill a college requirement. Granum feels very comfortable teaching such a course.

"I was in their spot once. I switched majors several times during college and also took some time to gain life experience before returning to graduate school. I can understand what many of my students are feeling, and I enjoy being able to share similar experiences. I have learned that different involvements and experiences allow you to learn your values, as well

as who and what are important to you," Granum said. "All of my experiences led me to where I am today, which is doing what I love and helping students."

A 2006 SDSU graduate, Granum studied both animal science and biology before finally settling on English education. However, her interest in exploring different fields did not end there. After graduating, Granum felt she needed more life experiences before teaching high school students, so she took on an executive team leader position with Target in Minot, North Dakota. While living there, Granum immersed herself in experiences such as volunteering within the community and running for Miss Rodeo North Dakota.

After four years in North Dakota, Granum decided it was time to return to Brookings and pursue a master's degree in curriculum and instruction. After receiving her degree in 2013, Granum taught high school for a year, during which she heard about an opening within University College.

"I discovered that even though I still enjoyed the subject, teaching English was no longer my passion," Granum said. "I learned career choice and helping students find their own passions was more of my calling. I thought I could make a bigger difference in people's lives by helping them through their own transitions and encouraging them to explore their own life experiences by using my story."

Kristjana Snyder, a psychology major and UC 209 student, appreciates Granum's ability to relate.

"Melissa uses her experiences to help teach life lessons and course

material. I have learned that it's OK to be imbalanced in life and that you need to be patient with yourself because sometimes you have to be uncomfortable and off-balanced to grow," Snyder said.

Granum went into the world and found her way back to what she was passionate about. Even though Granum understands this process is not necessarily for everyone, she simply wants her students to understand that putting themselves out there, getting involved and trying different experiences can help them discover what they want for their own future.

"When I was in college, I never had anyone telling me to get involved or pushing me to find internships, so I really love assisting our academic advisors and being that resource for students to grow through University College and the Wintrode Center," Granum said.

The transitions course fits Granum in that she enjoys the task of accommodating each student, because they are all in different stages of their college careers.

"In a way, the course is challenging as an instructor because you want to make the material relevant to all levels of students. But also, I believe that the course is more successful because the students are able to learn from their peers' different perspectives and experiences," Granum said.

"It's nice to have a professor who understands that each person is different," Snyder said. "The class really focuses on our individual strengths and weaknesses and how to use them in all areas of our life, but especially in the workforce."

Granum is happy to serve as a resource.

"I want all my students to discover what happiness is for them. I had no idea what that would be for me when I was in college. It was through a lot of trial-and-error and learning experiences in a variety of fields that led me to where I am today."



Melissa Granum uses her life experiences to help her students in UC 209 Transition-Year Seminar.



## Starkenburg chosen as Wisconsin Fairest of the Fairs

South Dakota State University junior Rebecca Starkenburg was recently chosen as the 2017 Wisconsin Fairest of the Fairs. She was selected at the 94th annual Wisconsin Association of Fairs Convention. The daughter of David and Robin Starkenburg of DeForest, Wisconsin, Starkenburg is majoring in agriculture education, communication and leadership and minoring in animal science and meat science.

Starkenburg, who represented the Lodi Agricultural Fair, was one of 39 contestants from county and district fairs throughout Wisconsin.

The Wisconsin Fairest of the Fairs program is designed to select an ambassador for the Wisconsin Association of Fairs, which represents all 76 Wisconsin county, district and state fairs. This year marked the 51st crowning of the Wisconsin Fairest of the Fairs.

Each year, the Fairest of the Fairs travels throughout Wisconsin promoting the educational, agricultural, social, cultural and commercial opportunities available at the state's fairs.

### No thoughts of winning

"I was not planning to win," Starkenburg said. "I'm competitive, but I was really excited about the opportunity and being able to meet the other contestants."

After qualifying to be in the competition's final 10, Starkenburg was the last candidate named for the top five.

"I said to myself, 'if it stops here, I'll be good with it,'" she said, noting the final round had the contestants march off stage, then return to answer a final question. The finalists were asked to use fair as acronym to explain their local fair. "When I heard the question, I thought of F for fun and quickly thought about what comes next. For me, it was 'agriculture, intelligence and responsibility'."

"I figured the others had really good answers so I didn't really think about it," Starkenburg continued. "However, when my name didn't come up for the other places ... it was total shock."



Starkenburg received a cash prize and an internship to go with a car for the travel she will do for the rest of 2017.

"Most of the events will take place over the summer so I'm going to move back to Wisconsin for the summer," she said. "It'll be a balancing act but I've been able to balance three jobs and being a student."

### Teach what agriculture looks like today

As the Fairest of the Fairs, Starkenburg would like to teach others about agriculture.

"I'd like to change how consumers and fairgoers look at agriculture," she said. "When you ask most people what they think about farming, you get straw hats, overalls ... the things from 50 years ago."

"I want to tell them about what we're doing today; how advanced farmers and ranchers are and how they make conservation a priority in their operations," Starkenburg continued.

"There is a lot of technology involved, too. The exhibitors currently do a great job already, but I'd like to coach them to help make agriculture relatable to the audience. The fair is often the first view of agriculture for people, and we need to help them understand how it works."

Starkenburg started serving her one-year term in January.

In addition, she will serve as hostess of the 2017 Wisconsin State Fair, presented by U.S. Cellular, which will take place Aug. 3-13. This includes greeting fairgoers and special guests, performing as master of ceremonies for several events during the fair, participating in various contests and representing the fair during select media appearances.

The Fairest of the Fairs is chosen by a panel of three judges representing the fair, communications and agriculture industries.

Starkenburg also works for the South Dakota Soil Health Coalition, volunteers at the Sioux Falls Sertoma Butterfly House and has held events on her family farm that allow the community to see and learn about the various farm animals.

Starkenburg hopes to pursue a communications and public relations career in the meat industry.

## Students can gain international experience through ABS 482/582

Ever wanted to study abroad, but didn't want to leave for an entire semester or figure out how to pay for it?

Students have the opportunity to visit other countries through the ABS 482/582 course to learn about agriculture and the cultures of other countries. Trips spanning over two weeks to Australia, New Zealand, South Africa, Argentina and China are planned nearly every year.

Bob Thaler '82/M.S. '84, a professor of animal science and the SDSU Extension swine specialist, leads the annual trip to China. He said the trips started due to a \$2 million endowment from the South Dakota Corn Utilization Council. Then-College of Agriculture and Biological Sciences Dean Barry Dunn created dean's scholarships from the endowment's earnings for those attending international trips.

"One of the things they wanted the College of Ag and Bio to do is to start some international trips that focus on agriculture," Thaler said. "President Dunn knew that I had done some work in China so he asked if I could get one started."

Thaler has been to China more than 30 times through either the U.S. Soybean Export Council or the U.S. Grains Council. Thanks to China native and friend Defa Li, a connection Thaler made while earning his doctorate in swine nutrition at Kansas State, Thaler works with pork producers in China. He educates them on topics such as understanding the benefits of U.S. soybeans and dried distillers grains in diets, as well as how to incorporate the latest technologies to be more economically and environmentally sustainable.

Thaler said that since visiting China initially in 1993, agriculture and everything else has drastically changed.

"It's quite unimaginable actually. In 24 years, they have done what it took the United States 80 years to do in regard to livestock production and everything," he said. "They basically went from backyard production to large-scale production, and skipped the growth phases in between."

The sixth group of SDSU students are about to make the journey to China.

Nineteen students—comprised of both agriculture- and nonagriculture-related majors—will embark May 8 on a trip to four cities. The group will spend three to four days each in Hong Kong, Guangzhou, Xi'an and Beijing.

Students will experience city life and history, visiting the Terra Cotta Warriors and the Great Wall of China. They will also view Chinese farms and cropland along with swine, beef cows, feedlots as well as dairy- and fish-production facilities. Thaler said students learn about the advanced progression of Chinese farming and compare their agriculture industry to America's.

Thaler said that one in every three rows of soybeans in the U.S. end up in China. Students will look at why China imports certain commodities from the U.S. Thaler attributes it to farm size and the large population.

"The average farm size in China is 2 acres. At 2 acres, there is not a lot of mechanization, it's all done by hand ... you can drive down the road and see people with a hoe. It's not grandma's garden, it's their farm," he said.

With more than 1.3 billion people living in China, Thaler said that if each person ate a quarter-pound more pork per year, it would take all of the pigs South Dakota raises to cover that increase.

"Even a little increase in consumption by them is huge to our markets," he said. "Their population times any number is a really big number, so if we're talking pork, soybeans, corn or beef, an increase in demand from China has a huge impact on our producers."

"You learn a lot about how Chinese and American markets affect each other. They are connected tightly," said Kylee Whitehill, who went in 2015.

Whitehill graduated in December 2016 with a bachelor's degree in journalism and minors in English and equine science. She said she learned about the trip from one of her classes.



**Bob Thaler, center, and a group of South Dakota State University students pose for a quick picture, during their 2015 trip to China. Thaler, a professor of animal science and the SDSU Extension swine specialist, has led several trips to China. Photo credit: Kylee Whitehill**

"I was an equine science minor at the time. Rebecca Bott was one of my teachers and she was going," she said.

Choosing highlights from the trip was difficult for Whitehill. Two of her top places were a Hong Kong race track and the Beijing Equine Center.

"It's always been hard to decide. I loved the trip; I had a lot of personal growth."

In fact, Whitehill enjoyed the experience and her first exposure to China so much she would like to go back and try living there.

"Dr. Thaler is awesome for setting this up. It's like a short study abroad, but much more affordable ... a good in-between," she said.

Thaler said the cost of the trip is approximately \$3,700, which covers travel expenses, hotels and a majority of meals. The endowment provides a \$500 scholarship per student. The China course is offered as a spring class, so students wishing to attend can register along with the rest of their spring classes.

"Put yourself out there," is Whitehill's advice to students. "You learn at some point you're not so different from each other."



# Dozens honored at annual Celebration



Students' Association President Allyson Helms delivered a greeting on behalf of the student body.



Tim Steele, center, was the recipient of the Harold and Barbara Bailey Award for Excellence in Academic Department Leadership. Provost Dennis Hedge, left, looks on while Bailey presents the award to Steele, who has announced he will retire following the semester.



Cody Wright, left, received the Timothy J. Nichols Excellence in Undergraduate Student Advising Award from Dennis Hedge.



Rebecca Britt received the Sherwood and Elizabeth Berg Young Faculty Award from Kinchel Doerner, dean of the Graduate School and interim vice president of the Division of Research and Economic Development.



# of Faculty Excellence event



Debra Farver was one of two recipients of the Edward Patrick Hogan Award for Teaching Excellence.



Heike Bucking, left, received the Pat and Jo Cannon Intellectual Property Commercialization Award from Will Aylor, assistant vice president of technology transfer and commercialization.



Joseph Santos, left, was one of two recipients of the Edward Patrick Hogan Award for Teaching Excellence. Hogan, who received the Geospatial Sciences Center of Excellence recognition at the event, is at right.



Jennifer Anderson delivered the David Fee Memorial Lecture.



# Geography alum wins Distinguished Master's Thesis Award

Claudia Young, who completed her master's degree in geography fall 2014, received the 2017 Distinguished Master's Thesis Award. The \$500 award, given by the SDSU Graduate School recognizes scholarship and research.

Her thesis, which estimated soil erosion and deposition at local and regional scales, will be considered for the national award sponsored by the Midwestern Association of Graduate Schools. The winners will be announced this spring.

"I was interested in understanding how erosion on the landscape happens and how that soil erosion impacts carbon dynamics," she explained. Changes in land use and precipitation are key factors in this dynamic.

The Colombia native came to South Dakota as a visiting scientist for the United Nations Environment Program office at the U.S. Geological Survey Earth Resources Observation and Science (EROS) Center in 2007. She did her graduate work while working full-time as a geographic information systems specialist and software engineer for ERT Inc., a subcontractor company of the Technical Support Services Contract group at EROS.

## Tracking erosion in Midwest Corn Belt

Her adviser, geography professor Darrell Napton, said, "This research provides a tool that can be used to map and monitor the flow of carbon through the Midwestern/Corn Belt agricultural system." He commended Young's work as doctoral-caliber research.

Despite the increased use of conservation measures, a 2008 research study stated that the problem of soil erosion still remains. How and where that eroded soil is being redistributed can impact, not only agriculture, but also the amount of carbon released into the atmosphere or transported to other systems, according to Young.

When soil erodes, it moves from



**Claudia Young, left, poses with professor Darrell Napton at the 2015 graduation ceremony. While pursuing her master's degree, Young compared two methods of predicting soil erosion and deposition. For her work, she received the university's 2017 Distinguished Master's Thesis Award.**

higher to lower ground either as a result of tilling or rainfall. During that movement, some carbon can be released into the atmosphere. "Carbon in the soil can be a measure of quality and protection—farmers want it in the soil and no one wants it in the atmosphere," Young explained. Her research focused on estimating where that displaced soil is subsequently deposited and what that means in terms of carbon dynamics.

"The data and maps provided by Claudia's method can be used to target places on the landscape and farming techniques where changes can be implemented to reduce or stop the oxidation of soil organic carbon," Napton explained. That reduction will help slow greenhouse gas emissions.

## Evaluating modeling tools

Young first linked two soil models that are commonly used in the United States. The United-Stream Power-based Deposition (USPED) method analyzes

erosion and deposition caused by water, while the Tillage Erosion Prediction Aid (TEP-A) method analyzes erosion and deposition caused by tillage. The linked methods produced one result of soil redistribution by water and tillage erosion.

A more complex model, the Landscape Process Modeling at Multidimensions and Scales (LAPSUS) tool, which had not been tested in the United States, was the second of the two analytical tools compared.

"In the USPED

model, soil redistribution is controlled by the change in the overland flow depth and by the local geometry of the terrain," Young explained.

"Along with the controls used in the USPED, the LAPSUS model uses a digital-elevation model and its derived topography and discharge as driving forces behind geomorphic processes."

Though Young anticipated the more complex model would yield better results, her research showed that the linked USPED+TEP-A model framework provided results in better agreement with test-field analysis. She then used that model to estimate and predict soil redistribution and carbon dynamics at the regional scale.

Napton pointed out, those developing the LAPSUS model could use Young's results to modify their model so that it could one day be used to evaluate erosion and carbon dynamics in the Midwest.

# Ice Core Lab analyzes brittle portion of polar ice cores

Analyzing the kinds and quantities of chemicals trapped in accumulating polar snow can help scientists identify and study global climate change.

Figuring out the age of ice layers is a critical part of any ice core research, according to South Dakota State University chemistry professor Jihong Cole-Dai. He leads the SDSU Ice Core and Environmental Chemistry Lab, which specializes in measuring trace chemicals in polar ice cores—including sections of brittle ice. The lab has developed a unique instrument to perform automated, fast chemical analysis.

Through National Science Foundation funding, the lab has worked on ice cores from Greenland and Antarctica. Most recently, the researchers were part of the 2006-2013 West Antarctica Ice Sheet (WAIS) Divide Ice Core Project, which involved more than 20 universities and national laboratories.

## Measuring trace chemicals through brittle ice

Researchers use variation patterns of trace chemicals to date the ice. Chemical analysis on thousands of ice samples generates data revealing the yearly layers in the core, Cole-Dai explained. “We created a map like a tree stump where you can see the rings and figure out how old the tree is at any stage of growth.”

Accurate dating requires chemical analysis of the entire length of an ice core, up to several thousand meters, including the section known as brittle ice. The ice in the middle portion of the long core is brittle to the touch because of the pressurized air bubbles trapped in the ice.

For the West Antarctica project, the SDSU team analyzed more than a half mile of ice core. They cut the core into samples the size of ice cubes, Cole-Dai explained. “That translates to thousands and thousands of samples.”

The half-mile core included the brittle ice section. “It had many fractures and could fall to pieces when sampled in the lab,” Cole-Dai explained. “It was the

most challenging part in terms of analysis.”

Their work on the fragile section was critical to accurately dating the entire ice core. “Our analysis of the brittle ice helped determine the age of each ice layer in the WAIS Divide ice core,” he noted. “We made it possible to look back 70,000 years without leaving a gap.”

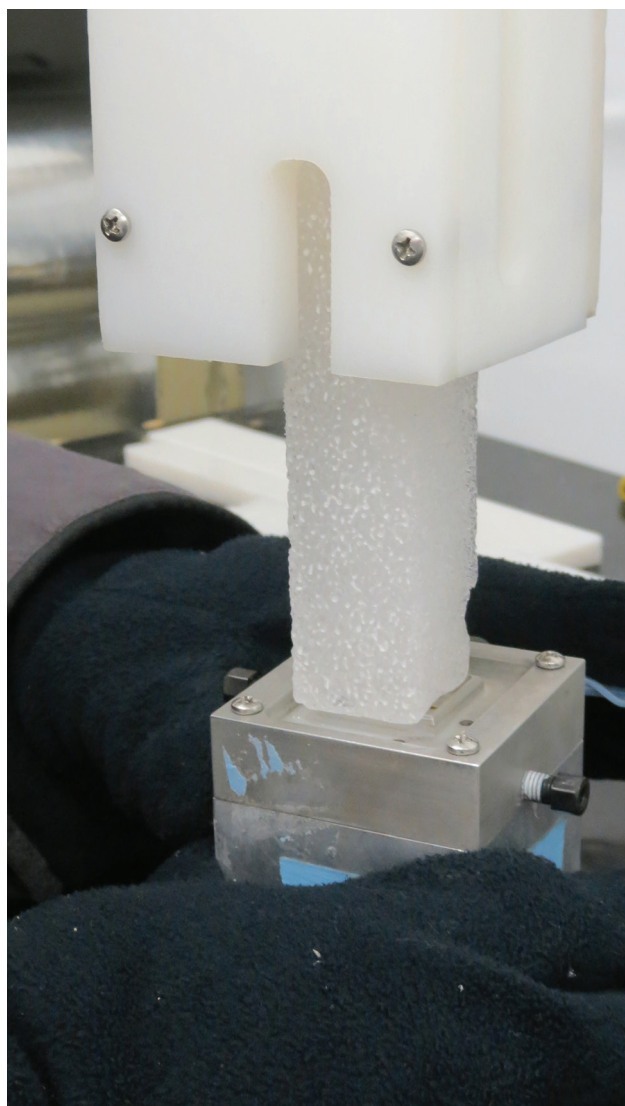
The team used the specialized instrument to analyze the ice core in less than three years. If done manually, the analysis would take 10 years or more.

“That’s a big improvement,” Cole-Dai said. “Our lab is the first one in the world to do detailed chemical analysis through the brittle part of an ice core.”

## Unraveling history

Determining the precise age of the ice layers helped scientists in the WAIS Divide Project discover that global climate change begins in the Arctic and moves southward. They compared the West Antarctica ice core results to those from an ice core from Greenland in the Arctic and showed that, when the Earth’s climate was oscillating between warm and cold in the last ice age, warming began in the North Atlantic and spread southward over the next 200 years.

The SDSU team’s expertise with ice core chemical analysis has led to another collaborative project that began last year. “We’re analyzing a 1,500-meter ice core



**This piece of West Antarctica ice core is positioned on a device developed by the SDSU ice core team, which captures only the inner section as it melts and then sends the meltwater directly to the analysis machines in an adjoining lab.**

from the South Pole,” he explained.

That will give Cole-Dai and his team more opportunities to uncover clues about climate change recorded in ice cores. “By studying these things in the past in a very detailed, systemic way, we can better understand how climate change takes place and to try to forecast future climate change,” he concluded.



# Graduate students receive awards for virus research

Lok Raj Joshi and Maureen Fernandes were honored at the Conference of Research Workers in Animal Disease (CRWAD) in Chicago for their work in studying swine viruses.

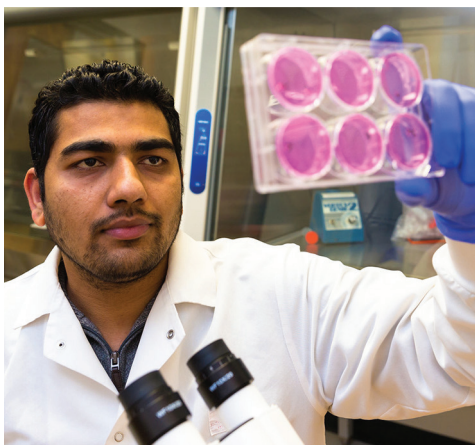
The students, both enrolled in the Department of Veterinary and Biomedical Sciences, work in the laboratory of Diego Diel, an assistant professor in the veterinary and biomedical sciences department.

The students are pursuing graduate degrees in biological sciences. Joshi just completed a master's degree and is now working on a doctorate specializing in veterinary microbiology. Fernandes is also working toward her doctorate in that field.

## Emerging virus causes problems

Joshi earned the American College of Veterinary Microbiologists' Donald E. Kahn Memorial Award for Outstanding Graduate Student Presentation. His presentation was about his master's research on Senecavirus A (SVA).

Senecavirus A infects swine, leaving small fluid-filled vesicles on their snout and feet and causes lameness in affected animals. While the virus had been present in the United States since the late 1980s, it did not cause many problems to the swine industry until recently. The main concern



**Lok Raj Joshi, a student in the Department of Veterinary and Biomedical Sciences, received an award at the Conference of Research Workers in Animal Disease for a presentation on his master's research on Senecavirus A.**

with SVA is that the disease that it causes is very similar to foot-and-mouth disease, a disease that is not present in the U.S.

The recent surge in the number of SVA cases reported in the U.S. raised several questions about the virus, including why it re-emerged and how the virus is causing disease. Some of these questions were addressed by Joshi's research. Joshi participated in two studies to better understand the characteristics of Senecavirus A and to define the ways the virus causes disease.

In the study Joshi presented at the CRWAD meeting, he infected healthy pigs with SVA to study the mechanisms underlying the disease. The animals inoculated in this study developed several vesicular lesions, confirming the etiologic role of Senecavirus A on vesicular disease in pigs. Joshi said the virus was found in several tissues, but was most frequently found in the tonsils of infected animals.

He said that the infected animals began producing antibodies to fight the virus after five days, and typically recovered within two weeks.

Maureen Fernandes, a student under Diego Diel in the department, won an award for her presentation on protection against PRRSV.

## Understanding the mechanisms

At CRWAD, Fernandes received first place in the poster presentation award category by the American Association of Veterinary Immunologists Awards.

The study she presented evaluated the role of B- and T-cell epitopes on protection against porcine reproductive and respiratory syndrome virus, a common swine virus that causes millions of dollars in losses every year to the swine industry. Fernandes' study focused on evaluating the potential contribution of small regions of PRRSV proteins (epitopes) on protection against PRRSV infection and disease.

According to Fernandes, there are other ways to manage PRRSV, but researchers are still searching for safer and more efficacious vaccines to induce immunity to the virus. B- and T-cell epitopes have been known to help, but their capacity of producing a protective immune response is unknown.

In the study, pigs were immunized with two constructs, one containing B-cell epitopes and the other with T-cell epitopes. Animal responses were measured and the protective efficacy was evaluated after infection with PRRSV. Despite detectable levels of antibodies against B-cell epitopes, the animals were not protected against PRRSV. These results suggest that despite being targeted by the immune system, these epitopes and the respective immune responses may not contribute to protection against PRRSV.

Fernandes said that PRRSV is a complex virus and the study provided important insights about the virus interactions with the pig immune system. Additional studies are currently underway to evaluate the immune responses elicited against the T-cell epitopes.



**Maureen Fernandes, a student under Diego Diel in the department, won an award for her presentation on protection against PRRSV.**

## Powells named Family of the Year by Alumni Association

Evelyn Powell's insistence that her boys get a college education before returning to the farm has produced in spades for the family from Chamberlain.

All four of the sons of Arthur and Evelyn Powell earned degrees from South Dakota State University. A majority of their children also made Brookings their college destination. The Powells were honored as Family of the Year by the SDSU Alumni Association in cooperation with Staters for State, the student alumni organization.

They were recognized at halftime of the Feb. 25 men's basketball game against Denver as well as at a luncheon before the game.

The boys—Greg, Brad, Gary and Todd—were all raised on a 1,500-acre crop and livestock farm 21 miles south of Chamberlain. They loved it and all wanted to return to the farm. But this was the late 1970s and early 1980s. The economics of agriculture didn't match the Powell boys' optimism for the occupation, Greg Powell said.

"You need to meet my mother. We all wanted to go into farming. She said, 'You will all graduate from college so you have something to fall back on,'" Greg said.

So he became the first of the Powell extended family to go to college when he enrolled at State in fall 1978. Brad followed a year later. Gary arrived in 1982 and Todd in 1984. The decision on where to attend school was an easy one given the sons' interest in agriculture and the university's emphasis on agriculture, the elder siblings said.

### 21 in family attend SDSU

Two of Evelyn Powell's grandsons are currently attending SDSU. Alex will graduate in May while Nathan is a freshman. Both are engineering majors.

Counting sons, spouses, children and in-laws, 21 Powells have attended SDSU since 1978.



**With four sons and many others holding degrees from South Dakota State University, the Arthur and Evelyn Powell family from Chamberlain was named the Family of the Year by the SDSU Alumni Association in cooperation with Staters for State, the student alumni organization. The family was recognized Feb. 25.**

Here is the breakdown:

- Greg, a 1981 ag engineering graduate, has seen all four of his children attend State and three are married to SDSU grads. They are Clint and Andrea (Marty) Powell, Kayci (Powell) and Matt Halbersma, Carson Powell, and Connor and Kelsey (Repenning) Powell.
- Brad, a 1982 agronomy graduate and spouse Jill (Megard) have seen all three of their children attend State and one is married to an SDSU graduate. They are Emily (Powell) and Mitch Kranz, Melissa Powell and Alex Powell.
- Gary, a 1986 ag engineering

graduate, has had one of his three children attend State. That is Hannah (Powell) Farber.

- Todd, a 1988 agronomy graduate, has seen three of his five children attend State, one is married to a State grad and the other two aren't college age. The SDSU connection consists of Rebecca (Powell) and Matt Herman, Elizabeth Powell and Nathan Powell.



## Suderman named December's Civil Service Employee of the Month



**Barb Suderman**

Barb Suderman was named the December Civil Service Employee of the Month.

Suderman has worked six years as an accountant in SDSU's College of Agriculture and Biological Sciences.

In letters of support, co-workers said Suderman is efficient, committed and always willing to work with others.

"Barbara has been a great role model for me as well as the other two new people who have started working in our office in the last year. She is very knowledgeable of the tasks our office does and has been very patient in our training process. She is also always willing to help anyone who comes

into our office with questions," said co-worker Billie Jo Pirlet.

"She has a great love of SDSU and is very dedicated to the university and its best interest. She takes pride in her work and wants to do things correctly, so she asks all of the questions needed to gain the knowledge to perform a new task with utmost accuracy."

"While Barb has only been an employee of SDSU Extension for three years, she quickly established a reputation as a loyal employee who diligently worked to understand and execute the components of her job in an efficient, organized and thorough manner that would be supportive of her supervisor, the Extension staff she interacts with on a daily basis and the Extension organization as a whole," said Karla Trautman, Extension's interim director.

Michele Dudash, head of the Department of Natural Resource Management, said, "I had the necessity

and pleasure of working closely with Barb since last May while we have been revising the business office within my department. To accomplish this herculean task, Barb has worked many weekends and nights. Barb has taken ownership of our finances and has helped me to better understand how my department functions. From my personal observation, it is also easy to see that Barb has a great working relationship with her colleagues—Justin Werkmeister, Billie Jo Pirlet and Shirley Jensen—as they address the various issues that allow the departments that make up our college to work so well together."

Suderman, originally from Nebraska, moved to South Dakota in 2005. In 2010, she and her husband, Lee, moved to White. Suderman is involved with her grandchildren and the Grace Point Church in Brookings. Before joining the university, Suderman worked in banking for 30 years and owned and managed a convenience store for six years.

## Moore named November Civil Service Employee of the Month



**Jeff Moore**

Jeff Moore was named November's Civil Service Employee of the Month.

Moore started working at State in December 2004. He currently works as the Department of Physics' lab manager.

In letters of support, co-workers said Moore is dedicated, helpful and an enjoyable presence in the work environment.

"Jeff is a very dedicated employee. His position is lab manager, which doesn't really accurately describe all the hats that he needs to wear. He plays a vital role in making our department run smoothly,"

said Sally Krueger, the department's senior secretary.

"Even though computer support is not a major part of his job description, he is the first go-to person whenever any of us have computer issues. He usually drops what he is doing and addresses the problem with a smile. Jeff was also very instrumental when, as a department, we moved from Crothers Engineering Hall to Daktronics Engineering Hall. He assisted the department head in designing the new laboratories and organizing the actual move of all of the equipment, along with the department faculty offices."

"I have always found Jeff to be willing to put in the extra effort to support the department and to be helpful for the needs of the faculty," said professor and physics department head Joel Rauber. "He is gracious and dedicated in performing his job duties, which often involves last-minute requests by faculty or me to accomplish

some task that is necessary for the smooth running of our teaching laboratories, research laboratories and/or providing service to our students. He manages this juggling act of prioritizing the demand of nine faculty and staff as well as the needs of 10 GTAs with great skill.

"I know how important it is for the duties of his position to be performed with a can-do attitude as well as with a sense of service to the faculty, staff and students who interact with the department in its many tasks."

Moore volunteers at the Brookings Regional Humane Society and as a member of the Parking and Traffic Committee. In his free time, Moore enjoys watching movies, walking his dogs and spending time with his wife, Maia, and their two kids, Mason, who is 16, and Mollie, who is 12.



## Grant helps South Dakota Art Museum restore Goble works

To ensure future generations will enjoy its Paul Goble Collection, the South Dakota Art Museum will be able to conserve 37 paintings after receiving a \$91,102 grant from the Institute of Museum and Library Services and \$91,119 in matching funds provided by individual donors.

These paintings are original watercolors and ink illustrations for Goble's books depicting Native American stories and tradition, including "The Girl Who Loved Wild Horses." Goble won the Caldecott Medal, which recognizes artists for illustrations in children's picture books, for that work.

Collections Coordinator Lisa Scholten, who will direct the restoration project with the Midwest Art Conservation Center, said. "This three-yearlong project will ensure that the works are accessible for exhibition and research for generations to come. Routine conservation treatment is needed due to natural aging and is our responsibility as stewards of the state's art treasures."

Goble, who had a lifelong fascination with Native American culture and spirituality, emigrated from England in 1977. He wrote and illustrated more than 30 books and donated his entire collection of 500 original illustrations to the South

Dakota Art Museum. Goble died in January.

An IMLS assessment done in 2014 identified 16 percent of the collection's 500 works needed conservation treatment. The works had microscopic cracks in the painted surface due to normal wear.

"As centers of learning and catalysts of community change, libraries and museums connect people with programs, services, collections, information and new ideas in the arts, sciences and humanities. They serve as vital spaces where people can connect with each other," IMLS Director Kathryn K. Matthew said. "IMLS is proud to support their work through our grants as they inform and inspire all in their communities."



**South Dakota Art Museum Collections Coordinator Lisa Scholten explains that tiny cracks, not visible to the eye, have damaged this Paul Goble illustration from "The Gift of the Sacred Dog," published in 1980. Through a grant from the Institute of Museum and Library Services and matching funds provided by donors, the museum will be able to restore 37 paintings from its Goble collection.**

## Faculty members have works on display at South Dakota Governor's 7th Biennial Art Exhibition

The South Dakota Governor's 7th Biennial Art Exhibition is now on display at the South Dakota Art Museum through April 16. This juried exhibition, which premiered Aug. 19 at the Dahl Arts Center in Rapid City, showcases the work of artists currently living and working in South Dakota and celebrates the tremendous quality and the unique diversity of artistic creativity within the state.

The traveling biennial exhibition and its catalog serve as historical records, documenting the work of the state's most important and innovative contemporary artists. South Dakota State University

School of Design faculty members Diana Behl, Kevin Benham and Mark Stenwedel are among the featured artists. Benham is an assistant professor in landscape architecture.

Having been previously featured in both the third and fourth editions of the governor's exhibitions, Stenwedel, a studio arts instructor, is familiar with the honor of being a selected artist. Stenwedel's "Anywhere But Here" was one of the 51 pieces selected from 363 entries.

"It's always an honor to be included in any juried exhibition, but as a South Dakota native, this exhibition is especially meaningful," Stenwedel said.

Stenwedel's piece is a part of a larger series titled "The Book Cover Series" and was inspired by different experiences.

"When I was in grade school and junior high, I would always illustrate different book reports and stories I would write," Stenwedel said. "I also taught a drawing class a few years ago and thought it would be fun to use pages from old books for students to draw on. This left me with a number of empty book covers, so I ended up doing some painting on them."

Behl, also a studio arts instructor, was one of the nine notable South Dakota artists invited to participate in the exhibition.

# Celebration of Faculty Excellence honorees

Excellence in Teaching and Research awards were awarded to these faculty members:

- **Pat and Jo Cannon Intellectual Property Commercialization** to Heike Bücking, professor in biology and microbiology;
- **Dr. Sherwood and Elizabeth Berg Young Faculty** to Rebecca K. Britt, assistant professor in journalism and mass communications;
- **Dr. Harold and Barbara Bailey Award for Excellence in Academic Department Leadership** to Tim Steele, professor, School of Design;
- **F.O. Butler Award for Excellence in Research** to Xiangming Guan, professor in pharmaceutical sciences;
- **F.O. Butler Award for Excellence in Teaching** to Charles Dieter, professor in natural resource management;
- **F.O. Butler Award for Excellence in Extension/Outreach** to Peter Bauman, extension field specialist in natural resource management;
- **F.O. Butler Award for Excellence in Service** to Jason McEntee, professor in English;
- **Geospatial Sciences Center of Excellence Recognition** to Edward Hogan, associate vice president emeritus for academic affairs and professor emeritus of geography;
- **Edward Patrick Hogan Award for Teaching Excellence** to Joseph Santos, professor in economics; and Debra Farver, professor in pharmacy practice;
- **Excellence in Graduate Student Mentoring** to Lyle Olson, professor in journalism and mass communication;
- **Excellence in Online Teaching Award** to Sarah Clark, lecturer in mathematics and statistics;
- **Excellence in Online Program Award** to master of mass communication;

- **Timothy J. Nichols Outstanding Undergraduate Advising Award** to Cody Wright, professor in animal science;
- **Excellence in Outreach and Engagement** to Jennifer Anderson, assistant professor in communication studies and theatre; and Rebecca Kuehl, assistant professor in communication studies and theatre;
- **Faculty Awards for Global Engagement**
  1. **Faculty Engagement in Internationalizing the Student Experience** to Christine Garst-Santos, assistant professor in modern languages and global studies; and
  2. **Faculty Engagement in International Research** to Qiquan Qiao, Harold C. Hohbach associate professor in electrical engineering and computer science.

The 2017 Outstanding Researchers and Scholars from the university's colleges include:

- College of Agriculture and Biological Sciences to ZhengRong Gu, associate professor in agricultural and biosystems engineering;

- College of Arts and Sciences to Teri Finneman, assistant professor in journalism and mass communications;
- College of Education and Human Sciences to Amber Letcher, assistant professor in counseling and human development;
- Jerome J. Lohr College of Engineering to Nadim Wehbe, John M. Hanson professor in civil engineering;
- College of Nursing to Polly Hulme, professor in graduate nursing; and
- College of Pharmacy and Allied Health Professions to Surachat Ngorsuraches, associate professor in pharmacy practice.

Delivering the Sewrey lectures were (name, area, title):

- Darla Biel and team, creative and fine arts, "The Harvey Dunn Feminine Images Collaborative Project;"
- Hemachand Tummalala, research/scholarship, "Pathogen Mimicking Vaccine Delivery System;"
- Mary Bowne and team, teaching/learning, "Understanding Student Perceptions of Online Learning at South Dakota State University; and
- Heidi Carroll, service, "Discussing Animal Well-Being."



The performances by Emily Toronto, left, and Aaron Ragsdale were part of the annual Celebration of Faculty Excellence event.





# UNIVERSITY OF SOUTH DAKOTA

BOARD OF REGENTS NEWS | MARCH 3, 2017

## USD Alumnus Appointed National Security Advisor to Vice President



*Col. Andrea L. Thompson*

Col. Andrea L. Thompson, a 1988 graduate of the University of South Dakota, is the new national security advisor to Vice President Mike Pence and a deputy assistant to the president.

"USD is proud of Col. Thompson and her stellar military career," said President James W. Abbott. "She's an inspiring example of a USD graduate with a liberal arts education who continues to serve her country at the highest levels."

Thompson served in the U.S. army for 28 years and was the highest-ranking military

intelligence officer with the 101st Airborne Division at Fort Campbell, Kentucky. During her two tours in Iraq, she served as the military intelligence taskforce commander in the 25th Infantry Division and as the senior intelligence officer of the 101st Airborne Division.

More recently Thompson, served as the National Security Advisor for the U.S. House of Representatives Committee on Homeland Security, the executive officer to the undersecretary of the Army and the senior military advisor to the U.S. House of Representatives Foreign Affairs Committee.

## USD Celebrates Yiddish Art, Culture and History

The University of South Dakota hosts a celebration of Yiddish art, culture and history this spring that includes programs and events across campus and throughout the community, culminating in the theatre department's production of "Green Violin" directed by associate professor Chaya Gordon-Bland.

The play tells the story of the passionate friendship and artistic collaboration between Marc Chagall and Solomon Mikhoels and reveals the rich and complex world of Soviet Yiddish history, arts and culture.

The kick-off event, a lecture titled "The Green Violinist—The Music Behind the Chagall Painting" by Hankus Netsky, chair of the New England Conservatory's Contemporary Improvisation Department, was held Feb. 28. Other events include:

- "The Kolor of Klezmer," a National Music Museum exhibit
- "Sound, Color, Shape..." an exploration of the human experience through music, art, drama, neuroscience, history, mathematics and words

- "Translating the Aesthetics of Marc Chagall into Theatrical Design and Production" with artists from USD Theatre's "Green Violin" production team
- Art exhibit by contemporary Jewish artist Tanya Hartman
- Keynote speaker Glenn Dynner, a scholar of Eastern European Jewry, at USD Student History Conference
- *Green Violin* presented by the USD Department of Theatre, with a special talk-back with playwright Elise Thoron and composer Frank London
- *Fiddler on the Roof*, National Music Museum at the Movies series

The campus-wide celebration, which also includes scholarship and research, is supported by the South Dakota Humanities Council, and USD's Center for Diversity and Community, Center for Teaching and Learning, College of Fine Arts, College of Arts and Sciences, Departments of History, Music and Theatre, and the I.D. Weeks Library.



## USD Chamber Singers Perform in Four States During March

The nationally-recognized University of South Dakota Chamber Singers will performed at locations in South Dakota, Iowa, Illinois, and Minnesota in March.

The concert is part of an annual spring tour by the Chamber Singers and their conductor, David Holdhusen, Ph.D.

“Our students will have an opportunity to perform in multiple venues with different acoustics,” said Holdhusen, associate professor of music and Director of Choral Activities at USD. “Because we are on the road for the entire week, the students have the opportunity to work like professional performers. I think that is an important experience for our young musicians, and something they will really enjoy.”

This year’s musical program, “Circle of Life,” includes classical and contemporary musical selections spanning a variety of languages and cultures.



## USD Sculpture Student Designs NBA All-Star Trophy

Tasha Determan, a University of South Dakota freshman from Alexandria, South Dakota, studying sculpture was selected to design the Taco Bell Skills Challenge trophy for NBA all-star weekend in New Orleans, Louisiana hosted Feb. 18-19.

“It feels good. It verifies that I’m in the right field and I’m doing what I love,” said Determan, a 2016 Hanson High School graduate.

Tasked with designing a trophy that represented the New Orleans area, Determan took inspiration from the Cathedral-Basilica of Saint Louis, incorporating part of the ironwork design on the column. The trophy is topped with a basketball.

After the skills challenge, Determan was invited to center-court to present the award to winner, Kristaps Porzingis of the New York Knicks.



## Hyronimus Wins \$10,000 School of Education Gonzenbach Scholarship

Samantha Hyronimus, an elementary education and special education major from Worthing, South Dakota, is the winner of a \$10,000 scholarship from the School of Education at the University of South Dakota.

The 2017-2018 Jeanne Spilde Gonzenbach Scholarship is awarded annually to two outstanding students planning to teach in South Dakota who have a passion for teaching, financial need and hold majors in elementary, secondary or special education.

Senior Alanna Schmeichel, of Humboldt, South Dakota was announced as the recipient of the \$10,000 two-year scholarship last year.



*School of Education Dean Donald Easton-Brooks,  
Hyronimus and USD Foundation Representative  
Dzenan Berberovic*

## New Program Boosts Native American Interest in Health Professions

Recognizing the need for more Native Americans working in health professions, the University of South Dakota's Sanford School of Medicine and the USD School of Health Sciences have initiated programs that encourage and support Native American high school students to pursue post-secondary education and careers in health care and medicine.

The Native American Healthcare Scholars Program works with selected Native American students at Red Cloud and Wagner to encourage them to pursue careers in health care and medicine.

"Each year NAHSP accepts eight students -- four from Red Cloud Indian School and four from Wagner Community School -- who are entering their junior year of high school," said Kathy VanKley, the NAHSP coordinator at the University

of South Dakota. "Our aim is to encourage each of our students to pursue health care careers. Students who attend USD can remain in the scholars program and enjoy NAHSP benefits all the way through college."

Program benefits include attendance at state and national conferences, support to attend summertime academic enrichment programs, research and internship opportunities, and regular mentoring.

All of the program's first participants have expressed interest in health care as a career and four of the scholars have committed to attending USD in the fall of 2017, VanKley said.

The Native American Healthcare Scholars Program is funded through the U.S. Department of Health and Human Services – Office of Minority Health.

## USD Health Sciences Dean Appointed to National Committee

Michael Lawler, Ph.D., professor and dean at the University of South Dakota School of Health Sciences, has been named to the American Psychological Association's Committee on Children, Youth and Families.

Lawler joins five other committee members to address national policy and practice issues relative to the health and well-being of children, youth and families. His appointment runs for three years.



*Michael Lawler*



## Beacom School of Business Seeks Consulting Projects for Summer M.B.A.

The University of South Dakota's Beacom School of Business is seeking real-life consulting projects for the summer 2017 M.B.A. program as part of the strategic management course.

The goals of the project are to provide students with practical experience that incorporates multiple angles of how a business or organization operates.

"Previous clients have said that they were extremely impressed by the quality and capability of students. They have done an excellent job, and their recommendations have been beneficial," said Mark Yockey, chair of entrepreneurship, management and marketing.

Past projects have focused on market research that helps a firm refine new product offerings, or expansion of existing products and services into additional markets. Other projects have included research into product pricing and bundling to enable firms to make strategic pricing decisions.

Faculty will guide students as they apply the concepts of competitive advantages and strategic decision making. They will also use their knowledge and skills to address issues of external analysis, vertical integration, corporate diversification, strategic alliances and globalization.

## University Theatre Honored at Kennedy Center American College Theatre Festival

Two University of South Dakota theatre students and their professor will compete on a national stage in April at the Kennedy Center in Washington, D.C., making it the third year in a row that USD students have been selected for the honor.

Christa Gesicki of Broomfield, Colorado, and Joe VanBuskirk of Rockford, Minnesota, along with their acting coach, Professor Timothy Pyles, will compete with seven other regionally-selected performers in the Irene Ryan Acting Scholarship Audition at the Kennedy Center.

The program is sponsored by the Irene Ryan Foundation. The late Irene Ryan is best remembered for her portrayal of Granny Clampett in "The Beverly Hillbillies" television series.

The trio will spend a week in Washington working with nationally-recognized theatre professionals and competing for a national scholarship along with opportunities to attend acting workshops and festivals, and to seek positions with acting companies.



*From left to right: Joe VanBuskirk, Christa Cesicki and Professor Timothy Pyles.*





## USD Student Wins Contest for Anti-Meth Campaign

University of South Dakota student Haley Westphal of Battle Creek, Iowa, has won the first “NO.METH.EVER.” advertising contest hosted by the South Dakota attorney general’s office.

The public awareness competition asked students from South Dakota universities to submit a marketing campaign to counteract the rising use of methamphetamines.

“The script shows three people using meth for the first time and where they end up. I hope it serves as a warning of what could happen if they follow down this path,” said Westphal.

Westphal placed first in her region before winning the overall contest with a script and storyboard detailing the dangers of methamphetamine use. She received \$4,500 in prize money. In second place was USD student Chris Timmerman of Johnston, Iowa, who won \$1,500.

“Haley has created a fresh and innovative message to educate the public and our youth about the dangers of meth,” said South Dakota Attorney General Marty Jackley. “In the upcoming months South Dakota will experience her powerful anti-meth message: ‘This wasn’t supposed to be my life . . . meth changed that for me.’”

## School of Ed Dean Appointed to National Board of Directors

Donald Easton-Brooks, Ph.D., dean of the University of South Dakota’s School of Education, has been appointed to the American Association of Colleges for Teacher Education (AACTE) Board of Directors for 2017-2020. As a board member, Easton-Brooks will share in the fiduciary and policy-setting responsibilities of the association.



*Donald Easton-Brooks*

## USD Professor Receives 2017 Addictions/Offender Educator Excellence Award

Assistant Professor of Counselor Education Kathleen Brown-Rice, Ph.D., is the recipient of the International Association of Addictions and Offender Counselors (IAAOC) 2017 Addictions/Offender Educator Excellence Award.

Each year, the IAAOC acknowledges an individual who demonstrates an outstanding commitment to the field of addictions and offender issues through teaching. Brown-Rice will be honored at the American Counseling Association Conference Membership and Awards Meeting in San Francisco.



*Kathleen Brown-Rice*



*Rebecca Froehlich, Darien Whitfield, Blake Warner, Megan Swets, Shane Semmler, Bailey Quanbeck and Kirk Campbell*

## USD Speech and Debate Places Second at Icebox Invitational

The University of South Dakota speech and debate team placed second at the Icebox Invitational hosted by Minnesota State University, placing ahead of South Dakota State University, University of Minnesota and University of Wisconsin in Eau Claire.

In 2016-2017, the USD speech and debate team has competed at 14 tournaments and won nearly 80 individual recognitions, 20 event championships and 10 team awards.

## Volunteer Tax Program Continues Tradition of Service

The Volunteer Income Tax Assistance (VITA) program at USD is offering free services this tax season to help low- and moderate-income earners prepare their tax returns.

Sponsored by the IRS and United Way of Vermillion, the VITA program uses certified volunteers from the Law School and Beacom School of Business to help prepare basic tax returns and answer tax-related questions.

“Volunteering with VITA is experiential learning,” said Mallory Schulte, third-year law student and VITA coordinator. “You can learn more about the intricacies of the United States tax system as you help families secure the full tax refunds to which they are entitled.”

Interested volunteers are provided with training and asked to commit to at least five clinical sessions. Clinic hours will be scheduled Tuesdays and Saturdays at the Vermillion Public Library.

## Two USD Health Sciences Online Programs Nationally Recognized



Two University of South Dakota departments are recognized for offering programs that are among the nation's most affordable higher education online degrees.

Online programs offered by the Department of Addiction Studies and the Department of Social Work are noted for providing students with quality educational opportunities at an affordable price.

The USD addiction studies program was the only substance abuse program in the

country recognized for its online bachelor's, master's and certificate degrees.

The USD social work online master's degree was recognized as being the 17th most affordable social work online degree in the nation.

The ratings were determined by SR Education Group and ONLINEU, and the evaluation process included comparing costs for the nation's online educational opportunities.

### MARKETING COMMUNICATIONS & UNIVERSITY RELATIONS

414 East Clark Street | Vermillion, SD 57069-2390 | [www.usd.edu](http://www.usd.edu)

This document is available in alternative formats upon request. For assistance, call Disability Services at USD at 605-677-6389 or email [disabilityservices@usd.edu](mailto:disabilityservices@usd.edu).

# **SOUTH DAKOTA BOARD OF REGENTS**

## **Academic and Student Affairs**

**AGENDA ITEM: 6 – C (1)**

**DATE: March 28-30, 2017**

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### **SUBJECT: New Program: DSU AS in Software Development**

Dakota State University (DSU) requests authorization to offer an Associate of Science (AS) in Software Development. The program will prepare graduates to develop, create and modify general computer applications software or specialized software, including analysis of user needs, design, implementation, testing and maintenance. The degree will prepare students in a wide range of careers including education, business and industry, management, social and human services, corporate and non-profit organizations. The AS in Software Development will prepare graduates for entry-level work in the field and provide stackable transfer options into existing bachelor's programs in Computer Science, Cyber Operations and Network & Security Administration.

### **University Mission and Priorities**

SDCL 13-59-2.2 provides the statutory mission for DSU as including “instruction in computer management, computer information systems, electronic data processing and other related undergraduate and graduate programs.” Board Policy 1:10:5 authorizes DSU to provide associate degrees in information technology fields.

### **System Strategic Goals**

The proposed program supports the South Dakota Board of Regents’ Strategic Plan 2014-2020 priorities to grow the number of undergraduate degrees, improve system first year retention rates, and design clearer pathways for degree completion. In addition, the proposed program aligns with system initiatives to grow associate degree programs at the University Center-Sioux Falls.

### **Workforce Need, Student Demand, Projected Graduates**

DSU reports the US Bureau of Labor Statistics expects 17% growth nationally through 2024 for Software Developers with similar growth projected for South Dakota. In addition, recent studies project software developers and computer system analysts to create roughly 215 new jobs over the next ten years in the Sioux Falls area. DSU projects a minimum of 5 graduates per year after full implementation.

(Continued)

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**DRAFT MOTION 20170328\_6-C(1):** I move to approve DSU’s A.S. in Software Development as described in Attachment I.

### **Development**

The curriculum for the AS program is consistent with the curriculum for several DSU bachelor's programs and does not require the addition of any new courses.

### **Board Policy**

Per the [Memorandum of Understanding for the University Center-Sioux Falls](#) (approved April 2016), a university may request approval from the Board for use of the standard off-campus tuition rate (\$333.35/hour) rather than the UC-SF tuition rate (\$270/hour) for high cost programs. DSU is requesting an exemption for 100- and 200-level courses in Computer Science (CSC) and Computer Information Systems (CIS). Approval of this exemption means program students receive 24-30 credits at the UC-SF rate of \$270/hour and 30-36 credits at the \$333.35/hour rate.

### **Off Campus and Distance Delivery**

DSU is requesting authorization to deliver the program off campus at the University Center-Sioux Falls and online.

### **Budget and Resources**

DSU does not request any new State resources to implement or maintain the proposed program. No additional faculty or resources are required as the costs of offering the programs are already embedded in DSU's budget.

**South Dakota Board of Regents  
New Undergraduate Degree Program**

<b>University:</b>	<b>Dakota State University</b>
<b>Major:</b>	<b>Software Development</b>
<b>Existing or New Major (s):</b>	<b>New</b>
<b>Degree:</b>	<b>Associate of Science (A.S.)</b>
<b>Existing or New Degree (s):</b>	<b>Existing</b>
<b>Intended Term of Implementation</b>	<b>Fall 2016</b>
<b>Proposed CIP code:</b>	<b>11.0401 – Information Science</b>
<b>University Department</b>	<b>Computing</b>
<b>University Division</b>	<b>College of Computing</b>

**University Approval**

To the Board 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

01-20-2017

\_\_\_\_\_  
Date

After approval by the President, a signed copy of the proposal should be transmitted to the Executive Director. Only after the Executive Director's review should the proposal be posted on the university web site and the Board staff and the other universities notified of the URL.

**1. What are the purposes of the proposed program?**

Dakota State University (DSU) requests authorization to offer an Associate of Science (A.S.) in Software Development. Software Development is an academic discipline that develops, creates and modifies general computer applications software or specialized software, including analysis of user needs, design, implementation, testing and maintenance. The Software Development degree will prepare students in a wide range of careers including education, business and industry, management, social and human services, corporate and non-profit organizations.

DSU has B.S. degrees in Computer Science, Cyber Operations and Network & Security Administration. This A.S. degree will prepare graduates for entry-level work in a range of fields and/or provide stackable transfer options into one of the three B.S. degrees mentioned above. The course-to-course alignment is shown in item Table 1 (page 8).

The University does not request new state resources. All courses are currently being offered on campus or online. Four core courses (CSC 245, CSC 260, CIS 332, & CIS 484) are not offered at University Center-Sioux Falls but DSU has fall, spring, and summer online offerings for each of those courses. Additional faculty will be added if enrollment increases justifies doing so.



### *Workforce Demand for Graduates*

Per the Bureau of Labor Statistics (BLS), the median annual wage for software developers in 2015 was \$100,690 (\$48.41 per hour). Employment for software developers is projected to grow 17 percent from 2014 to 2024, much faster than the average for all occupations.<sup>1</sup> The continual expansion of computer networking contributes to the faster-than-average growth. This data is based on a bachelor's degree; we have created this AS degree to serve as a foundation to a bachelor's degree in one of three DSU majors: computer science, cyber operations, or network and security administration which will give students considerable flexibility. With an associate degree in software development, students will be proficient at creating and maintaining application software, web applications, and utility scripts. They also will be qualified for entry-level employment working as a software developer, programmer, programmer analyst, software engineer, or applications developer.

### **Wage Projections (Long-term) for Software Developers, Applications in South Dakota in 2012-2022**

The annual mean wage in May 2015 for software developers with a bachelor's degree in South Dakota was \$78,710 or \$37.84/hour.<sup>2</sup>

The BLS also shows the annual mean wage in eastern SD (non-metropolitan) to be \$80,010 and the mean wage salary of Sioux Falls at \$81,400.<sup>3</sup>

### **Occupational Projections**

The number of jobs in South Dakota for Software Developers specializing in applications is expected to grow by 16.7% and Software Developers specializing in systems software by 14.3% between 2014 and 2024.<sup>4</sup> In addition, a workforce sustainability analysis submitted to Forward Sioux Fall in 2015 indicates that in the Sioux Falls area, "software developers and computer system analysts are projected to create roughly 215 new jobs over the next ten years. The majority will be due to newly created jobs."<sup>5</sup> <sup>6</sup> While many of these positions prefer a bachelor's degree, job growth in this area will provide opportunities for graduates of the associate program in Software Development. In addition, the program will provide graduates with opportunities to fill workforce needs as well as continue their education at the bachelor's degree level.

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<sup>1</sup>US Department of Labor, Bureau of Labor Statistics, Occupational Outlook Handbook, Software Developers, available from <https://www.bls.gov/ooh/computer-and-information-technology/software-developers.htm>.

<sup>2</sup> US Department of Labor, Bureau of Labor Statistics, Software Developers, Applications, "Map of Annual Mean Wage of Software Developers, Applications, by State, May 2015," available from <https://www.bls.gov/oes/current/oes151132.htm>.

<sup>3</sup> US Department of Labor, Bureau of Labor Statistics, Software Developers, Applications, "Map of Employment of Software Developers, Applications, by Area, May 2015," available from <https://www.bls.gov/oes/current/oes151132.htm>.

<sup>4</sup> South Dakota Department of Labor & Regulation, Occupational Profile for Software Developers, Applications, Occupational Employment & Future Employment Outlook, <http://www.dlr.sd.gov/>; and South Dakota Department of Labor & Regulation, Occupational Profile for Software Developers, Systems Software, Occupational Employment & Future Employment Outlook, <http://www.dlr.sd.gov/>.

<sup>5</sup> Market Street Services, Inc., *Sioux Falls Area Action Agenda Workforce Sustainability Analysis* (Forward Sioux Falls: 2015), p.65, available from <http://forwardsiouxfalls.com/publications/Sioux%20Falls%20Area%20Workforce%20Sustainability%20Analysis.pdf>.



*University Mission and Priority*

The statutory mission statement for Dakota State University is provided in SDCL 13-59-2.2:

*The primary purpose of Dakota State University in Madison in Lake County is to provide instruction in computer management, computer information systems, electronic data processing and other related undergraduate and graduate programs. The secondary purpose is to offer two-year, one-year and short courses for application and operator training in the areas authorized by this section.*

*This authorization includes the preparation of elementary and secondary teachers with emphasis in computer and information processing.*

*Except for degree programs in existence during the 1983-1984 academic year, the unique baccalaureate programs authorized for Dakota State University shall not be duplicated by the Board of Regents.*

Board Policy 1:10:5 Dakota State University Mission Statement provides the degrees authorized:

*A. Undergraduate Programs:* Associate degree programs are approved in allied health care, business, general studies, and information technology.

*B. Graduate Programs:* Master's degree programs are approved in education and information technology as well as a Doctor of Science degree in Information Systems and Cyber Security.

***University Priority and Strategic Plan***

The most recent DSU Strategic Plan includes goals that are directly related to this program request:

- Offer innovative and robust academic programs that link to our mission.
- Infuse innovative technology in the delivery of academic programs.
- Optimize undergraduate and graduate enrollments.

The proposed program also aligns with the Board of Regents Strategic Plan 2014-2020, including but not limited to the following goals:

- Grow undergraduate and graduate degrees awarded.
- Increase the number of graduates from STEM programs.
- Encourage campuses to increase recruitment and retention of undergraduate STEM majors.
- Encourage development of academic programs and certificates that align with existing and future state workforce needs.

**2. Rationale**

**A. What is the rationale for the curriculum?**

The curriculum is designed to offer courses that will prepare students for a variety of entry level jobs and careers in software development for business and industry, in the public and/or private sector. Also, all courses/credits stack into the following DSU B.S. degree programs: Computer Science, Cyber Operations, and Network & Security Administration.

**B. Demonstrate that the curriculum is consistent with current national standards.** Complete the tables below and explain any unusual aspects of the proposed curriculum.

There is not a single national standard or a common definition for the very broad term software development. Therefore, the curriculum for this program was selected to prepare students for a career in this field and to align with several of our BS degrees to allow for a smooth transition from the AS degree to one of three B.S. degrees noted above. The Cyber Operations program is recognized by the National Security Agency and the curriculum must map to an extensive set of standards. One major facet of the Cyber Operation degree is a strong foundation in software development. The Computer Science degree teaches program solving and programming skills. The core software development courses in the Computer Science and the Network & Security Administration degrees are the same as those found in the Cyber Operations degree. The curriculum for this A.S. degree was selected to reflect this focus area. The few courses that are in the A.S. degree, but not all the BS degrees, are intentionally selected to ensure that an A.S. graduate will have exposure to the central topics in software development. So, while there is not a national standard, the curriculum does align with recommendations from external agencies and does mirror the requirements found in the three B.S. degrees which have been externally reviewed and found to be of high quality.

**C. If a new degree is proposed, what is the rationale?**

This is not a new degree. DSU is already authorized to deliver the Associate of Science degree.

**D. Summary of the Degree Program**

<i>AS in Software Development</i>	Credit Hours	Credit Hours	Percent
System General Education Requirements	24		
Subtotal, Degree Requirements		24	40%
Required Support Courses (not included above)			
Major Requirements	27		
Major Electives	6		
Subtotal, Program Requirements		33	55%
Free Electives	3	3	5%
Degree Total	60	60	100%

\*If the proposed undergraduate degree program is to be available in more than one degree and the number or distribution of credits will vary, provide a separate table for each degree.

**Required Support Courses outside the Major** (*NOT general education, institutional graduation or technology literacy requirements*)

Prefix	Number	Course Title	Credit Hours	New (yes, no)
		NONE		
		Subtotal		

### Major Requirements

Prefix	Number	Course Title	Credit Hours	New (yes, no)
CSC	105	Introduction to Computers	3	no
CSC	150	Computer Science I	3	no
CSC	245	Information Security Fundamentals	3	no
CSC	250	Computer Science II	3	no
CSC	260	Object Oriented Design	3	no
CSC	363	Hardware, Virtualization & Data Comm.	3	no
CIS	275	Web Application Programming I	3	no
CIS	332	Systems Analysis & Design	3	no
CIS	484	Database Management Systems	3	no
<b>Subtotal</b>			<b>27</b>	

**Major Electives:** List courses that may be taken as electives in the program. Indicate any new courses to be added specifically for the major. (If the list of existing courses is long, it may be provided as an appendix.)

Prefix	Number	Course Title	Credit Hours	New (yes, no)
Choose 6 credits from the following courses:			6	
CSC	300	Data Structures		no
CSC	314	Assembly Language		no
CSC	328	Operating Environments		no
CIS	340	Java Programming		no
CIS	375	Web Application Programming II		no
CIS	383	Networking I		no
CIS	487	Database Programming		no
MATH	120	Trigonometry		no
MATH	123	Calculus I		no
MATH	201	Intro to Discrete Math		no
MATH	281	Introduction to Statistics		no
<b>Subtotal</b>			<b>6</b>	

### 3. Student Outcomes & Demonstration of Individual Achievement

**A. What specific knowledge and competencies, including technology competencies, will all students be able to 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 be related to the proposed assessments in B and C below.*

#### Individual Student Outcomes

1. Demonstrate the ability to write code using sequence, selection and repetition.
2. Understand and effectively manage the process of developing, designing, testing, and delivering a program or web page.
3. Manipulate data efficiently to make optimal use of computing resources.

4. Identify, analyze, and take user needs into account in the programming process.
5. Write, test, and maintain computer programs and/or web applications in at least three languages.

See Appendix A.

**B. What national instruments (examinations) are available to measure individual student achievement in this field?**

Not applicable.

**C. How will mastery by individual students be demonstrated?** Describe the specific examinations or processes to be used. This is to include external measures.<sup>7</sup> **What will be the consequences for students who do not demonstrate mastery?**

Students will demonstrate mastery by passing all courses within the program with a minimum GPA of 2.0. Students will be monitored using Starfish. Students failing to meet minimum standards will need to retake course work not successfully completed. Additionally, tutoring is available to all students. As with all DSU programs, enrollment and retention will be monitored.

**4. What instructional approaches and technologies will be used to teach courses in the program?**

*This refers to the instructional technologies used to teach courses and NOT the technology applications students are expected to learn.*

The program will be delivered at UC-Sioux Falls, distance delivery and on the DSU campus and supplemented with D2L courseware for virtual networking, submitting assignments, and class discussion. Class presentations may be recorded and videos posted to campus video servers to facilitate online delivery. All courses in this proposed degree are existing courses. Core courses presently not taught at UC-Sioux Falls are taught online. Depending on enrollment numbers at UC-SF, the core courses not presently being offered may be added to the rotation when enrollment warrants.

DSU has invested heavily in a virtualized infrastructure to allow for technical, hands-on experiences for students in the classroom and at a distance. This VMware environment has been instrumental in the online delivery of all undergraduate majors. Educational experiences for students are greatly enhanced through these applied, hands-one technology-based activities.

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<sup>7</sup> What national examination, externally evaluated portfolio or student activity, etc will be used to verify that individuals have attained a high level of competence and identify those who need additional work?

**Table 1: Alignment of AS to three BS programs offered at DSU**

<b>A.S. in Software Development Course Alignments to three B.S. Degrees</b>				
<b>A.S. in Software Development Curriculum</b>	<b>Credit Hours</b>	<b>BS in Computer Science (18 credits of electives)</b>	<b>BS in Cyber Operations (11 credits of electives)</b>	<b>BS in Network &amp; Security Administration (11 credits of electives)</b>
<b>Core</b>	<b>27</b>			
CSC 105 Introduction to Computers	3	Core	Core	Core
CSC 150 Computer Science I	3	Core	Core	Core
CSC 245 Information Security Fundamentals	3	Core	Core	Core
CSC 250 Computer Science II	3	Core	Core	Core
CSC 260 Object Oriented Design	3	Core	Elective	Elective
CIS 275 Web Application Programming I	3	Elective	Core	Core
CIS 332 Structured Systems Analysis & Design	3	Core	Core	Elective
CSC 363 Hdw, Data Comm & Networking	3	Elective	Core	Core
CIS 484 Database Management Systems	3	Core	Core	Core
Choose 6 credits from the following courses:	<b>6</b>			
CSC 300 Data Structures	3	Core	Core	Elective
CSC 314 Assembly Language	3	Core	Core	Elective
CSC 328 Operating Environments	3	Elective	Core	Core
CIS 340 Java Programming	3	Elective	Elective	Elective
CIS 375 Web Application Programming II	3	Elective	Core	Core
CIS 383 Networking I	3	Core	Core	Core
CIS 487 Database Programming	3	Elective	Elective	Elective
MATH 120 Trigonometry	3	Elective	Elective	Elective
MATH 123 Calculus I	4	Core	Elective	Elective
MATH 201 Intro to Discrete Math	3	Elective	Elective	Elective
MATH 281 Intro to Statistics	3	Core	Elective	Core
Electives	<b>3</b>			
System General Education Courses	<b>24</b>			
<b>Total Credits</b>	<b>60</b>			

**5. Did the University engage any developmental consultants<sup>8</sup> to assist with the development of the curriculum? Were any professional or accrediting associations consulted during the development of the curriculum? What were the contributions of the consultants and associations to the development of curriculum?**

No.

<sup>8</sup> Developmental consultants are experts in the discipline are 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.

**6. Are students in the program expected to be new to the university, redirected from other programs or both? Complete the table and explain how the estimates were developed. If authorization for off-campus or distance delivery is requested in Section 9, add lines to the table for off-campus/distance students, credit hours, and graduates.**

	Fiscal Years*			
	1st	2nd	3rd	4th
Estimates	FY17	FY18	FY19	FY20
Students new to the university	5	5	5	5
Students from other university programs	0	0	0	0
Continuing students		5	5	5
= Total students in the program (fall)	5	10	10	10
Program credit hours (major courses)**	150	300	300	300
Graduates		5	5	5

\* 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. The same numbers are used in Appendix B – Budget.

The B.S. degrees in the three majors noted (computer science, cyber operations, and network & security administration) are offered online and on-campus and many core courses are taught at UC-SF. The fall 2016 enrollment for each of the B.S. programs are as follows: computer science 348 students (47% online; 48% campus & 5% UC-SF); cyber operations 313 students (36% online; 61% campus & 3% UC-SF); and network & security administration 158 students (32% online; 61% campus & 7% UC-SF). We see three potential scenarios with adding this AS degree. One, new students will enroll and graduate with the AS degree; two, because all 60 credits stack into each of the B.S. majors discussed, students may complete the A.S. degree and then decide to enroll into one of the BS programs; and three, others may declare a bachelor's degree, are not able to complete the B.S. but can finish this A.S. degree.

**7. If program accreditation is available, identify the organization and explain whether accreditation is required or optional, the resources required, and the University's plans concerning the accreditation of this program.**

As noted in 2B, there is not a single national standard or a common definition for the very broad term software development. Therefore, the curriculum for this program was selected to prepare students for a career in this field and to align with three DSU's BS degrees allowing for a smooth transition. The Cyber Operations program is recognized by the National Security Agency and the curriculum must map to an extensive set of standards. The core software development courses in the Computer Science and the Network & Security Administration degrees are the same as those found in Cyber Operations. The curriculum for this A.S. degree was selected to reflect this focus area.

**8. Does the University request any exceptions to any Board policy for this program? Explain any requests for exceptions to Board Policy. If no exceptions are requested, enter "None."**

Section 6 of the Memorandum of Understanding for the University Center-Sioux Falls (approved by the Board of Regents at the April 2016 Board meeting) stipulates that the tuition rate for lower division associate degree courses is \$270/credit hour. DSU is requesting an exception under section 6.2 of the



MOU that allows the Board to approve use of the established self-support rate of \$333.35 for high cost programs. DSU specifically requests an exemption to use the \$333.35/credit hour rate for 100- and 200-level courses using the CSC and CIS prefixes.

## 9. Program Delivery

**A. Does the University request authorization to deliver this entire program at any off-campus locations? If yes, list location(s) and intended start date(s).**

Yes, Fall 2017 – University Center-Sioux Falls. We propose to make the program available at UC-SF with the understanding that the courses not offered can be taken online until enrollment in the program warrants adding additional faculty. On November 15, 2016, this proposal was approved to move forward for delivery at UC-SF by the UC-SF Coordinating Group. At this same meeting, the Coordinating Group approved recommending DSU to offer all 100- and 200-level CSC and CIS courses at the non-reduced tuition rate due to the cost of delivery in these disciplines.

**B. Does the University request authorization to deliver this entire program by distance technology? If yes, identify delivery method(s) and intended start date(s).**

Yes, distance delivery to also begin Fall 2017.

**C. Include off-campus tuition and site or delivery costs in the next section and in Appendix B. If off-campus or distance delivery authorization is not requested, enter "None."**

## 10. Costs, 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 O&M, facilities, etc. needed to implement the proposed major. Address off-campus or distance delivery separately. Complete Appendix B Budget and Resources and briefly summarize.**

DSU currently offers multiple sections of the courses online and on the DSU campus each semester as well as some summer offerings using full-time and adjunct faculty. No additional costs for faculty, equipment, or facilities will be incurred when this program is implemented since all courses are presently offered.

DSU is not submitting a budget worksheet (appendix B) since all courses in the program are presently offered at UC-SF, online, or on the DSU campus. No additional faculty or resources are required as the costs of offering the programs are already embedded in DSU's budget. It is anticipated that the program will enroll 5 new students per year. The general education courses in the program will be offered at the reduced UC-SF rate of \$270/credit hour while all CSC and CIS courses will be at the self-support rate of \$333.35/credit.

The following conservative revenue projections below are based on the following assumptions:

- 5 students enroll in the program per year
- Each student takes a full credit load of 15 hours per semester (30 per year)
- Tuition rates remain the same from year-to-year

Year 1	Total	HEFF	NET
(75 credits @ \$270)	\$20,250	\$2,328.75	\$17,921.25
(75 credits @ \$333.35)	\$25,001.25	\$2,875.50	\$22,125.75

Year 2 and beyond	Total	HEFF	NET
(150 credits @ \$270)	\$40,500	\$4,657.50	\$35,842.50
(150 credits @ \$333.35)	\$50,002.50	\$5,751	\$44,251.50

**11. Additional Information.** *Additional information is optional. Use this space for information not requested above. Limit the number and length of additional attachments. Identify with capital letters. Letters of support are not necessary and are rarely included with Board materials. In some cases, response to questions from the Board or the Executive Director may be provided as appendixes to the original proposal. This item may be deleted if it is not used.*

Dakota State University  
New Program: Associate of Science in Software Development

**Appendix A**  
**Individual Student Outcomes and Program Courses**

	Program Courses that Address the Outcomes				
Individual Student Outcome	CSC 150	CSC 250	CSC 260	CIS 275	CIS 332
Demonstrate the ability to write code using sequence, selection and repetition.	X	X	X	X	
Understand and effectively manage the process of developing designing, testing, and delivering a program or web page.		X	X	X	X
Manipulate data efficiently to make optimal use of computing resources.	X	X	X	X	X
Identify, analyze, and take user needs into account in the programming process.	X	X	X	X	X
Write, test, and maintain computer programs and/or web applications in at least three languages.	X	X	X	X	

**Appendix B**  
**Course by Course Comparison and Delivery**

A.S. in Software Development Curriculum	Credit Hours	BS in Computer Science (18 credits of electives)	UC-SF	When Offered	Online	When Offered
<b>Core</b>	<b>27</b>					
CSC 105 Introduction to Computers	3	Core	x	FA/SP	x	FA/SP/SU
CSC 150 Computer Science I	3	Core	x	FA/SP/SU	x	FA/SP/SU
CSC 245 Information Security Fundamentals	3	Core	-	-	x	FA/SP/SU
CSC 250 Computer Science II	3	Core	x	FA/SP	x	FA/SP/SU
CSC 260 Object Oriented Design	3	Core	-	-	x	FA/SP/SU
CIS 275 Web Application Programming I	3	Elective	x	FA	x	FA
CIS 332 Structured Systems Analysis & Design	3	Core	-	-	x	FA/SP/SU
CSC 363 Hardware, Data Communication & Networking	3	Elective	x	SP/SU	x	FA/SP/SU
CIS 484 Database Management Systems	3	Core	-	-	x	FA/SP/SU
Choose 6 credits from the following courses:	<b>6</b>					
CSC 300 Data Structures	3	Core	-	-	x	FA/SP
CSC 314 Assembly Language	3	Core	-	-	x	FA/SP/SU
CSC 328 Operating Environments	3	Elective	x	FA	x	FA/SP/SU
CIS 340 Java Programming	3	Elective	-	-	x	SU
CIS 375 Web Application Programming II	3	Elective	x	SP	x	SP
CIS 383 Networking I	3	Core	x	FA	x	FA/SP
CIS 487 Database Programming	3	Elective	-	-	x	SP
MATH 120 Trigonometry	3	Elective	-	-	x	FA/SU
MATH 123 Calculus I	4	Core	x	SP	x	SP/SU
MATH 201 Introduction to Discrete Math	3	Core	-	-	x	FA/SP/SU
MATH 281 Introduction to Statistics	3	Core	x	FA/SP/SU	x	SU
<b>Electives</b>	<b>3</b>		x		x	
System General Education Courses	<b>24</b>		x		x	
<b>Total Credits</b>	<b>60</b>					

A.S. in Software Development Curriculum	Credit Hours	BS in Cyber Operations	UC-SF	When Offered	Online	When Offered
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		(11 credits of electives)				
<b>Core</b>	<b>27</b>					
CSC 105 Introduction to Computers	3	Core	x	FA/SP	x	FA/SP/SU
CSC 150 Computer Science I	3	Core	x	FA/SP/SU	x	FA/SP/SU
CSC 245 Information Security Fundamentals	3	Core	-	-	x	FA/SP/SU
CSC 250 Computer Science II	3	Core	x	FA/SP	x	FA/SP/SU
CSC 260 Object Oriented Design	3	Elective	-	-	x	FA/SP/SU
CIS 275 Web Application Programming I	3	Core	x	FA	x	FA
CIS 332 Structured Systems Analysis & Design	3	Core	-	-	x	FA/SP/SU
CSC 363 Hardware, Data Communication & Networking	3	Core	x	SP/SU	x	FA/SP/SU
CIS 484 Database Management Systems	3	Core	-	-	x	FA/SP/SU
Choose 6 credits from the following courses:	<b>6</b>					
CSC 300 Data Structures	3	Core	-	-	x	FA/SP
CSC 314 Assembly Language	3	Core	-	-	x	FA/SP/SU
CSC 328 Operating Environments	3	Core	x	FA	x	FA/SP/SU
CIS 340 Java Programming	3	Elective	-	-	x	SU
CIS 375 Web Application Programming II	3	Core	x	SP	x	SP
CIS 383 Networking I	3	Core	x	FA	x	FA/SP
CIS 487 Database Programming	3	Elective	-	-	x	SP
MATH 120 Trigonometry	3	Elective	-	-	x	FA/SU
MATH 123 Calculus I	4	Elective	x	SP	x	SP/SU
MATH 201 Introduction to Discrete Math	3	Elective	-	-	x	FA/SP/SU
MATH 281 Introduction to Statistics	3	Elective	x	FA/SP/SU	x	SU
Electives	<b>3</b>		x			
System General Education Courses	<b>24</b>		x			
<b>Total Credits</b>	<b>60</b>					

A.S. in Software Development Curriculum	Credit Hours	BS in Network & Security Administration (11 credits of electives)	UC - SF	When Offered	Online	When Offered
<b>Core</b>	<b>27</b>					
CSC 105 Introduction to Computers	3	Core	x	FA/SP	x	FA/SP/SU
CSC 150 Computer Science I	3	Core	x	FA/SP/SU	x	FA/SP/SU
CSC 245 Information Security Fundamentals	3	Core	-	-	x	FA/SP/SU
CSC 250 Computer Science II	3	Core	X	FA/SP	x	FA/SP/SU
CSC 260 Object Oriented Design	3	Elective	-	-	x	FA/SP/SU
CIS 275 Web Application Programming I	3	Core	X	FA	x	FA
CIS 332 Structured Systems Analysis & Design	3	Elective	-	-	x	FA/SP/SU
CSC 363 Hardware, Data Communication & Networking	3	Core	X	SP/SU	x	FA/SP/SU
CIS 484 Database Management Systems	3	Core	-	-	x	FA/SP/SU
Choose 6 credits from the following courses:	<b>6</b>				x	
CSC 300 Data Structures	3	Elective	-	-	x	FA/SP
CSC 314 Assembly Language	3	Elective	-	-	x	FA/SP/SU
CSC 328 Operating Environments	3	Core	x	FA	x	FA/SP/SU
CIS 340 Java Programming	3	Elective	-	-	x	SU
CIS 375 Web Application Programming II	3	Core	x	SP	x	SP
CIS 383 Networking I	3	Core	x	FA	x	FA/SP
CIS 487 Database Programming	3	Elective	-	-	x	SP
MATH 120 Trigonometry	3	Elective	-	-	x	FA/SU
MATH 123 Calculus I	4	Elective	x	SP	x	SP/SU
MATH 201 Introduction to Discrete Math	3	Elective	-	-	x	FA/SP/SU
MATH 281 Introduction to Statistics	3	Core	x	FA/SP/SU	x	SU
Electives	<b>3</b>		x		x	
System General Education Courses	<b>24</b>		x		x	
<b>Total Credits</b>	<b>60</b>					



# **SOUTH DAKOTA BOARD OF REGENTS**

## **Academic and Student Affairs**

**AGENDA ITEM: 6 – C (2)**

**DATE: March 28-30, 2017**

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### **SUBJECT: New Program: SDSU AS in Construction Technology**

South Dakota State University (SDSU) requests authorization to offer an Associate of Science (AS) in Construction Technology. The program incorporates content in scheduling, construction materials, project control, and building methods with the liberal arts component of the system general education requirements. Graduates can expect entry-level positions in construction and affiliated industries. In addition, graduates can apply their credits to the SDSU BS in Construction Management and graduate with additional sixty credit hours.

The Executive Director waived the Intent to Plan due to SDSU due to the proposed program stacking to the existing BS in Construction Management.

### **University Mission and Priorities**

SDCL 13-58-1 and Board Policy establish SDSU as the state's land-grant institution and its mission to provide undergraduate and graduate programs of instruction in the liberal arts and sciences and professional education in agriculture, education, engineering, human science, nursing and pharmacy, and other courses or programs as the Board of Regents may determine. The proposed program also supports SDSU's strategic plan IMPACT 2018.

### **System Strategic Goals**

The proposed program supports the South Dakota Board of Regents' Strategic Plan 2014-2020 priorities, including but not limited to grow the number of undergraduate degrees, improve system first year retention rates, and design clearer pathways for degree completion. In addition, the program complies with the Board's support for the expansion of online associate degree programs.

### **Workforce Need, Student Demand, Projected Graduates**

The Bureau of Labor Statistics projects growth in first line supervisors of construction trades in residential, commercial, and highway/utility construction regionally at six and nine percent nationally between 2014 and 2024. In South Dakota, employment within the construction industry is expected to grow by nine percent between 2012 and 2024. SDSU expects to graduate seven students per year after full implementation.

(Continued)

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**DRAFT MOTION 20170328\_6-C(2):** I move to approve SDSU's A.S. in Construction Technology as described in Attachment I.

**Development**

Program development focused on establishing educational access for place-bound students in a high demand field while also providing a foundation for the requirements needed to complete a related bachelor's degree.

**Board Policy**

SDSU is not requesting any exceptions to Board policy.

**Off Campus and Distance Delivery**

SDSU is requesting authorization to deliver the program online.

**Budget and Resources**

SDSU does not request any new State resources to implement or maintain the proposed program.



## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

### New Undergraduate Degree Program

<b>UNIVERSITY:</b>	SDSU
<b>MAJOR:</b>	Construction Technology
<b>EXISTING OR NEW MAJOR(S):</b>	New
<b>DEGREE:</b>	Associate of Science (A.S.)
<b>EXISTING OR NEW DEGREE(S):</b>	Existing
<b>INTENDED DATE OF IMPLEMENTATION:</b>	8/15/2017
<b>PROPOSED CIP CODE:</b>	15.1001
<b>SPECIALIZATIONS:<sup>1</sup></b>	None
<b>IS A SPECIALIZATION REQUIRED (Y/N):</b>	No
<b>DATE OF INTENT TO PLAN APPROVAL:</b>	Waived
<b>UNIVERSITY DEPARTMENT:</b>	Construction & Operations Management
<b>UNIVERSITY DIVISION:</b>	Jerome J. Lohr College of Engineering

#### 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

2/6/2017

\_\_\_\_\_  
Date

#### 1. What is the nature/purpose of the proposed program?

South Dakota State University (SDSU) requests authorization to offer an Associate of Science (A.S.) in Construction Technology. The Construction Technology program incorporates content in scheduling, construction materials, project control, and building methods with the liberal arts component of the system general education requirements. The Construction Technology major will prepare students for entry-level positions in construction and affiliated industries.

SDSU offers a B.S. degree in Construction Management. The A.S. degree will prepare graduates for entry-level management-related positions in the construction field as well as provide transfer options to the bachelor's program. The curriculum for the associate degree has been designed to allow students to fulfill the first 60 credits of coursework towards their baccalaureate degree; graduates of the A.S. in Construction Technology can complete the B.S. in Construction Management with an additional 60 credit hours.

<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.

The University does not request new State resources.

**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>**

*University Mission and Priority*

The University's mission is to “provide undergraduate and graduate programs of instruction in the liberal arts and sciences and professional education in agriculture, education, engineering, human science, nursing and pharmacy, and other courses or programs as the Board of Regents may determine.” (SDCL 13-58-1)

Furthermore, Board-approved programs currently include “baccalaureate programs in the agricultural sciences, aviation, education, engineering and technology, human sciences, humanities and liberal arts, nursing, performing and visual arts, pharmaceutical sciences, physical and biological sciences, and social sciences.” (Board Policy 1:10:2)

A major in Construction Technology supports the South Dakota Board of Regents Strategic Plan 2014-2020:

*Goal 1: Student Success*

- Grow the number of undergraduate and graduate degrees awarded.
- Increase first-year and overall retention rates of current Department students by more closely aligning curriculum with student career goals.

*Goal 2: Academic Quality and Performance*

- Review academic degree programs for quality, responsiveness, and productivity.
- Promote high standards for student learning, quality instruction, and research.
- Grow the number of students participating in experiential learning.

*Goal 3: Research and Economic Development*

- Contribute to economic development through technology transfer & incubation of new commercial ventures.

A major in Construction Technology also supports South Dakota State University's strategic plan, IMPACT 2018<sup>3</sup>, specifically:

*Goal 1: Academic Excellence*

- Promote academic excellence through quality programs, engaged learners and an innovative teaching and learning environment.
- Cultivate aware, engaged and active citizens well prepared to work in local, state, national and global communities.

*Goal 3: Outreach*

- Extend the reach and depth of the university by developing strategic programs and collaborations.
- Use emerging technologies and institutional collaboration to provide undergraduate, graduate, professional and continuing education focused on traditional and adult learners across the state, in the region, the nation and globally.

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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).

<sup>3</sup> <http://www.sdstate.edu/impact2018>

- 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 Bureau of Labor Statistics projects growth in first line supervisors of construction trades in residential, commercial, and highway/utility construction regionally at 6-9% for the period 2014-2024.<sup>4</sup> Demand for similar occupations in building inspection, engineering technician, drafters, and technical sales representatives are also expected to grow at the national average rate of 7%, particularly in South Dakota where there is a greater concentration of technical sales positions.<sup>5</sup> The demand for construction managers is comparable at 5% growth, but the number of manager positions for persons with an associate degree is limited as there is a general expectation for bachelor's degree level preparation. Within South Dakota, employment within the construction industry is expected to grow by 9% (nearly 2,000 jobs) by 2024.<sup>6</sup>

- 4. How will the proposed program benefit students?**

A two-year degree that can be earned online will provide access to a degree for persons working in the field and an opportunity to advance their professional career without sacrificing time away from work. Likewise, the two-year A.S. in Construction Technology can provide a pathway to the bachelor's degree in Construction Management which opens the door to further professional advancement.

- 5. Program Proposal Rationale:**

- A. If a new degree is proposed, what is the rationale?<sup>7</sup>**

This is not a new degree.

- B. What is the rationale for the curriculum?**

The A.S. in Construction Technology is offered as an alternative pathway to a post-secondary degree for place bound workers in the construction field seeking professional advancement or individuals interested in entry-level positions to management or office functions. The proposed program is tailored to be completed in two to three years and open the door to completing a Bachelor of Science degree in Construction Management for students seeking advanced technical management positions. The major requirements and support courses will be used as foundation requirements for the first two years of the Construction Management program and allow seamless progress toward a bachelor's degree.

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<sup>4</sup> <http://www.bls.gov/oes/current/oes471011.htm>

<sup>5</sup> <http://www.bls.gov/oes/current/oes414011.htm#st>

<sup>6</sup> South Dakota Department of Labor & Regulation, Labor Market Information Center, "Summary Industry Profile for Construction in South Dakotas," Long Term Industry Projections, available through <http://dlr.sd.gov/lmic/>.

<sup>7</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. Complete the tables below and explain any unusual aspects of the proposed curriculum?**

The Construction Technology program was developed on accreditation criteria put forth by ABET – Applied Science Accreditation Commission (ASAC). There are no program criteria specified for associate degree programs in this field. However, the proposed curriculum is planned to enable students who complete the A.S. degree to articulate seamlessly to the B.S. in Construction Management which is seeking ABET-ASAC accreditation.

**D. Summary of the degree program:**

Associate of Science in Construction Technology	Credit Hours	Credit Hours	Percent
System General Education Requirements*	25		
Subtotal, Degree Requirements		25	42%
Required Support Courses (not included above)	9		
Major Requirements	23		
Subtotal, Program Requirements		32	53%
Electives		3	5 %
Degree Total <sup>8</sup>		60	100%

\*Board Policy 2:26 requires all associate degree programs to include 24 credits of coursework. At least 3 credit hours shall be earned from each of 6 goals (total of 18 credits). The additional six credits designated by SDSU will include Goal #1 and Goal # 6. CHEM 106-106L is a required four credit course that has increased the System General Education Requirement from 24 to 25 credits.

**System General Education Requirements**

Prefix	Number	Course Title	Credit Hours	New (yes, no)
ENGL	101	Composition I (SGR #1 Written Communication)	3	No
		SGR #1 Written Communication	3	No
SPCM	101	Fundamentals of Speech (SGR #2 Oral Communication)	3	No
PSYC	101	General Psychology (SGR #3 Social Sciences/Diversity)	3	No
HIST	121	Western Civilization I (SGR #4 Humanities and Arts/Diversity)	3	No
MATH	103	Quantitative Literacy (SGR #5 Mathematics)	3	No
CHEM	106-106L	Chemistry Survey and Lab (SGR #6 Natural Sciences)	3, 1	No
		SGR #6 Natural Sciences	3	No

<sup>8</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.



		Subtotal	25	
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### Required Support Courses Outside the Major

Prefix	Number	Course Title	Credit Hours	New (yes, no)
ACCT	210	Principles of Accounting I	3	No
GE	231	Technology, Society, & Ethics	3	No
MNET	243	Introduction to Materials Science	3	No
Subtotal			9	

### Major Requirements

Prefix	Number	Course Title	Credit Hours	New (yes, no)
CM	101	Introduction to Construction	1	No
CM	124	Construction Graphics	3	No
CM	130	Management Tools and Analysis	3	No
CM	216	Construction Methods and Materials	3	No
CM	232	Cost Estimating	3	No
CM	235	Mechanical, Electrical Plans and Specifications	3	No
CM	250	Construction Project Management I	2	No
GE	241	Applied Mechanics	3	No
GE	265	Industrial Safety	3	No
Subtotal			24	

## 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.*

See Appendix A.

The A.S. in Construction Technology program will adopt the following ABET-ASAC Student Outcomes from the General Criteria. SDSU Construction Technology graduates will have:

- (a) an ability to apply knowledge of mathematics, and science.
- (c) an ability to formulate or design a system, process, or program to meet desired needs.
- (f) an understanding of professional and ethical responsibility.
- (g) an ability to communicate effectively.
- (k) an ability to use the techniques, skills, and modern scientific and technical tools necessary for professional practice.

- B. Are national instruments (i.e., examinations) available to measure individual student achievement in this field? If so, list them.**

None available for this program.

**C. How will individual students demonstrate mastery? Describe the specific examinations and/or processes used, including any external measures.<sup>9</sup> What are the consequences for students who do not demonstrate mastery?**

Students will demonstrate mastery through using course assignments, exams, and projects. Successful completion of the program coursework is required for graduation. Students who do not achieve a 2.0 grade point average while enrolled in the program and/or fail any of the major courses (i.e. have not demonstrated mastery) will be advised as to how remedy this failing which would include repeating coursework as necessary. Standard university policy regarding repeating coursework apply. If the student fails to elevate their grade point average to 2.0 or above, campus policies on probation and suspension govern their status.

Students will be monitored using Starfish and the Student Success Collaborative platforms for progress. Students failing to meet minimum standards may be required to retake course work. Additionally, mentoring and tutoring will be made available to all students, and those falling behind will require one-on-one counseling from academic advisors. Enrollment and retention in the program also will be monitored.

**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 following approaches and technologies will be used:

- Online and hybrid course delivery
- Desire2Learn classroom management software

**8. Did the University engage any developmental consultants to assist with the development of the curriculum?<sup>10</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.

**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 expected students will be drawn to the Construction Technology program from industry employers and newly graduated high school students in the region. These estimates are based on an average of 5% of incoming SDSU B.S. in Construction Management students plus

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<sup>9</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>10</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.

matriculating high school students plus regional employment needs over the timeframe. The University projects there may be some pent-up demand within the region for this kind of program at the start, thus the numbers should flatten out at year three. The estimated 50% retention rate was used for first to second year which is generally consistent with national trend data.<sup>11</sup>

	Fiscal Years*			
	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>
<i>Estimates</i>	FY 18	FY 19	FY 20	FY 21
Students new to the university	5	7	11	13
Students from other university programs	2	3	3	3
Continuing students	-	3	4	6
=Total students in the program (fall)	7	13	18	22
Program credit hours (major courses)**	84	226	346	444
Graduates	0	3	4	7

\*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.**

Accreditation by ABET – ASAC is available although there currently are no associate degree construction programs currently accredited in the U.S. This is an optional accreditation and, depending on the outcome of the B.S. in Construction Management program site visit in fall 2016, the University will determine if ABET accreditation is a viable option for the Construction Technology program.

**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>12</sup>**

	Yes/No	If Yes, list location(s), including the physical address	Intended Start Date
Off-campus	No		Click here to enter a date.

<sup>11</sup> <http://www.act.org/research/policymakers/reports/graduation.html>

<sup>12</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, identify delivery methods	Intended Start Date
Distance Delivery	Yes	Internet	8/15/2017

**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.

A program budget is provided in Appendix B. The program will be supported by existing resources and projected tuition revenue.

**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.*

South Dakota State University

New Program: Associate of Science in Construction Technology

## Appendix A

### Individual Student Outcomes and Program Courses

Individual Student Outcome	Program Courses that Address the Outcomes							
	CM 124	CM 130	CM 216	CM 232	CM 235	CM 250	GE 241	GE 265
(a) an ability to apply knowledge of mathematics, and science		X					X	
(c) an ability to formulate or design a system, process, or program to meet desired needs	X			X	X	X		
(f) an understanding of professional and ethical responsibility						X		X
(g) an ability to communicate effectively		X				X		
(k) an ability to use the techniques, skills, and modern scientific and technical tools necessary for professional practice	X	X	X	X	X	X		

South Dakota State University  
New Program: Associate of Science in Construction Technology

**Appendix B**  
**Budget & Resources**

South Dakota State University, A.S. in Construction Technology

**1. Assumptions**

		1st FY17	2nd FY18	3rd FY19	4th FY20
<i>Headcount &amp; hours from proposal</i>					
Fall headcount (see table in proposal)		7	13	18	22
Program FY cr hrs, On-Campus		0	0	0	0
Program FY cr hrs, Off-Campus		84	226	346	444
Faculty, Regular FTE		0.10	0.30	0.30	0.40
Faculty Salary & Benefits, average	See p. 3	\$82,282	\$82,282	\$82,282	\$82,282
Faculty, Adjunct - number of courses		4	10	10	10
Faculty, Adjunct - per course	See p. 3	\$4,000	\$4,000	\$4,000	\$4,000
Other FTE (see next page)		0.00	0.00	0.00	0.00
Other Salary & Benefits, average	See p. 3	\$8,387	\$8,387	\$8,387	\$8,387

**2. Budget**

<i>Salary &amp; Benefits</i>					
Faculty, Regular		\$8,228	\$24,685	\$24,685	\$32,913
Faculty, Adjunct (rate x number of courses)		\$16,000	\$40,000	\$40,000	\$40,000
Other FTE		\$0	\$0	\$0	\$0
S&B Subtotal		\$24,228	\$64,685	\$64,685	\$72,913
<i>Operating Expenses</i>					
Travel		\$0	\$0	\$0	\$0
Contractual Services		\$0	\$0	\$0	\$0
Supplies & materials		\$0	\$0	\$0	\$0
Capital equipment		\$0	\$0	\$0	\$0
OE Subtotal		\$0	\$0	\$0	\$0
<b>Total</b>		<b>\$24,228</b>	<b>\$64,685</b>	<b>\$64,685</b>	<b>\$72,913</b>

**3. Program Resources**

Off-campus support tuition/hr, net of HEF	UG	\$295.01	\$295.01	\$295.01	\$295.01
Off-campus tuition revenue	hrs x amt	\$24,781	\$66,673	\$102,075	\$130,987
On-campus support tuition/hr, net of HEFF	UG	\$211.07	\$211.07	\$211.07	\$211.07
On-campus tuition revenue	hrs x amt	\$0	\$0	\$0	\$0
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



South Dakota State University

New Program: Associate of Science in Construction Technology

University redirections	\$3,909	\$7,117	\$0	\$0
Community/Employers	\$0	\$0	\$0	\$0
Grants/Donations/Other	\$0	\$0	\$0	\$0

**Total Resources** **\$28,690** **\$73,790** **\$102,075** **\$130,987**

**Resources Over (Under) Budget** **\$4,462** **\$9,105** **\$37,390** **\$58,074**

*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		\$64,803	\$0
University's variable benefits rate	(see below)	0.1403	0.1403
Variable benefits		\$9,092	\$0
Health insurance/FTE, FY17		\$8,387	\$8,387
<i>Average S&amp;B</i>		\$82,282	\$8,387

Explain faculty used to develop the average salary & fiscal year salaries used. Enter amount above.

The FY16 salaries of 4 Instructors/Lecturers in the Construction Management program were averaged. When the program reaches 20 students, a faculty member will need to be assigned advisor and program coordinator duties.

Explain adjunct faculty costs used in table:

8-10 courses to be taught by adjuncts and a market estimate was used for salary.

Explain other [for example, CSA or exempt] salary & benefits. Enter amount above.

N/A

Summarize the operating expenses shown in the table:

A computer lab with high-end graphics capabilities is needed to teach CAD (AutoDesk Revit), estimating (Timberline, WinEst), and project management (MS Project).

Summarize resources available to support the new program (redirection, donations, grants, etc).

South Dakota State University  
New Program: Associate of Science in Construction Technology

*State-support: Change cell on page 1 to use the UG or GR net amount.*

<b>Off-Campus Tuition, HEFF &amp; Net</b>	<b>FY17 Rate</b>	<b>HEFF</b>	<b>Net</b>	
Undergraduate	\$333.35	\$38.34	<b>\$295.01</b>	<i>Change cell on page 1</i>
Graduate	\$442.05	\$50.84	<b>\$391.21</b>	
Externally Supported	\$40.00			

*State-support: Change cell on page 1 to use the UG or GR net amount for your university.*

<b>On-Campus Tuition, HEFF &amp; Net</b>	<b>FY17 Rate</b>	<b>HEFF</b>	<b>Net</b>	
UG Resident - BHSU, DSU, NSU	\$232.80	\$26.77	<b>\$206.03</b>	<i>Change cell on page 1</i>
UG Resident - SDSU, USD	\$238.50	\$27.43	<b>\$211.07</b>	<i>to point to your net</i>
UG Resident SDSMT	\$244.80	\$28.15	<b>\$216.65</b>	
GR Resident - BHSU, DSU, NSU	\$304.60	\$35.03	<b>\$269.57</b>	<i>Change cell on page 1</i>
GR Resident - SDSU, USD	\$313.15	\$36.01	<b>\$277.14</b>	<i>to point to your net</i>
GR Resident - SDSMT	\$318.45	\$36.62	<b>\$281.83</b>	
UG Nonresident - BHSU, DSU, NSU	\$330.00	\$37.95	<b>\$292.05</b>	<i>Change cell on page 1</i>
UG Nonresident - SDSU, USD	\$346.20	\$39.81	<b>\$306.39</b>	<i>to point to your net</i>
UG Nonresident SDSMT	\$383.40	\$44.09	<b>\$339.31</b>	
GR Nonresident - BHSU, DSU, NSU	\$576.00	\$66.24	<b>\$509.76</b>	<i>Change cell on page 1</i>
GR Nonresident - SDSU, USD	\$602.05	\$69.24	<b>\$532.81</b>	<i>to point to your net</i>
GR Nonresident - SDSMT	\$639.15	\$73.50	<b>\$565.65</b>	
UG Sioux Falls Associate Degree	\$270.00	\$31.05	<b>\$238.95</b>	<i>Change cell on page 1</i>

**Variable Benefits Rates**

<b>University</b>	<b>FY17</b>	
BHSU	14.33%	<i>Change the benefits rate cell in the table on page 2 to point to the rate for your university.</i>
DSU	13.96%	
NSU	13.99%	
SDSM&T	13.86%	
SDSU	14.03%	
USD	13.99%	

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**

**AGENDA ITEM: 6 – C (3)**

**DATE: March 28-30, 2017**

\*\*\*\*\*

**SUBJECT: New Program: SDSU AS in Sociology**

South Dakota State University (SDSU) requests authorization to offer an Associate of Science (AS) in Sociology. Sociology involves the study of social institutions, organizations and issues. The purpose of this proposed program is to provide an associate-level credential to prepare graduates to serve in entry-level positions in human services, human resources, office and management assistance, and criminal justice/law enforcement. In addition, graduates looking to continue their education can complete the AS in Sociology with an additional sixty credit hours.

The Executive Director waived the Intent to Plan due to SDSU having existing bachelor's degree program in Sociology.

**University Mission and Priorities**

SDCL 13-58-1 provides SDSU's mission as providing "*undergraduate and graduate programs of instruction in the liberal arts and sciences and professional education in agriculture, education, engineering, human science, nursing and pharmacy, and other courses or programs as the Board of Regents may determine.*" In addition, Board Policy 1:10:2 allows SDSU to provide programs such as the AS in Sociology through approval of programs in the humanities, liberal arts, and social sciences.

**System Strategic Goals**

The proposed degree supports the South Dakota Board of Regents Strategic Plan 2014-2020, including growing the number of undergraduate degrees awarded, improving first year retention rates, and expanding educational access through online programs. In addition, the proposed program aligns with Board initiatives to grow online associate degree programs.

**Workforce Need, Student Demand, Projected Graduates**

The program will provide graduates with entry-level opportunities in a variety of fields. SDSU cites US and South Dakota Department of Labor statistics to indicate that graduates may find employment in fields including community health (expected to grow by 25% through 2023 in South Dakota, child care (expected to grow by 10% through 2024 in South Dakota) and law

(Continued)

\*\*\*\*\*

**DRAFT MOTION 20170328\_6-C(3):** I move to approve SDSU's A.S. in Sociology as described in Attachment I.

enforcement (ranging in expected growth by position from 4% to 6% through 2024 in South Dakota). SDSU expects to graduate twenty students per year after full implementation.

**Development**

The curriculum for the AS program is consistent with the standards of the existing BS in Sociology.

**Board Policy**

SDSU is not requesting any exceptions to Board policy.

**Off Campus and Distance Delivery**

SDSU is requesting authorization to deliver the program online.

**Budget and Resources**

SDSU does not request any new State resources to implement or maintain the proposed program.



## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

### New Undergraduate Degree Program

<b>UNIVERSITY:</b>	SDSU
<b>MAJOR:</b>	Sociology
<b>EXISTING OR NEW MAJOR(S):</b>	Existing
<b>DEGREE:</b>	Associate of Science (A.S.)
<b>EXISTING OR NEW DEGREE(S):</b>	Existing
<b>INTENDED DATE OF IMPLEMENTATION:</b>	8/15/2017
<b>PROPOSED CIP CODE:</b>	45.1101
<b>SPECIALIZATIONS:<sup>1</sup></b>	None
<b>IS A SPECIALIZATION REQUIRED (Y/N):</b>	No
<b>DATE OF INTENT TO PLAN APPROVAL:</b>	Waived
<b>UNIVERSITY DEPARTMENT:</b>	Sociology & Rural Studies
<b>UNIVERSITY DIVISION:</b>	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.*

\_\_\_\_\_  
President of the University

2/14/2017

\_\_\_\_\_  
Date

#### 1. What is the nature/purpose of the proposed program?

South Dakota State University (SDSU) requests authorization to offer an Associate of Science (A.S.) in Sociology. Sociology involves the study of social institutions, organizations and issues. The purpose of this proposed program is to provide an associate-level credential to prepare graduates to serve in entry level positions in human services, human resources, office and management assistance, and criminal justice/law enforcement. Students can choose to take courses specific to working in the helping professions. More and more of these employers prefer to hire employees with some college, thus giving students who complete this program a competitive edge. This degree option will also provide students with a sound foundation for continuing on for a Bachelor's Degree when they desire to do so; graduates of the AS. in Sociology can complete the B.S. in Sociology with an additional 60 credit hours.

<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.

The University does not request new State resources.

**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's mission is to “*provide undergraduate and graduate programs of instruction in the liberal arts and sciences and professional education in agriculture, education, engineering, human science, nursing and pharmacy, and other courses or programs as the Board of Regents may determine.*” (SDCL 13-58-1)

Furthermore, Board-approved programs currently include “*baccalaureate programs in the agricultural sciences, aviation, education, engineering and technology, human sciences, humanities and liberal arts, nursing, performing and visual arts, pharmaceutical sciences, physical and biological sciences, and social sciences.*” (Board Policy 1:10:2)

The proposed degree supports the South Dakota Board of Regents Strategic Plan 2014-2020:

- *Goal 1 – Student Success*
  - *Grow the number of undergraduate and graduate degrees awarded.*
  - *Improve system first year retention rates* – This new program will increase first-year and overall retention rates of current students by more closely aligning curriculum with student career goals.
  - *Expand educational access* by offering the program online.
- *Goal 2 – Academic Quality and Performance*
  - Program courses will incorporate the knowledge, skills, and abilities needed for entry level work in human resources, human services, office and management assistance, and criminal justice/law enforcement. Students will also have the opportunity to incorporate knowledge, skills and abilities through experiential learning.
- *Goal 3 – Research and Economic Development*
  - The proposed program will contribute to keeping SDSU graduates in the state through employment within local social, health, and human services in government, non-profit, and private industry.

**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 proposed A.S. degree major in Sociology provides an entry level credential to a variety of professional occupations including human services, law enforcement, and criminal justice. In addition, many of the occupations listed as in high demand with a high school credential are positions where an associate degree is preferred. The proposed degree is flexible, available online, and prepares students for work in a number of entry-level human and social services settings including jobs available in rural communities and reservations where social, health

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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).



and human services are provided in governmental and private industry contexts.

The Bureau of Labor Statistics projects increases in a number of occupations where the Associate Degree in Sociology would meet job requirements.

Related occupations and percent projected increase 2012-2022<sup>3</sup>

Admin/office support	5.70%	Computer support	20.20%	Human resources	37%
Bailiffs	5.30%	Correctional supervision	18%	Occupational therapy assistants	36.20%
Childcare workers	14%	Detectives	2%	Pre-school teacher assistants	17.40%
Clerks	18.30%	Dispatchers	5.90%	Research assistant	15%
Community health workers	25.10%	Funeral services	7.40%	Technicians	18-21%

South Dakota occupational long term projections to 2024<sup>4</sup>

Bill and posting clerks	9.1%	Computer support	11%	Human resource assistants	-3.4%
Bailiffs	2.9%	Correctional supervision	5.3%	Occupational therapy assistants	No info
Childcare workers	10.2%	Detectives	4.8%	Pre-school teacher assistants	14.4%
Clerks	No info	Dispatchers	6.2%	Research assistant	No info
Community health workers	No info	Funeral services	1.8%	Technicians	No info

#### 4. How will the proposed program benefit students?

The proposed program is essential to meet the needs of employers who seek entry-level employees in a wide variety of fields with skills in writing, speaking, and math. These employers are also interested in hiring graduates who have experiential learning experience, understanding the importance of inclusionary practices, and can function in diverse settings. For many of these positions, a basic understanding of social structure and social problems and background in human services-related programs and skills will be extremely useful. In addition, the A.S. in Sociology can provide a pathway to the bachelor's degree in Sociology which opens the door to further professional development. Students wishing to pursue a B.S. in Sociology would complete an additional 60 credits for a total 120 credits. The major requirements and major electives will be used as foundation for the first two years of the Sociology program and allow seamless progress toward a bachelor's degree.

#### 5. Program Proposal Rationale:

##### A. If a new degree is proposed, what is the rationale?<sup>5</sup>

This is not a new degree.

##### B. What is the rationale for the curriculum?

The curriculum is designed to provide students with a strong academic foundation that

<sup>3</sup> <http://data.bls.gov/projections/occupationProj>

<sup>4</sup> <http://www.projectionscentral.com/>

<sup>5</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.

South Dakota State University  
New Program: Associate of Science in Sociology

integrates basic general education skills with an introduction to sociology and the skills, knowledge and abilities needed to work in fields that require an understanding of social problems, diversity, and social structures.

**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 are currently no national standards available for an Associate Degree in Sociology. The curriculum proposed is consistent with curriculum recommendations from the American Sociological Association.

**D. Summary of the degree program (complete the following tables):**

Sociology (A.S.)	Credit Hours	Credit Hours	Percent
System General Education Requirements	24		
Subtotal, Degree Requirements		24	40%
Major Requirements	9		
Major Electives	18		
Subtotal, Program Requirements		27	47%
Electives		9	13%
Degree Total <sup>6</sup>		60	100%

**System General Education Requirements**

Prefix	Number	Course Title	Credit Hours	New (yes, no)
		SGR #1 Written Communication	6	No
		SGR #2 Oral Communication	3	No
		SGR #3 Social Sciences/Diversity	6	No
		SGR #4 Humanities and Arts/Diversity	3	No
		SGR #5 Mathematics	3	No
		SGR #6 Natural Sciences	3	
		Subtotal	24	

**Major Requirements**

Prefix	Number	Course Title	Credit Hours	New (yes, no)
SOC	100	Introduction to Sociology	3	No
SOC	283	Working with Diverse Populations	3	No
SOC	284	Investigating the Social World	3	No
		Subtotal	9	

<sup>6</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.

**Major Electives: List courses available as electives in the program. Indicate any proposed new courses added specifically for the major.**

Select 18 credits from the following:

Prefix	Number	Course Title	Credit Hours	New (yes, no)
SOC	150	Social Problems	3	No
SOC	240	Sociology of Rural America	3	No
SOC	245	Energy, Environment and Society	3	No
SOC	250	Courtship and Marriage	3	No
SOC	270	Introduction to Social Work	3	No
SOC	271	Social Work Skills and Methods I	3	No
SOC	282	Youth and Community	3	No
SOC	286	Service Learning	1-6	No
SOC	294	Internship	1-6	No

## 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.*

See Appendix A.

The following outcomes will be required of all students:

1. Develop a basic understanding of current social problems related to poverty, inequality, gender, diversity, race, culture, socialization, and globalization.
2. Demonstrate ability to apply critical thinking at a basic level to understanding how social problems evolve and how they can be addressed.
3. Develop a basic understanding of sociological terms and concepts and be able to apply to a specific topic.
4. Know what careers and opportunities are available to sociology majors.
5. Understand and apply ethical considerations in working with people and communities.
6. Demonstrate basic communication skills in writing, speaking and small group work.
7. Demonstrate basic understanding of Sociology theory.
8. Demonstrate a basic understanding of methods and methodological approaches.
9. Understand and apply the concept of evidence-based practice and policy.
10. Be able to read a table, interpret a graph, and apply basic cross tabs analysis to data.
11. Understand the differences in qualitative and quantitative approaches in research design and data collection.

**B. Are national instruments (i.e., examinations) available to measure individual student achievement in this field? If so, list them.**

Not applicable.

**C. How will individual students demonstrate mastery? Describe the specific examinations and/or processes used, including any external measures.<sup>7</sup> What are the consequences for students who do not demonstrate mastery?**

Students will demonstrate mastery by maintaining a minimum 2.2 average in the program and earning at least a C in all major courses. Students who cannot meet these standards must retake courses for a better grade or they will not be able to earn the associate degree. Students will also complete the exit exam which is used by the department to monitor student success. The field of Sociology is very broad and thus there is not national exam.

Students will be monitored using Starfish and the Student Success Collaborative platforms for progress. Students failing to meet minimum standards may be required to retake course work. Additionally, mentoring and tutoring will be made available to all students, and those falling behind will require one-on-one counseling from academic advisors. Enrollment and retention in the program also will be monitored.

**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 following approaches and technologies will be used:

- Traditional lectures and discussions
- Laboratory and Studio based learning (individual and small groups)
- Experiential learning
- Desire2Learn classroom management software
- Online and hybrid course delivery

**8. Did the University engage any developmental consultants to assist with the development of the curriculum?<sup>8</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.

**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.**

<sup>7</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>8</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.

South Dakota State University  
New Program: Associate of Science in Sociology

It is expected students will be primarily be SDSU students interested in earning this degree, and the university will also attract new online students and students from other institutions.

	Fiscal Years*			
	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>
<i>Estimates</i>	FY 17	FY 18	FY 19	FY 20
Students new to the university	2	4	5	6
Students from other university programs	2	4	5	6
Continuing students	3	7	12	14
=Total students in the program (fall)	7	15	22	28
Program credit hours (major courses)**	84	285	489	666
Graduates		6	13	20

\*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.**

Accreditation in Sociology does not exist for this program.

**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>9</sup>**

	Yes/No	If Yes, list location(s), including the physical address	Intended Start Date
Off-campus	No		Click here to enter a date.

	Yes/No	If Yes, identify delivery methods	Intended Start Date
Distance Delivery	Yes	Internet	8/15/2017

**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**

<sup>9</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.

South Dakota State University  
New Program: Associate of Science in Sociology

**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.**

A program budget is provided in Appendix B. The program will be supported by existing resources and tuition revenue.

**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 Outcomes and Program Courses

Individual Student Outcome	Program Courses that Address the Outcomes											
	SOC 100*	SOC 283*	SOC 284*	SOC 150	SOC 240	SOC 245	SOC 250	SOC 270	SOC 271	SOC 282	SOC 286	SOC 294
Develop a basic understanding of current social problems related to poverty, inequality, gender, diversity, race, culture, socialization, and globalization.	X	X	X	X	X	X	X	X	X	X	X	X
Demonstrate ability to apply critical thinking at a basic level to understanding how this social problems evolve and how they can be addressed.	X	X	X	X	X	X	X	X	X	X	X	X
Develop a basic understanding of sociological terms and concepts and be able to apply to a specific topic.	X	X	X	X	X	X	X	X	X	X		
Know what careers and opportunities are available to sociology majors.	X		X	X				X	X	X		
Understand and apply ethical considerations in working with people and communities.	X	X	X	X				X	X	X	X	X
Demonstrate basic communication skills in writing, speaking, and small group work.	X	X	X	X	X	X	X	X	X	X	X	X
Demonstrate basic understanding of Sociology theory.	X		X	X	X	X	X		X	X		
Demonstrate a basic understanding of methods and methodological approaches.	X		X	X	X	X	X					
Understand and apply the concept of evidence-based practice and policy.	X		X	X				X	X	X	X	X
Be able to read a table, interpret a graph, and apply basic cross tabs analysis to data.	X		X	X		X						
Understand the differences in qualitative and quantitative approaches to research design and data collection.	X	X		X								

\*required coursework

**Appendix B**  
**Budget & Resources**

South Dakota State University, A.S. in Sociology

**1. Assumptions**

		1st FY17	2nd FY18	3rd FY19	4th FY20
<i>Headcount &amp; hours from proposal</i>					
Fall headcount (see table in proposal)		7	15	22	28
Program FY cr hrs, On-Campus		0	0	0	0
Program FY cr hrs, Off-Campus		84	285	489	666
Faculty, Regular FTE	See p. 3	0.30	0.73	0.73	0.73
Faculty Salary & Benefits, average	See p. 3	\$77,310	\$77,310	\$77,310	\$77,310
Faculty, Adjunct - number of courses	See p. 3	0	2	2	2
Faculty, Adjunct - per course	See p. 3	\$4,000	\$4,000	\$4,000	\$4,000
Other FTE (see next page)	See p. 3	0.00	0.00	0.00	0.00
Other Salary & Benefits, average	See p. 3	\$8,387	\$8,387	\$8,387	\$8,387

**2. Budget**

<i>Salary &amp; Benefits</i>					
Faculty, Regular		\$23,193	\$56,436	\$56,436	\$56,436
Faculty, Adjunct (rate x number of courses)		\$0	\$8,000	\$8,000	\$8,000
Other FTE		\$0	\$0	\$0	\$0
S&B Subtotal		\$23,193	\$64,436	\$64,436	\$64,436
<i>Operating Expenses</i>					
Travel		\$0	\$0	\$0	\$0
Contractual Services		\$0	\$0	\$0	\$0
Supplies & materials		\$0	\$0	\$0	\$0
Capital equipment		\$0	\$0	\$0	\$0
OE Subtotal		\$0	\$0	\$0	\$0
<b>Total</b>		<b>\$23,193</b>	<b>\$64,436</b>	<b>\$64,436</b>	<b>\$64,436</b>

**3. Program Resources**

Off-campus support tuition/hr, net of HEF	UG	\$295.01	\$295.01	\$295.01	\$295.01
Off-campus tuition revenue	hrs x amt	\$24,781	\$84,079	\$144,262	\$196,480
On-campus support tuition/hr, net of HEFF	UG	\$211.07	\$211.07	\$211.07	\$211.07
On-campus tuition revenue	hrs x amt	\$0	\$0	\$0	\$0
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	\$0	\$0	\$0	\$0

**Total Resources** **\$24,781** **\$84,079** **\$144,262** **\$196,480**

**Resources Over (Under) Budget** **\$1,588** **\$19,643** **\$79,826** **\$132,044**

*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		\$60,443	\$0
University's variable benefits rate (see below)		0.1403	0.1403
Variable benefits		\$8,480	\$0
Health insurance/FTE, FY17		\$8,387	\$8,387
<i>Average S&amp;B</i>		\$77,310	\$8,387

Explain faculty used to develop the average salary & fiscal year salaries used. Enter amount above.

The FY16 salaries of 6 people in the Sociology and Rural Studies department were averaged.

Explain adjunct faculty costs used in table:

A market estimate was used.

Explain other [for example, CSA or exempt] salary & benefits. Enter amount above.

N/A

Summarize the operating expenses shown in the table:

Summarize resources available to support the new program (redirection, donations, grants, etc).

Use existing resources to fill additional seats in exiting classes. New sections will be added as needed.

*State-support: Change cell on page 1 to use the UG or GR net amount.*

<b>Off-Campus Tuition, HEFF &amp; Net</b>	<b>FY17 Rate</b>	<b>HEFF</b>	<b>Net</b>	
Undergraduate	\$333.35	\$38.34	<b>\$295.01</b>	<i>Change cell on page 1</i>
Graduate	\$442.05	\$50.84	<b>\$391.21</b>	
Externally Supported	\$40.00			

*State-support: Change cell on page 1 to use the UG or GR net amount for your university.*

<b>On-Campus Tuition, HEFF &amp; Net</b>	<b>FY17 Rate</b>	<b>HEFF</b>	<b>Net</b>	
UG Resident - BHSU, DSU, NSU	\$232.80	\$26.77	<b>\$206.03</b>	<i>Change cell on page 1</i>
UG Resident - SDSU, USD	\$238.50	\$27.43	<b>\$211.07</b>	<i>to point to your net</i>
UG Resident SDSMT	\$244.80	\$28.15	<b>\$216.65</b>	
GR Resident - BHSU, DSU, NSU	\$304.60	\$35.03	<b>\$269.57</b>	<i>Change cell on page 1</i>
GR Resident - SDSU, USD	\$313.15	\$36.01	<b>\$277.14</b>	<i>to point to your net</i>
GR Resident - SDSMT	\$318.45	\$36.62	<b>\$281.83</b>	
UG Nonresident - BHSU, DSU, NSU	\$330.00	\$37.95	<b>\$292.05</b>	<i>Change cell on page 1</i>
UG Nonresident - SDSU, USD	\$346.20	\$39.81	<b>\$306.39</b>	<i>to point to your net</i>
UG Nonresident SDSMT	\$383.40	\$44.09	<b>\$339.31</b>	
GR Nonresident - BHSU, DSU, NSU	\$576.00	\$66.24	<b>\$509.76</b>	<i>Change cell on page 1</i>
GR Nonresident - SDSU, USD	\$602.05	\$69.24	<b>\$532.81</b>	<i>to point to your net</i>
GR Nonresident - SDSMT	\$639.15	\$73.50	<b>\$565.65</b>	
UG Sioux Falls Associate Degree	\$270.00	\$31.05	<b>\$238.95</b>	<i>Change cell on page 1</i>

**Variable Benefits Rates**

University	FY17	
BHSU	14.33%	<i>Change the benefits rate cell in the table on page 2 to point to the rate for your university.</i>
DSU	13.96%	
NSU	13.99%	
SDSM&T	13.86%	
SDSU	14.03%	
USD	13.99%	

# **SOUTH DAKOTA BOARD OF REGENTS**

## **Academic and Student Affairs**

**REVISED**  
**AGENDA ITEM: 6 – C (4)**

**DATE: March 28-30, 2017**

\*\*\*\*\*

**SUBJECT: New Program: USD AA in Graphic and Web Design (University Center-Sioux Falls)**

The University of South Dakota (USD) requests authorization to offer an Associate of Arts (AA) in Graphic and Web Design. Graphic Design is the process of visual communication and problem-solving through the use of typography, photography and illustration for commercial communication forms, such as web design, corporate logos, advertising, and packaging design. Much of the recent demand for Graphic Designers relates to web design. Graduates of the program will acquire critical knowledge and skills for entry-level work in the field as well as opportunities to apply their credits to a bachelor's degree. Courses from the AA degree will transfer into the BFA in Art and the BFA in Art Education, allowing graduates to complete the BFAs with an additional sixty credits. Students in the program will develop a body of creative works for use in portfolios for job applications or future schooling applications.

The Executive Director waived the Intent to Plan due to USD having existing BFA programs in Graphic Design and Art.

### **University Mission and Priorities**

Board Policy 1:10:1 authorizes USD to provide undergraduate and graduate programs in the liberal arts and sciences and in professional education; degrees are authorized at the associate, baccalaureate, masters, education specialist, and doctoral levels.

### **System Strategic Goals**

The proposed program supports the South Dakota Board of Regents' Strategic Plan 2014-2020 priorities to grow the number of undergraduate degrees, improve system first year retention rates, and design clearer pathways for degree completion. In addition, the proposed program aligns with system initiatives to grow associate degree programs at the University Center-Sioux Falls.

### **Workforce Need, Student Demand, Projected Graduates**

Graphic Design jobs in specialized fields such as web design, mobile and ecommerce app design, and user experience design expect job growth of 27 percent from 2014 through 2019 nationally. In Sioux Falls specifically, the SD Department of Labor reports expected growth of

(Continued)

\*\*\*\*\*

**DRAFT MOTION 20170328\_6-C(4):** I move to approve USD's A.A. in Graphic and Web Design as described in Attachment I.

Graphic Designers of 11 percent between 2012 and 2022. USD expects to graduate ten students per year after full implementation.

### **Development**

The curriculum for the AA program is consistent with the standards of the National Association of Schools of Art & Design (NASAD), the program accreditation agency for art and graphic design programs. In addition, USD consulted by questionnaire with Sioux Falls area graphic design employers.

### **Board Policy**

Per the [Memorandum of Understanding for the University Center-Sioux Falls](#) (approved April 2016), a university may request approval from the Board for use of the standard off-campus tuition rate (\$333.35/hour) rather than the UC-SF tuition rate (\$270/hour) for high cost programs. USD is requesting an exemption for courses with the ART and ARTD prefixes (with the exception of ART 111 that serves as both a general education and major requirement). Approval of this exemption means program students receive thirty of the sixty required credits of the program at the UC-SF rate.

### **Off Campus and Distance Delivery**

USD is requesting authorization to deliver the program at the University Center-Sioux Falls.

### **Budget and Resources**

USD does not request any new State resources to implement or maintain the proposed program.





**SOUTH DAKOTA BOARD OF REGENTS**  
**ACADEMIC AFFAIRS FORMS**  
**New Undergraduate Degree Program**

<b>UNIVERSITY:</b>	<b>University of South Dakota</b>
<b>MAJOR:</b>	<b>Graphic and Web Design</b>
<b>EXISTING OR NEW MAJOR(S):</b>	<b>New</b>
<b>DEGREE:</b>	<b>Associate of Arts</b>
<b>EXISTING OR NEW DEGREE(S):</b>	<b>Existing</b>
<b>INTENDED DATE OF IMPLEMENTATION:</b>	<b>2017 Fall</b>
<b>PROPOSED CIP CODE:</b>	<b>50.0409</b>
<b>SPECIALIZATIONS:</b>	<b>None</b>
<b>IS A SPECIALIZATION REQUIRED (Y/N):</b>	<b>No</b>
<b>DATE OF INTENT TO PLAN APPROVAL:</b>	<b>Waived</b>
<b>UNIVERSITY DEPARTMENT:</b>	<b>Art</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*

2/13/17

\_\_\_\_\_  
 President of the University

\_\_\_\_\_  
 Date

**1. What is the nature/purpose of the proposed program?**

The University of South Dakota requests approval for an Associate of Arts in Graphic and Web Design. Graphic Design is the process of visual communication and problem-solving through the use of typography, photography and illustration for commercial communication forms, such as Web Design, Corporate Logos, Advertising, and Packaging Design. The proposed 2-year Associate of Arts in Graphic and Web Design at University Center-Sioux Falls will provide students with critical knowledge as well as functional skills that will enable program graduates for entry into the design filled job market or to continue their studies toward a bachelor's degree. Courses from the A.A. degree will transfer into the B.F.A. in Art and the B.F.A. in Art Education with two years of study completed through the AA (60 credits) and 60 additional credits required to complete the USD BFA Art or ART Education degree. Students in the program will develop a body of creative works that can be added to their portfolio for job applications or future schooling applications.

**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?**

USD's mission as provided in Board Policy 1:10:1 authorizes the institution to provide undergraduate and graduate programs in the liberal arts and sciences and in professional education; degrees are authorized at the associate, baccalaureate, masters, education specialist, and doctoral levels.

The proposed A.A. in Graphic and Web Design is an ideal fit for USD's liberal arts curriculum. In order for a Graphic and Web Design graduate to enhance a career in the field, a graduate of this program will have a combination of strong technical education in graphic and web design rooted in the essential skills that a liberal arts education at the University of South Dakota provides.

### **3. Describe the workforce demand for graduates of the program, including national demand and demand within South Dakota.**

The field of Graphic and Web Design is multi-faceted and encompasses a broad range of media both digital and print platforms in terms of job growth. Graphic Design overall is expected to grow by only 1 percent, according to the BLS<sup>1</sup>. However, factions of the Graphic Design industry are expected to grow at different rates as following: 1) the Digital Platform of Graphic Design – Web Design, App Design (mobile & ecommerce), and User Experience Design – are projected to grow 27 percent from 2014 to 2024<sup>2</sup>, and 2) the Print Platform of Graphic Design – newspaper, periodical, book and directory publishing industry – are expected to decline by 21 percent<sup>3</sup>. Therefore, classes at the University Center focus on the Digital Platform of Graphic Design as it is growing in popularity in both the education and job market. There are approximately 39 design firms and 43 advertising agencies in Sioux Falls, SD. The USD graphic design program receives significantly higher rates (approx. 95%) of summer design intern opportunities from Sioux Falls. We get about 5% of designer intern opportunities from outside of the Sioux Falls areas (Sioux City, Omaha, Minneapolis, Pierre, and Aberdeen). Rapid City and Sioux Falls are the two most prominent cities in SD for Graphic Design employment. In addition, employment of Graphic Designers in Sioux Falls is expected to grow by 11% between 2012 and 2022.<sup>4</sup>

### **4. How will the proposed program benefit students?**

The University Center-Sioux Falls Graphic and Web Design program educates students to become resourceful designers engaged in reflective, responsible, and sustainable practice with the latest trends in graphic and web design. This will help students improve their employability in mobile technology, interface design and user experience design, and web design industries. In addition, the program will assist students in making a smooth transition to continuation of their BFA in Art degree with specialization in Graphic Design at USD.

### **5. Program Proposal Rationale:**

#### **A. If a new degree is proposed, what is the rationale?**

A new degree is not proposed; USD has authorization to offer the Associate of Arts.

#### **B. What is the rationale for the curriculum?**

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<sup>1</sup> <http://www.bls.gov/ooh/arts-and-design/graphic-designers.htm>

<sup>2</sup> <http://www.bls.gov/ooh/computer-and-information-technology/web-developers.htm>

<sup>3</sup> <http://www.bls.gov/ooh/office-and-administrative-support/desktop-publishers.htm>

<sup>4</sup> South Dakota Department of Labor & Regulation, Labor Market Information Center, "Graphic Designers," Occupational Employment & Future Employment Outlook, Sioux Falls, SD Metropolitan Statistical Area, available through <http://dlr.sd.gov/lmic/>.

There is currently no Associate's Degree in Graphic and Web Design available in SDBOR system. The addition of the proposed two-year degree in Graphic and Web Design will offer an alternative to the four-year degrees available at all other BOR institutions. USD does have certificate programs in Web Design and Graphic Design and a B.F.A. in Art with a specialization in Graphic Design. All of the credits earned in these certificates may be applied to this degree. Additionally, students completing the A.A. in Graphic and Web Design will be allowed to apply the credits to the B.F.A. in Art program.

The proposed Graphic and Web Design curriculum at the University Center consists of classes that are directly transferable to the beginning classes of the B.F.A. in Art degree with specialization in Graphic Design at USD. A student can continue their education toward a 4-year degree if they desire. Classes meet the requirements and competencies of the National Association of Schools of Arts and Design, NASAD. The curriculum gives students many rewarding opportunities with the knowledge, skills, and hands-on experience in the field of Graphic and Web Design to enhance their ability to produce incredible portfolio work to increase their employability at an entry-level graphic and web design position

**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?*

**D. Summary of the degree program (complete the following tables):**

<b>A.A. in Graphic and Web Design</b>	<b>Credit Hours</b>	<b>Credit Hours</b>	<b>Percent</b>
System General Education Requirements	24		
Subtotal, Degree Requirements		24	40%
Required Support Courses (not included above)	15*		
Major Requirements	18		
Major Electives	0		
Subtotal, Program Requirements		33	55%
Free Electives	0	3	5%
Degree Total		60	100%

\* ART 111 will fulfill both a system general education requirement as well as a major requirement.

### **Required Support Courses Outside the Major**

*(Not general education or institutional graduation requirements)*

<b>Prefix</b>	<b>Number</b>	<b>Course Title</b>	<b>Credit Hours</b>	<b>New</b>
ART	111	Drawing I*	3	No
ART	121	Design I	3	No
ART	122	Design II	3	No
ART	212	Drawing IV	3	No
ARTH	100	Art Appreciation	3	No
ARTH	212	History of World Art II	3	No
<b>Subtotal</b>			<b>18</b>	

\* ART 111 will fulfill both a system general education requirement as well as a major requirement.

### **Major Requirements**

Prefix	Number	Course Title	Credit Hours	New
ARTD	205	Digital Design	3	No
ARTD	215	Typography	3	No
ARTD	315	Brand Identity	3	No
ARTD	325	Digital and Web Design I	3	No
ARTD	425	Digital and Web Design II	3	No
ARTD	465	Portfolio Design	3	No
Subtotal			18	

**Major Electives: List courses available as electives in the program. Indicate any proposed new courses added specifically for the major.**

Prefix	Number	Course Title (add or delete rows as needed)	Credit Hours	New (yes, no)
N/A				
Subtotal				

## 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.** A structured A.A. in Graphic and Web Design program at the University Center will hone students' skills through various projects and feedback exchange. Students will practice the following techniques through UC: 1) different design techniques – ideation skill, 2) work with various tools – Web Programing, and 3) design programs – Adobe Creative Cloud. These practice projects will help students build their portfolio with confidence.

- Ideation Skill: Being creative is a fundamental skill for all creative industries, however, it requires many years of practice.
- Adobe Creative Cloud: Illustrator, Photoshop, Dreamweaver, and Muse
- Web Programing: Java Script, CSS, HTML, and jQuery

Individual Student Learning Outcomes:

1. Demonstrate proficiency in a range of computer graphics software: (ex. Adobe Creative Cloud: Illustrator, Photoshop, Dreamweaver, and Muse).
2. Demonstrate critical thinking skills.
3. Demonstrate knowledge of color theory and how to apply it.
4. Understand terminology used in the graphic design industry.
5. Demonstrate Ideation Skills through design thinking techniques.
6. Demonstrate the ability to communicate effectively.
7. Produce a portfolio of work that meets industry and accreditation expectations.

**B. Are national instruments (i.e., examinations) available to measure individual student achievement in this field? If so, list them.**

N/A

**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?**

An individual student must create a portfolio prior to graduation and exhibit their final show at the University Center Lobby, both of which will be part of the Web Design II curriculum. A professional portfolio gives employers a chance to see student work before they are hired. A portfolio must have a distinctive identity as a designer and collective projects documenting one's education to enhance employment opportunities. The final exhibit must demonstrate the student's practiced skills with one's chosen design and art form output. Students who do not demonstrate mastery in their Web Design II portfolio will not be allowed to exhibit their work in the UC Lobby until they have demonstrated their readiness. A grade for Web Design II is dependent upon the student's demonstration of mastery.

- 7. What instructional approaches and technologies will instructors use to teach courses in the program?** Instructor will focus on concepts, website strategy and planning, information architecture, usability, user-centered design, and web programming (JavaScript, HTML, jQuery, HTML, and CSS), which will be covered in the curriculum. The course methods are 1) familiarizing students to picture a digital platform of Graphic Design in their minds, 2) introducing web languages as a part of the design process and a useful tool 3) familiarizing responsive design and compatibility in various digital devices, browsers, and system (Windows and OS), and 4) studying and providing user-centered design.

- 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?**

The program complies with NASAD accreditation standards. In addition, the USD College of Fine Arts Dean's Office queried professional graphic design employers seeking advice as to whether the A.A. in Graphic and Web Design is an appropriate path for students to take for employment. The questionnaire sought answers that would provide the faculty with a better understanding of the regional market and entry positions. Responses were positive from employers that an A.A. in Graphic and Web Design would open entry positions at the responding companies, based on the curriculum. Scott Lawrence, owner of Lawrence and Schiller Advertising in Sioux Falls, wrote to say that his company does hire people with A.A. degrees in Graphic and Web Design and would like to hire more. Mr. Lawrence stated "graphic design is web design. Traditional work has gone away—everything is web centric these days. You can't separate the two." When asked if a certificate program in graphic and web design would be useful for his employees, Mr. Lawrence stated, "Yes, we have basic graphic designers that could use some training." Sara Steever, President of Paulsen Marketing in Sioux Falls, states, "Our senior designer and partner has an associate degree, but that has been our only hire. We never get applicants with an associate degree. I would absolutely interview and not discriminate against an associate degree because I can tell from their portfolio and interview if they are a good fit for us."

- 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.**

	Fiscal Years*			
	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>
<i>Estimates</i>	FY 18	FY 19	FY 20	FY 21
Students new to the university	5	5	10	10

Students from other university programs	0	0	0	0
Continuing students		5	5	5
=Total students in the program (fall)	5	10	15	15
Program credit hours (major courses)**	150	300	450	450
Graduates		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.**

National Association of Schools of Art and Design, NASAD, is the accreditation body that will review the degree program during the next reaccreditation visit. The resources for classrooms are already in place, as are the USD instructors for the classes. The next USD accreditation review from NASAD is scheduled for the fall 2020. NASAD will require paperwork listing *intent to plan* for the new associate of arts degree as information sharing to start, but review of the degree will take place once we have transcripts of three students who have graduated from the program. We anticipate available transcripts for review by 2021.

**11. Does the University request any exceptions to any Board policy for this program? Explain any requests for exceptions to Board Policy.**

Section 6 of the Memorandum of Understanding for the University Center-Sioux Falls (approved by the Board of Regents at the April 2016 Board meeting) stipulates that the tuition rate for lower division associate degree courses is \$270/credit hour. This will include ART 111 Drawing I, which will count for a general education course as well as a major course. USD is requesting an exception under section 6.2 of the MOU that allows the Board to approve use of the established self-support rate of \$333.35 for high cost programs. USD specifically requests an exemption to use the \$333.35/credit hour rate for 100- and 200-level courses using the ART and ARTD prefixes. The higher rate for the courses will allow for the program to build in budget to update needed software, hardware, and software services for the equipment mandatory for the program.

**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)?**

	Yes	No	If Yes, list location(s)	Intended Start Date
Off-campus	X		UC Sioux Falls	Fall 2017

	Yes	No	If Yes, identify delivery methods	Intended Start Date
Distance Delivery		X		

**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.**



USD employs an instructor for the graphic and web design courses already. No additional faculty will need to be hired. A Mac lab is already in place at UC and the department will cover software costs. This laboratory will need to be updated with appropriate hardware and software every four years. The budget includes planning for this purpose.

**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)?**

<input type="checkbox"/>	<input checked="" type="checkbox"/>
Yes	No

**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:**

☒ 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: None**

<b>Appendix A-Graphic Design USD</b>								
Individual Student Outcome	Prefix & Number	Prefix & Number	Prefix & Number	Prefix & Number	Prefix & Number	Prefix & Number	Prefix & Number	Prefix & Number
Demonstrate proficiency in a range of computer graphics software: (ex. Adobe Creative Cloud: Illustrator, Photoshop, Dreamweaver, and Muse)	ARTD 205	ARTD 315	ARTD 325	ARTD 425	ARTD 465			
Demonstrate critical thinking skills	ART 111	ART 121	ART 122	ARTD 205	ARTD 215	ARTD 315	ARTD 325	ARTD 425
Demonstrate knowledge of color theory and how to apply it.	ART 122	ARTD 205	ART 212	ARTD 315	ARTD 325	ARTD 465		
Understand terminology used in the graphic design industry.	ARTD 205	ARTD 315	ARTD 325	ARTD 425	ARTD 465			
Demonstrate Ideation Skills through design thinking techniques.	ART 111	ART 121	ART 122	ARTD 205	ARTD 215	ARTD 315	ARTD 325	ARTD 425
Demonstrate the ability to communicate effectively.	ART 111	ART 121	ART 122	ARTD 205	ARTD 215	ARTD 315	ARTD 325	ARTD 465
Produce a portfolio of work that meets industry and accreditation	ARTD 205	ARTD 315	ARTD 325	ARTD 425	ARTD 465			

expectations.								
<i>Expand the table as necessary to include all student outcomes. Outcomes in this table are to be the same ones identified in the text.</i>								

## University of South Dakota, Associate of Arts in Graphic Design and Web Design

**1. Assumptions***Headcount & hours from proposal*

Fall headcount (see table in proposal)

Program FY cr hrs, On-Campus

Program FY cr hrs, Off-Campus

1st FY18	2nd FY19	3rd FY20	4th FY20
5	10	15	15
0	0	0	0
150	300	450	450

Faculty, Regular FTE

See p. 3

Faculty Salary &amp; Benefits, average

See p. 3

1.00	1.00	1.00	1.00
\$50,000	\$50,000	\$50,000	\$50,000

Faculty, Adjunct - number of courses

See p. 3

Faculty, Adjunct - per course

See p. 3

0	0	0	0
\$0	\$0	\$0	\$0

Other FTE (see next page)

See p. 3

Other Salary &amp; Benefits, average

See p. 3

0.00	0.00	0.00	0.00
\$15,552	\$15,552	\$15,552	\$15,552

**2. Budget***Salary & Benefits*

Faculty, Regular

\$65,552

\$65,552

\$65,552

\$65,552

Faculty, Adjunct (rate x number of courses)

\$0

\$0

\$0

\$0

Other FTE

\$0

\$0

\$0

\$0

S&amp;B Subtotal

\$65,552

\$65,552

\$65,552

\$65,552

*Operating Expenses*

Travel

\$0

\$0

\$0

\$0

Contractual Services

\$0

\$0

\$0

\$0

Supplies &amp; materials

\$0

\$0

\$0

\$0

Capital equipment

\$0

\$0

\$0

\$0

OE Subtotal

\$0

\$0

\$0

\$0

**Total****\$65,552****\$65,552****\$65,552****\$65,552****3. Program Resources**

Off-campus support tuition/hr, net of HEF

	\$295.01	\$295.01	\$295.01	\$295.01
	or	or	or	or
UG	\$211.07	\$211.07	\$211.07	\$211.07

Off-campus tuition revenue

hrs x amt

\$37,956\*

\$75,912\*

\$113,868\*

\$113,868\*

**\* Half of the credit hours in the program are offered under the reduced UCSF rate of \$270/credit hour and half under the self-support rate of \$333.35/credit.**

On-campus support tuition/hr, net of HEFF

UG	\$211.07	\$211.07	\$211.07	\$211.07
----	----------	----------	----------	----------

On-campus tuition revenue

hrs x amt

\$0

\$0

\$0

\$0

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

\$0

\$0

\$0

\$0

**Total Resources****\$31,661****\$63,322****\$126,644****\$158,304****Resources Over (Under) Budget****(\$27,596)****\$10,360****\$48,316****\$48,316**

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		\$50,000	\$0
University's variable benefits rate	(see below)	0.1433	0.1433
Variable benefits		\$7,165	\$0
Health insurance/FTE, FY17		\$8,387	\$0
Average S&B		\$65,552	\$0

Explain faculty used to develop the average salary & fiscal year salaries used. Enter amount above.

The FY17 salary of one individual currently teaching graphic design at the University Center.

Explain adjunct faculty costs used in table:

No adjunct faculty will be used.

Explain other [for example, CSA or exempt] salary & benefits. Enter amount above.

No additional other will be used.

Summarize the operating expenses shown in the table:

The program has built in a funds within the budget to update laboratory facilities with needed software and hardware needed to facilitate the program. Computers will need to be updated every 4 years.

Summarize resources available to support the new program (redirection, donations, grants, etc).

The art department O/E on campus at USD.

State-support: Change cell on page 1 to use the UG or GR net amount.

Off-Campus Tuition, HEFF & Net	FY17			
	Rate	HEFF	Net	
Undergraduate	\$333.35	\$38.34	<b>\$295.01</b>	Change cell on page 1
Graduate	\$442.05	\$50.84	<b>\$391.21</b>	
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	FY17			
	Rate	HEFF	Net	
UG Resident - BHSU, DSU, NSU	\$232.80	\$26.77	<b>\$206.03</b>	<i>Change cell on page 1 to point to your net</i>
UG Resident - SDSU, USD	\$238.50	\$27.43	<b>\$211.07</b>	
UG Resident SDSMT	\$244.80	\$28.15	<b>\$216.65</b>	
GR Resident - BHSU, DSU, NSU	\$304.60	\$35.03	<b>\$269.57</b>	<i>Change cell on page 1 to point to your net</i>
GR Resident - SDSU, USD	\$313.15	\$36.01	<b>\$277.14</b>	
GR Resident - SDSMT	\$318.45	\$36.62	<b>\$281.83</b>	
UG Nonresident - BHSU, DSU, NSU	\$330.00	\$37.95	<b>\$292.05</b>	<i>Change cell on page 1 to point to your net</i>
UG Nonresident - SDSU, USD	\$346.20	\$39.81	<b>\$306.39</b>	
UG Nonresident SDSMT	\$383.40	\$44.09	<b>\$339.31</b>	
GR Nonresident - BHSU, DSU, NSU	\$576.00	\$66.24	<b>\$509.76</b>	<i>Change cell on page 1 to point to your net</i>
GR Nonresident - SDSU, USD	\$602.05	\$69.24	<b>\$532.81</b>	
GR Nonresident - SDSMT	\$639.15	\$73.50	<b>\$565.65</b>	
UG Sioux Falls Associate Degree	\$270.00	\$31.05	<b>\$238.95</b>	<i>Change cell on page 1</i>

#### Variable Benefits Rates

University	FY17	
BHSU	14.33%	<i>Change the benefits rate cell in the table on page 2 to point to the rate for your university.</i>
DSU	13.96%	
NSU	13.99%	
SDSM&T	13.86%	
SDSU	14.03%	
USD	13.99%	

Rates updated August 2016 (JP)

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**

**AGENDA ITEM: 6 – C (4) (a)**

**DATE: March 28-30, 2017**

\*\*\*\*\*

**SUBJECT: Rate Approval for USD Certificates in Graphic Design and Web Design at University Center-Sioux Falls**

USD is requesting approval of a rate exemption for the certificates in Graphic Design and Web Design. Both certificates are offered at University Center-Sioux Falls (UC-SF). The UC-SF [Memorandum of Understanding](#) allows rate exemptions for high cost programs with Board approval. The standard rate for 100-200 level courses at UC-SF is \$270/hour; an exemption would allow USD to charge the regular off-campus tuition rate of \$333.35/hour.

USD is requesting the rate exemption as part of their approval of the Associate of Arts (AA) in Graphic and Web Design at UC-SF. The exemption would apply to courses in the program that use the ART and ARTD prefixes. Both of the certificates stack to the AA and share coursework with the ARTD prefix. The Board approved the certificates in [Web Design](#) and [Graphic Design](#) at the December 2016 meeting; however, the initial certificate approval did not include a request for the rate exemption.

\*\*\*\*\*

**DRAFT MOTION 20170328\_6-C(4)(a):** I move to approve the rate exemption to allow USD to charge the regular off-campus tuition rate for the certificates in Graphic Design and Web Design at the University Center-Sioux Falls.



# **SOUTH DAKOTA BOARD OF REGENTS**

## **Academic and Student Affairs**

**AGENDA ITEM: 6 – D**

**DATE: March 28-30, 2017**

\*\*\*\*\*

### **SUBJECT: Intent to Plan: SDSU BS in Leadership and Management of Nonprofit Organizations**

South Dakota State University (SDSU) has submitted an Intent to Plan requesting approval to develop a (BS) in Leadership and Management of Nonprofit Organizations. Approval or waiver of an Intent to Plan is required prior to submitting a formal program proposal. The program will provide education in marketing, public relations, fundraising, volunteer recruitment, program development, and other skills vital to success in the nonprofit sector. Graduates would qualify to obtain positions with local, national, and international nonprofit organizations.

#### **University Mission and System Strategic Goals**

The proposed major is within the statutory mission of SDSU as provided in SDCL 13-58-1 to 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.*” In addition, the proposed programs meets the university mission as designated in Board Policy 1:10:2 to provide service to the state and region.

The proposed program supports goals stated in the South Dakota Board of Regents Strategic Plan 2014-2020, including increasing the number of undergraduate degrees awarded, growing opportunities for experiential learning, and contributing to the state’s economic development.

#### **Related Programs in the System**

No directly related programs currently exist in the System.

#### **Workforce Need, Student Demand, Projected Graduates**

SDSU cites surveys indicating over half of the nation’s nonprofits added staff in the last year and that South Dakota’s nonprofit sector has grown by 10% in recent years. The program will provide opportunities for students to pursue the National Certified Nonprofit Professional

(Continued)

\*\*\*\*\*

**DRAFT MOTION 20170328\_6-D:** I move to authorize SDSU to develop a proposal for a B.S. in Leadership and Management of Nonprofit Organizations as described in Attachment I.

certification, the only credential that recognizes students prepared for nonprofit management positions. SDSU expects to enroll between 10-20 students in the program after approval.

**Board Policy**

SDSU is not requesting any exceptions to Board Policy.

**Off Campus and Distance Delivery**

SDSU does not currently intend to offer the program off campus or online.

**Budget and Resources**

SDSU does not intend to request any new State resources to implement or maintain the proposed program.



## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

### Intent to Plan for a New Program

<b>UNIVERSITY:</b>	<b>SDSU</b>
<b>DEGREE(S) AND TITLE OF PROGRAM:</b>	<b>Leadership and Management of Nonprofit Organizations (B.S.)</b>
<b>INTENDED DATE OF IMPLEMENTATION:</b>	<b>Fall 2017</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

2/6/2017

\_\_\_\_\_  
Date

#### 1. What is the general nature/purpose of the proposed program?

South Dakota State University (SDSU) requests authorization to plan a B.S. in Leadership and Management of Nonprofit Organizations (LMNO). Graduates with a B.S. in Leadership and Management of Nonprofit Organizations obtain positions with local, national, and international nonprofit organizations. Examples of these positions include executive director of a nonprofit; marketing and public relations; fundraising and resource development; human resources director of a nonprofit; volunteer recruitment and management; community and economic development; program development, management and evaluation; and financial administration and management. The major is based on knowledge of the social context in which the professions are practiced, and stresses the skills and experiences needed to succeed in today's nonprofit environment. The program will contribute to workforce development by preparing students for South Dakota employers.

Through the Leadership and Management of Nonprofit Organizations program, students will be empowered to become successful professionals who work to advance the quality of life in communities. Philanthropy (voluntary action for the public good) is a hallmark of the nonprofit sector as individuals give their time, money, and know-how to causes about which they care.

According to the Nonprofit Leadership Alliance:

the nonprofit sector in the United States is a major economic engine, employing 10% of our workforce and involving hundreds of millions of volunteers and donors. From serving youth and the aging to preserving wildlife and the arts, this network of social-impact organizations provides essential services that our government and for-profit sectors cannot or will not. The day-to-day activities of these more than 1

million organizations have a profound and transformative effect on our quality of life.<sup>1</sup>

The University does not request new state resources.

**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.)?**

According to the Nonprofit Employment Practices Survey Results, 2016 “this year’s survey reflects continued growth in the nonprofit sector over the past year and moving forward. The percentage of nonprofits that reported increasing staff size rose by 2 points, from 49% in 2014 to 51% in 2015. In 2016, education/community outreach moved into the top three areas of anticipated job growth, as 40% of organizations see it as a growth area (compared to 30% in 2015). As educational fundraisers predict that charitable giving in this area will continue to increase in 2016, education-related nonprofit positions will continue to be a source of opportunities for job seekers and organizations. Fundraising moved from the third highest area of anticipated growth to the top spot (33% in 2015 results versus 44% this year). This jump indicates that nonprofits are more optimistic about the improving economy and charitable giving climate, and therefore plan to focus on fundraising efforts in the coming year. Nonprofits that have met fundraising goals in recent years attribute this success to a number of factors, including a positive change in donors choosing to make charitable gifts, more organized internal efforts, (assigned staff, focused plans, communications, budgeting) and the improving economy. Over one-third of nonprofit believe the following five areas will experience the most job growth in the coming year: fundraising/development, direct services, education/community outreach, program management/support, and marketing/communications/public relations. Since 2014, the second biggest challenge for nonprofit employers has been finding qualified staff. This indicates a shift from an employers’ market to a jobseekers’ market, as qualified candidates have more options in where they choose to work and are able to be more selective.”<sup>2</sup>

Per the U.S. Department of Labor (USDOL), national employment in the nonprofit sector has grown across the country, with nonprofit employment within the state of South Dakota being at 10% or higher. New jobs will be created as the economy expands and generates more non-profit entities. This is particularly true for those with a college degree in LMNO. As of 2014 data, nonprofits account for 11.4 million jobs, 10.3 percent of all private sector employment.<sup>3</sup>

The nonprofit sector in the United States is unique in form and function. This sector includes institutions and individuals situated between government, public, business, and commerce sectors. It is this sector, with more than 1.6 million organizations in the US, that employs more people than the finance, insurance, and real estate industries combined.

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<sup>1</sup> Nonprofit Leadership Alliance, “About Nonprofit Careers,” [www.nonprofitleadershipalliance.org](http://www.nonprofitleadershipalliance.org) (28 December 2016).

<sup>2</sup> Nonprofit HR, “2016 Nonprofit Employment Practices Survey Results,” [www.nonprofithr.com/wp-content/uploads/2016/04/2016NEPSurvey-final.pdf](http://www.nonprofithr.com/wp-content/uploads/2016/04/2016NEPSurvey-final.pdf) (28 December 2016).

<sup>3</sup> U.S. Bureau of Labor Statistics, “TED: The Economics Daily,” 21 October 2014, [https://www.bls.gov/opub/ted/2014/ted\\_20141021.htm](https://www.bls.gov/opub/ted/2014/ted_20141021.htm) (28 December 2016).

Types of nonprofits include:

- Arts and Culture (museums, theaters, cultural organizations)
- Religion-Related (religion-focused)
- Public, Social Benefit (civil rights, advocacy, foundations)
- International (serving causes outside the US)
- Education (colleges, universities, private schools, financial aid groups)
- Environment (conservation, zoos)
- Healthcare (hospitals, mental health organizations)
- Human Services (food banks, homeless shelters, youth sports, family or legal services)

Types of nonprofit jobs include:

- Programming
- Volunteer coordinator
- Marketing coordinator
- Finance manager
- Membership coordinator
- Development coordinator
- Fundraising coordinator

Depending on their interests, graduates seek work in various areas of the nonprofit sector. They find employment in diverse settings that include a wide range of missions, including arts and culture, environmental, health, youth development, etc. Some graduates work for local, grassroots, direct service nonprofits, for grant-making foundations, and many work in affiliates of well-known national organizations such as:

- American Red Cross
- America's Second Harvest
- Humane Society of the United States
- March of Dimes
- National Urban League
- United Way
- Youth-serving entities such as Big Brothers Big Sisters, Boys and Girls Club, Boy Scouts of America, Girl Scouts of the USA, Camp Fire USA and the YMCA of the USA.

Increasing opportunities in the nonprofit sector include careers across the spectrum of community issues such as the arts, environment, health care, and others. Typical positions include such roles as:

- Chief Executives
- Community and Social Service Specialists
- Compliance Managers
- Field Executives
- Fund Development Directors,
- General and Operations Managers
- Program Directors
- Program Officers for Grant-Making Organizations
- Public Relations and Fundraising Managers
- Regulatory Affairs Managers
- Social and Community Service Managers

- Volunteer Program Managers

### **3. How would the proposed program benefit students?**

The course of study is designed to provide preparation for jobs in the nonprofit arena. A major in Leadership and Management of Nonprofit Organizations prepares students with opportunities to increase their abilities and skills in the work of leadership to enhance nonprofit organizations. The curriculum will help students develop a basic understanding of the nonprofit sector, the role of philanthropy in the United States, and introduce the history, philosophy, ethics, and organization of nonprofit and social service agencies. Students will apply fundraising techniques, the roles of human service professionals in the nonprofit field, and leadership and team development in organizational structures. In addition, students will study organizations and teams through the lens of leadership to apply theory to practice in different organizations including nonprofit organizations. Topics will consist of leadership intelligence, organizational alignment and vision, leadership values creating a civil work climate, leading teams, organizational culture, conflict resolution techniques, follower engagement, personality and skills performance management, and leading change. The program will offer service learning experiences focused on planning, service interaction with community, and reflection.

Students may also choose to pursue the National Certified Nonprofit Professional credential through SDSU's affiliation with the Nonprofit Leadership Alliance. The Certified Nonprofit Professional (CNP) credential is the only national nonprofit credential preparing students (undergraduate, graduate and professionals) for careers in nonprofit management. Students who complete a leadership development program at one of the Nonprofit Leadership Alliance's affiliated colleges or universities are awarded the credential and gain access to a network of nonprofit career resources, including the CNP network. The training for the Alliance's CNP credential is based on the 10 core competencies that hiring managers are looking for in prospective employees, including:

- marketing and public relations
- cultural competency and diversity
- financial resource development and management
- foundations and management of the nonprofit sector
- governance, leadership, and advocacy
- legal and ethical decision making
- personal and professional development
- program development
- volunteer and human resource management
- future of the nonprofit sector

### **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>4</sup>**

The proposed major in Leadership and Management of Nonprofit Organizations is within 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*

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<sup>4</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).



*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.*

Board Policy 1:10:2 South Dakota State University Mission Statement provides: *The legislature established South Dakota State University as the Comprehensive Land Grant University to meet the needs of the State and region by providing undergraduate and graduate programs of instruction in the liberal arts and sciences and professional education in agriculture, education, engineering, human sciences, nursing, pharmacy, and other courses or programs as the Board of Regents may determine (SDCL 13-58-1).*

As the state's land-grant institution, SDSU champions the public good through engaged learning, bold and innovative research and creative activities, and stewardship within a global society. South Dakota State University offers a rich academic experience in an environment of inclusion and access through inspired, student-centered education, creative activities and research, innovation and engagement that improve the quality of life in South Dakota, the region, the nation, and the world. The B.S. in Leadership and Management of Nonprofit Organizations will support that mission by preparing graduates to lead and strengthen nonprofit organizations, along with positively impacting the communities in which they work.

The proposed program supports the goals stated in the South Dakota Board of Regents Strategic Plan 2014-2020:

*Goal 1 – Student Success*

- Increase total undergraduate degrees awarded.

*Goal 2 – Academic Quality and Performance*

- Grow the number of students participating in experiential learning.

*Goal 3 – Research and Economic Development*

- Contribute to the state's workforce and economic development.

**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>5</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>6</sup>**

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<sup>5</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>6</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.

	<b>Institution</b>	<b>Program Title</b>
<b>Minnesota</b>	Minnesota State University, Mankato	Nonprofit Leadership Certificate Program
	University of Minnesota, Twin Cities	B.S. in Public and Nonprofit Management Nonprofit Management (Certificate) Master of Public Affairs (M.P.A.)
<b>North Dakota</b>	University of North Dakota	Nonprofit Leadership Program (Certificate and Minor)
<b>Montana</b>	University of Montana	Nonprofit Administration (Certificate)
<b>Wyoming</b>	None	None

**7. Are students enrolling in this program expected to be new to the university or redirected from other existing programs at the university?**

It is expected that students for this new major will be both new to the University and redirected from other programs. As noted, there are few undergraduate degree options for students interested in careers related to the proposed LMNO major. Organizations in the state and region have a need for graduates with the knowledge and skills provided by the LMNO major, thus students will be attracted to the University and this particular major so as to successfully pursue positions in the non-profit sector.

**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 an academic discipline, LMNO has been taught on college campuses for decades. Today, many major colleges and universities offering LMNO programs have set enrollment caps because student demand exceeds the program capacity for the major. In the South Dakota State University College of Education and Human Sciences (EHS), LEAD (Leadership) and LMNO courses are in high demand. In the fall of 2017, 30 students currently enrolled designated LMNO as their choice of minor. It is expected in the LMNO program between 10-20 students would be enrolled and graduate through the first 5 years. These numbers were arrived at because of the already high profile of the LMNO minor that has produced 56 graduates over the last five years.<sup>7</sup> Common majors that earn the LMNO minor include: Agricultural Education, Communication, & Leadership, Consumer Affairs, Entrepreneurial Studies, Global Studies, Human Development & Family Studies, History, Hospitality Management, Journalism, Spanish, and Sociology.

**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>8</sup>**

<b>Yes/No</b>	<b>If Yes, list location(s)</b>	<b>Intended Start Date</b>
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<sup>7</sup> SDBOR Graduate Production Dashboard, <https://www.sdbor.edu/dashboards/Pages/Graduate-Production.aspx>.

<sup>8</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.

<b>Off-campus</b>	No		
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	<b>Yes/No</b>	<b><i>If Yes, identify delivery methods</i></b>	<b><i>Intended Start Date</i></b>
<b>Distance Delivery</b>	No		

**10. What are the university's plans for obtaining the resources needed to implement the program? Indicate "yes" or "no" in the columns below.**

	<b>Development/ Start-up</b>	<b>Long-term Operation</b>
Reallocate existing resources	Yes	Yes
Apply for external resources	No	No
Ask Board to seek new State resources <sup>9</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. 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.**

Arizona State University (ASU) is an example of a premier program that focuses on nonprofit leadership and management. Like SDSU, ASU participates in the national organization – Nonprofit Leadership Alliance. By pursuing a major or minor in Leadership and Management of Nonprofit Organizations at SDSU, students work toward excellence in the same competency areas as students pursuing minors or majors at ASU. For these reasons, ASU is given as an example of a good model to follow. (See Appendix A)

<sup>9</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

### Curriculum Example: Arizona State University's B.S. in Nonprofit Leadership & Management

Additional information regarding the B.S. in Nonprofit Leadership & Management may be found at:  
<https://scrd.asu.edu/content/nonprofit-leadership-management-bs>

#### Term 1: 0-16 credits

NLM 160:	Voluntary Action and Community Leadership	3cr
SOC 101:	Introduction to Sociology	3cr
ASU 101-CPP:	The ASU Experience	1cr
ENG 101 or ENG 102:	First Year Composition	
	OR	
ENG 105:	Advanced First-Year Composition	3cr
	OR	
ENG 107 or 108:	First Year Composition	
MAT 142:	College Mathematics	3cr
Interdisciplinary Requirement		3cr
		Total: 16cr

#### Term 2: 17-32 credits

CRD 210:	Community Services and Professions	3cr
ENG 101 or ENG 102:	First Year Composition	
	OR	
ENG 105:	Advanced First-Year Composition	3cr
	OR	
ENG 107 or 108:	First Year Composition	
Humanities, Arts, and Design and Historical Awareness:		3cr
Natural Science – Quantitative:		4cr
Elective:		3cr
		Total: 16cr

#### Term 3: 33-48 credits

NLM 220:	Introduction to Nonprofit Organizations	3cr
Interdisciplinary Requirement:		3cr
Computer/Statistics/Quantitative Applications:		3cr
Humanities, Arts and Design and Global Awareness:		3cr
Natural Science Quantitative or Natural Science General:		4cr
		Total: 16cr

#### Term 4: 49-63 credits

COM 225:	Public Speaking	3cr
NLM Related Area:		3cr
Interdisciplinary Requirement:		3cr
2 Course Electives:		6cr
		Total: 15cr

#### Term 5: 64-78 credits

NLM 300:	Fund Raising and Resource Development	3cr
CRD 301:	Sustainable Communities	3cr
CRD 203:	Inclusive Community Development	3cr
NLM 310:	Volunteer Management	3cr
Upper Division Elective		3cr
		Total: 15cr

#### Term 6: 79-93 credits

NLM 380:	Financial Management for Nonprofit Organizations	3cr
NLM 410:	Social Entrepreneurship	3cr
2 Course in NLM Related Area		3cr
Upper Division Humanities, Arts, and Design OR Upper Division Social-Behavioral Sciences		3cr
		Total: 15cr

#### Term: 7 94-108 credits

NLM 430:	Managing Nonprofit Organizations	3cr
CRD 403:	Leadership and Professional Development	3cr

South Dakota State University

Intent to Plan: Leadership and Management of Nonprofit Organizations (B.S.)

NLM 402:	Assessment and Evaluation of Community Services	3cr
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NLM Related Area		3cr
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Upper Division Elective		3cr
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Total:	15cr
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**Term 8: 109-120 credits**

NLM 463: Senior Internship		12cr
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Total:	12cr
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# **SOUTH DAKOTA BOARD OF REGENTS**

## **Academic and Student Affairs**

**AGENDA ITEM: 6 – E**

**DATE: March 28-30, 2017**

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### **SUBJECT: Summary of Pending and in-Progress Program Requests**

The current list of pending programs is available for viewing on the [Proposed Program Tracker Dashboard](#) on the AAC website. The list includes current Intent to Plan, New Program, New Site, New Certificate, and New Specialization proposals and their status within the approval process. Programs listed as “new” are those appearing on the list for the first time at an AAC meeting (program proposals should appear on this list at least one AAC meeting prior to their appearance on an AAC agenda). AAC members have been encouraged to remain in contact with BOR staff about proposals in the development stages. The Proposed Program Tracker Dashboard indicates that over 100 programs are currently in development stages on Regental campuses and over 30 are currently under review with universities and Board office staff.

#### ***Programs Approved by the Board in 2016***

The Board of Regents approved 50 programs proposals (certificates, minors, associate degrees, bachelor’s degrees, graduate degrees) in the calendar year 2016. This is the most programs approved in any year since 1972 when a statewide initiative led to the approval of over 30 associate programs (the 32 programs approved in 2015 rank as the fourth highest year since 1973). In addition, the Board approved five intents to plan and ten new site requests in 2016, bringing the total of program-related approvals to 65 in 2016. These approved programs include:

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#### **15 Undergraduate Degrees or Majors**

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##### **BHSU**

AS Human Services

BFA Graphic Design

BFA Photography

BFA Studio Art

##### **USD**

AS Integrated Science

BBA Innovation & Entrepreneurship

BBA Operational Analytics

##### **DSU**

AS Web Development

##### **SDSU**

AS Human Development & Family Svcs.

AS Manufacturing Technology

BS Chemistry Education

BS Early Education & Care

BS Human Biology

BS Precision Agriculture

BS Public Relations

(Continued)

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### **INFORMATIONAL ITEM**



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### 11 Undergraduate Minors

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**NSU**  
 Geographic Information Systems

**USD**  
 Multicultural Studies

**SDSU**  
 Mental Health Services  
 Human Resources  
 Heavy Highway Construction  
 Electronics  
 Financial Consulting  
 Social & Human Services  
 Social Media  
 Theatre  
 Youth & Community Work

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### 14 Undergraduate Certificates

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**BHSU**  
 Managerial & Organizational Comm.

**DSU**  
 Health Information Clerk

**NSU**  
 Biotechnology Entrepreneurship  
 Geographic Information Sciences

**SDSU**  
 Engineering Graphics

**USD**  
 Ceramics  
 Drawing  
 Graphic Design  
 Laboratory Science  
 Painting  
 Printmaking  
 Regulatory Affairs  
 Sculpture  
 Web Design

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### 7 Graduate Certificates

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**NSU**  
 STEM Teaching

**SDSU**  
 Data Science

**USD**  
 Bioethics  
 Dental Hygiene Leadership  
 English Language Learning  
 Museum & Archive Studies  
 Reading Interventionists

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### 3 Graduate Degrees

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**USD**  
*PhD* Health Sciences

**SDSU**  
*MEng* Master of Engineering

**SDSMT**  
*MEng* Master of Engineering

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**10 New Site Requests**

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**SDSU**

*Minor Criminal Justice*

*Minor Geography*

*Minor Gerontology*

*Minor History*

*Minor Human Development & Family  
Studies*

*Minor Psychology*

*Minor Sociology*

**USD**

*Minor Criminal Justice*

*MS Spec. Administration (HR  
Management)*

*Certificate Graphic Design*

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**5 Intents to Plan**

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**SDSU**

*BS Chemistry Education*

*BS Early Care & Education in a Mobile  
Society*

*BS Human Biology*

*MS Human Biology*

**USD**

*AS Integrated Science*

# **SOUTH DAKOTA BOARD OF REGENTS**

## **Academic and Student Affairs**

**AGENDA ITEM: 6 – F**

**DATE: March 28-30, 2017**

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### **SUBJECT: Programs Approved for Online and Off-Campus Delivery**

Two lists are attached for Board approval. Explanation for both lists and the need for approval is described below.

#### **1. Board Approved Online and Off-Campus Program Sites (*Attachment I*)**

This list represents the best understanding of campuses, the Academic Affairs Council (AAC), and Board office staff as to programs authorized by the Board as online programs or authorized for off-campus sites (e.g., university centers). Programs on this list are offered either entirely online or at an off-campus site. The Board approves online and off-campus delivery of programs in one of two ways. First, approval of a new program (graduate program, undergraduate major, minor, specialization, or certificate) may include authorization for offering the program online or off campus. Second, the Board may approve a New Site Request for an existing program transitioning to online or an off campus location. However, up-to-date and accurate lists of these programs do not currently exist. The intent is for the Board to approve the attached list, for Board office staff to update the list after every Board meeting, and to publish an accurate list of such programs on the Board's website. Keeping the list accurate will assist campuses and the Board in transparency and in monitoring programming duplication.

#### **2. Programs Reported as at Least 50% Online (*Attachment II*)**

This list represents programs offered at least 50% online, but not approved by the Board as an online program. The [Higher Learning Commission](#) (HLC) defines distance education programs as "those certificate or degree programs in which 50% or more of the required courses may be taken as distance or correspondence education courses." The HLC definition differs from the list in Section 1 of this item. HLC states that if more than 50% of the courses required for any program can be completed online, the institution should be reporting the program as an online offering. The Board addressed this issue at their [December 2012](#) (p. 2783) meeting, requiring approval of programs that meet HLC's definition of distance education. AAC has updated their new program approval forms to include reference to the 50% threshold so that such approval will occur with new programs as needed. In addition, institutions will submit an annual list of programs meeting this definition to the Board.

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**DRAFT MOTION 20170328\_6-F:** I move to approve 1) the list of approved online and off-campus program sites as provided in Attachment I; and 2) the list of programs reported as at least 50% online as provided in Attachment II.

## SOUTH DAKOTA BOARD OF REGENTS

### Approved Online and Off-Campus Program Sites

Institution	Program Title	Program Type	Location
BHSU	Applied Health Sciences	Associate	Rapid City
BHSU	Business Administration	Bachelor's	Rapid City
BHSU	Business Administration	Minor	Rapid City
BHSU	Business Administration - Accounting Spec.	Specialization (B)	Rapid City
BHSU	Business Administration - Applied Management (MBA)	Master's	Rapid City
BHSU	Business Administration - Management Spec.	Bachelor's	Online
BHSU	Business Administration - Management Spec.	Specialization (B)	Rapid City
BHSU	Business Administration -Tourism & Hospitality Mgmt Spec.	Specialization (B)	Rapid City
BHSU	Criminal Justice	Certificate (U)	Online
BHSU	Crisis Leadership & Emergency Management (CLEM)	Certificate (G)	Online
BHSU	Curriculum & Instruction (MSCI)	Master's	Online
BHSU	Elementary Education	Bachelor's	Rapid City
BHSU	General Studies	Associate	Rapid City
BHSU	General Studies	Bachelor's	Online
BHSU	General Studies	Bachelor's	Pierre
BHSU	General Studies	Bachelor's	Rapid City
BHSU	General Studies	Bachelor's	Sioux Falls
BHSU	Graphic Design	Certificate (U)	Rapid City
BHSU	History	Bachelor's	Rapid City
BHSU	History	Minor	Rapid City
BHSU	Human Services	Associate	Rapid City
BHSU	Human Services	Bachelor's	Rapid City
BHSU	Journalism	Certificate (U)	Rapid City
BHSU	Library Media	Minor	Online
BHSU	Management	Certificate (U)	Rapid City
BHSU	Mass Communication	Bachelor's	Rapid City
BHSU	Political Science	Bachelor's	Rapid City
BHSU	Professional Writing	Certificate (U)	Online
BHSU	Psychology	Bachelor's	Rapid City
BHSU	Psychology	Minor	Rapid City
BHSU	Reading (MEd)	Master's	Online
BHSU	Secondary Education	Master's	Online
BHSU	Secondary Education	Master's	Online
BHSU	Social and Cultural Awareness	Certificate (U)	Rapid City
BHSU	Social Science	Bachelor's	Rapid City
BHSU	Sociology	Bachelor's	Rapid City
BHSU	Sociology	Minor	Rapid City
BHSU	Strategic Leadership (MSSL)	Master's	Online
BHSU	Sustainability	Master's	Online
BHSU	Sustainability	Master's	Rapid City
BHSU	Sustainability	Master's	Sioux Falls
BHSU (w/NSU, USD, SDSU)	Principal Preparation	Master's	Online
DSU	Accounting	Bachelor's	Online
DSU	Analytics	Master's	Online
DSU	Applied Computer Science	Master's	Online
DSU	Bank Security	Certificate (G)	Online
DSU	Business Administration - General Management (MBA)	Master's	Online
DSU	Business Administration - General Management (MBA)	Master's	Sioux Falls
DSU	Business Management	Associate	Online
DSU	Business Management	Associate	Sioux Falls
DSU	Business Technology	Bachelor's	Online
DSU	Business Technology	Bachelor's	Sioux Falls
DSU	Computer Science	Bachelor's	Online

Institution	Program Title	Program Type	Location
DSU	Computer Science	Bachelor's	Sioux Falls
DSU	Cyber Operations	Minor	Online
DSU	Cyber Operations	Minor	Sioux Falls
DSU	Cyber Operations (Comp/Network Security)(E-Commerce)	Bachelor's	Online
DSU	Cyber Operations (Comp/Network Security)(E-Commerce)	Bachelor's	Sioux Falls
DSU	Cyber Security (D.Sc.)	Doctorate	Online
DSU	Educational Technology (MSED)	Master's	Online
DSU	Educational Technology (MSED)	Master's	USD
DSU	Elementary Education/Special Education	Bachelor's	Online
DSU	General Studies	Associate	Online
DSU	General Studies	Associate	Sioux Falls
DSU	General Studies	Bachelor's	Online
DSU	General Studies	Bachelor's	Sioux Falls
DSU	Health Informatics	Master's	Online
DSU	Health Information Administration	Bachelor's	Online
DSU	Health Information Management	Minor	Online
DSU	Health Information Management	Minor	Sioux Falls
DSU	Health Information Technology	Associate	Online
DSU	Health Information Technology	Associate	Sioux Falls
DSU	Healthcare Coding	Certificate (U)	Online
DSU	Healthcare Coding	Certificate (U)	Sioux Falls
DSU	Information Assurance - Ethical Hacking	Certificate (G)	Online
DSU	Information Assurance & Computer Security	Master's	Online
DSU	Information Assurance & Computer Security	Master's	Sioux Falls
DSU	Information Systems	Bachelor's	Online
DSU	Information Systems	Bachelor's	Sioux Falls
DSU	Information Systems	Master's	Online
DSU	Information Systems	Master's	Sioux Falls
DSU	Information Systems (D.Sc.)	Doctorate	Online
DSU	Information Systems, Business Analytics	Certificate (G)	Online
DSU	Information Technology	Certificate (G)	Online
DSU	Management	Bachelor's	Online
DSU	Marketing	Bachelor's	Online
DSU	Network & Security Administration	Associate	Online
DSU	Network & Security Administration	Associate	Sioux Falls
DSU	Network & Security Administration	Bachelor's	Online
DSU	Network & Security Administration	Bachelor's	Sioux Falls
DSU	Professional Accountancy	Bachelor's	Online
DSU	Respiratory Care	Associate	Sioux Falls
DSU	Respiratory Care	Bachelor's	Sioux Falls
DSU	Sociology	Minor	Online
DSU	Web Development	Associate	Online
DSU	Web Development	Associate	Sioux Falls
NSU	Accounting	Bachelor's	Online
NSU	Accounting	Minor	DDN
NSU	Accounting	Minor	Huron*DDN
NSU	Accounting	Minor	Pierre
NSU	Banking & Financial Services	Associate	Online
NSU	Banking & Financial Services	Associate	Pierre
NSU	Banking & Financial Services	Associate	Rapid City
NSU	Banking & Financial Services	Bachelor's	Online
NSU	Banking & Financial Services	Bachelor's	Pierre
NSU	Banking & Financial Services	Bachelor's	Rapid City
NSU	Banking & Financial Services	Master's	Online
NSU	Business Administration	Associate	Pierre
NSU	Business Administration	Bachelor's	Online
NSU	Business Administration	Bachelor's	Pierre
NSU	General Studies	Associate	Huron

Institution	Program Title	Program Type	Location
NSU	General Studies	Associate	Online
NSU	General Studies	Bachelor's	Huron
NSU	General Studies	Bachelor's	Online
NSU	General Studies	Bachelor's	Pierre
NSU	General Studies	Bachelor's	Rapid City
NSU	General Studies	Bachelor's	Sioux Falls
NSU	Instructional Design in E Learning	Master's	Online
NSU	International Business Studies	Bachelor's	Online
NSU	International Business Studies	Bachelor's	Sioux Falls
NSU	International Business Studies	Minor	Huron*DDN
NSU	International Business Studies	Minor	Pierre
NSU	International Business Studies	Minor	Rapid City
NSU	Leadership & Administration (MSED)	Master's	Huron
NSU	Leadership & Administration (MSED)	Master's	Online
NSU	Management	Bachelor's	Online
NSU	Marketing	Bachelor's	Online
NSU	Marketing	Minor	Online
NSU	Music Education	Master's	Online
NSU	Professional Accountancy	Bachelor's	Online
NSU	Public History	Minor	Online
NSU	STEM	Certificate (G)	Online
NSU	STEM	Certificate (G)	Roncalli HS
NSU	Teaching & Learning (MSED)	Master's	Huron
NSU	Teaching & Learning (MSED)	Master's	Online
NSU	Training and Development in E Learning	Master's	Online
NSU (w/BHSU, USD, SDSU)	Principal Preparation	Master's	Online
SDSMT	Construction Engineering & Management (CEM)	Master's	Online
SDSMT	Engineering (M.Eng)	Master's	Online
SDSMT	Engineering Management	Master's	Online
SDSMT	Geospatial Technology	Certificate (G)	Rapid City
SDSMT	Mining Engineering	Master's	Online
SDSU	Agricultural & Environmental Law (GPIDEA)	Certificate (U)	Online
SDSU	Agricultural Education	Master's	Online
SDSU	Agricultural Science	Associate	LATI, Watertown
SDSU	Animal Science (AGIDEA)	Certificate (G)	Online
SDSU	Bioenergy and Sustainable Technology (AGIDEA)	Certificate (G)	Online
SDSU	Chemistry - Chemistry Education Spec.	Specialization (M)	Online
SDSU	Chemistry (Chemistry Education Spec.)	Master's	Online
SDSU	Counseling & HR Development	Master's	Rapid City
SDSU	Counseling & HR Development - Admin. of Student Affairs Spec.	Specialization (M)	Rapid City
SDSU	Counseling & HR Development - Clinical Mental Health Spec.	Specialization (M)	Rapid City
SDSU	Counseling & HR Development - College Counseling Spec.	Specialization (M)	Rapid City
SDSU	Counseling & HR Development - School Counseling Spec.	Specialization (M)	Rapid City
SDSU	Criminal Justice	Minor	Online
SDSU	Curriculum & Instruction (M.Ed.)	Master's	Online
SDSU	Data Science	Certificate (G)	Online
SDSU	Data Science	Master's	Online
SDSU	Dietetics (GPIDEA)	Master's	Online
SDSU	Doctor of Nursing Practice (DNP)	Doctorate	Online
SDSU	Doctor of Nursing Practice (DNP)	Doctorate	Rapid City
SDSU	Doctor of Nursing Practice (DNP)	Doctorate	Sioux Falls
SDSU	Early Education and Child Care	Bachelor's	Online
SDSU	Education Administration (M.Ed.)	Master's	Online
SDSU	Education Administration (M.Ed.)	Master's	Rapid City
SDSU	Engineering (M.Eng)	Master's	Online
SDSU	Family Financial Planning (GPIDEA)	Certificate (G)	Online
SDSU	Financial & Housing Counseling (GPIDEA)	Certificate (G)	Online



Institution	Program Title	Program Type	Location
SDSU	General Studies	Associate	Online
SDSU	General Studies	Associate	Pierre
SDSU	General Studies	Associate	Rapid City
SDSU	General Studies	Associate	Sioux Falls
SDSU	General Studies	Bachelor's	Online
SDSU	General Studies	Bachelor's	Pierre
SDSU	General Studies	Bachelor's	Rapid City
SDSU	General Studies	Bachelor's	Sioux Falls
SDSU	Geography	Bachelor's	Online
SDSU	Geography	Minor	Online
SDSU	Gerontology	Minor	Online
SDSU	Grassland Management (GPIDEA)	Certificate (G)	Online
SDSU	History	Minor	Online
SDSU	Human Development & Family Services	Associate	Sioux Falls
SDSU	Human Development & Family Studies	Bachelor's	Sioux Falls
SDSU	Human Development & Family Studies	Minor	Online
SDSU	Human Resources	Minor	Online
SDSU	Human Sciences - Family & Consumer Sciences Educ Spec. (GPIDEA)	Specialization (M)	Online
SDSU	Human Sciences - Family Financial Planning Spec. (GPIDEA)	Specialization (M)	Online
SDSU	Human Sciences - Merchandising Spec. (GPIDEA)	Specialization (M)	Online
SDSU	Human Sciences (Family & Community Svcs Spec.) (GPIDEA)	Master's	Online
SDSU	Human Sciences (GPIDEA)	Master's	Online
SDSU	Interdisciplinary Studies	Bachelor's	Online
SDSU	Interdisciplinary Studies	Bachelor's	Pierre
SDSU	Interdisciplinary Studies	Bachelor's	Rapid City
SDSU	Interdisciplinary Studies	Bachelor's	Sioux Falls
SDSU	Manufacturing Technology	Associate	Sioux Falls
SDSU	Mass Communication	Master's	Online
SDSU	Medical Laboratory Science	Bachelor's	Online
SDSU	Mental Health Services	Minor	Online
SDSU	Merchandising (GPIDEA)	Certificate (G)	Online
SDSU	Native Communities & Economic Development (GPIDEA)	Certificate (G)	Online
SDSU	Nursing	Bachelor's	Rapid City
SDSU	Nursing	Doctorate	Aberdeen
SDSU	Nursing	Doctorate	Rapid City
SDSU	Nursing	Doctorate	Sioux Falls
SDSU	Nursing	Master's	Online
SDSU	Nursing	Master's	Rapid City
SDSU	Nursing	Master's	Sioux City, IA
SDSU	Nursing	Master's	Sioux Falls
SDSU	Nursing	Master's	Pierre
SDSU	Nursing - Accelerated	Bachelor's	Aberdeen
SDSU	Nursing - Standard and Accelerated	Bachelor's	Sioux Falls
SDSU	Nursing - Upward Mobility BSN	Bachelor's	Online
SDSU	Operations Management	Master's	Online
SDSU	Psychology	Bachelor's	Sioux Falls
SDSU	Psychology	Minor	Online
SDSU	Public Health (w/USD)	Master's	Online
SDSU	Rehabilitation Services	Minor	Online
SDSU	Social & Human Services	Minor	Online
SDSU	Sociology	Bachelor's	Online
SDSU	Sociology	Bachelor's	Sioux Falls
SDSU	Sociology	Minor	Online
SDSU	Sociology - Community Development Spec. (GPIDEA)	Specialization (M)	Online
SDSU	Sociology (GPIDEA)	Master's	Online
SDSU	Swine Science (AGIDEA)	Certificate (U)	Online
SDSU	Youth & Community Work	Minor	Online

Institution	Program Title	Program Type	Location
SDSU	Principal Preparation (w/BHSU,NSU,USD)	Master's	Online
USD	Accounting	Minor	Sioux Falls
USD	Accounting (BBA)	Bachelor's	Sioux Falls
USD	Addiction Studies	Bachelor's	Online
USD	Addiction Studies	Certificate (G)	Online
USD	Addiction Studies	Certificate (U)	Online
USD	Addiction Studies	Master's	Online
USD	Addiction Studies - Co-Occuring Disorders Spec.	Specialization (M)	Online
USD	Addiction Studies - Prevention Specialization	Specialization (B)	Online
USD	Addiction Studies - Treatment Specialization	Specialization (B)	Online
USD	Administration	Master's	Online
USD	Administration - Addiction Studies Spec.	Specialization (M)	Online
USD	Administration - Criminal Justice Spec.	Specialization (M)	Online
USD	Administration - Health Services Administration Spec.	Specialization (M)	Online
USD	Administration - Human Resources Management Spec.	Specialization (M)	Online
USD	Administration - Interdisciplinary Studies Spec.	Specialization (M)	Online
USD	Administration - Long Term Care Spec.	Specialization (M)	Online
USD	Administration - Organizational Leadership Spec.	Specialization (M)	Online
USD	Biomedical Engineering	Doctorate	Sioux Falls
USD	Biomedical Engineering	Master's	Sioux Falls
USD	Business Administration	Bachelor's	Online
USD	Business Administration	Bachelor's	Sioux Falls
USD	Business Administration	Master's	Online
USD	Business Administration	Master's	Sioux Falls
USD	Business Administration - Business Analytics Spec.	Specialization (M)	Online
USD	Business Administration - Health Svcs Administration Spec.	Specialization (M)	Online
USD	Business Administration - Marketing Spec.	Specialization (M)	Online
USD	Business Administration - Operations & Supply Chain Spec.	Specialization (M)	Online
USD	Counseling & Psychology in Education	Master's	Online
USD	Criminal Justice	Bachelor's	Sioux Falls
USD	Criminal Justice	Minor	Online
USD	Dental Hygiene	Bachelor's	Online
USD	Dental Hygiene (AS to BS)	Bachelor's	Online
USD	Dental Hygiene Leadership	Certificate (G)	Online
USD	Dental Hygiene Leadership	Certificate (U)	Online
USD	Disaster Mental Health	Certificate (G)	Online
USD	Economics	Bachelor's	Sioux Falls
USD	Economics (BBA)	Bachelor's	Sioux Falls
USD	Educational Administration	Doctorate	Rapid City
USD	Educational Administration	Doctorate	Sioux Falls
USD	Educational Administration	Master's	Online
USD	Educational Administration - Adult & Higher Ed. Spec.	Doctorate	Rapid City
USD	Educational Administration - Adult & Higher Ed. Spec.	Doctorate	Sioux Falls
USD	Educational Administration - Adult & Higher Ed. Spec.	Specialization (M)	Online
USD	Educational Administration - Pre-K-12 School Principal Spec.	Doctorate	Rapid City
USD	Educational Administration - Pre-K-12 School Principal Spec.	Doctorate	Sioux Falls
USD	Educational Administration - School Dist. Superintendent Spec.	Specialization (ES)	Online
USD	Finance	Minor	Sioux Falls
USD	Finance (BBA)	Bachelor's	Sioux Falls
USD	General Studies	Associate	Online
USD	General Studies	Associate	Pierre
USD	General Studies	Associate	Rapid City
USD	General Studies	Associate	Sioux Falls
USD	General Studies	Bachelor's	Online
USD	General Studies	Bachelor's	Pierre
USD	General Studies	Bachelor's	Rapid City
USD	General Studies	Bachelor's	Sioux Falls

Institution	Program Title	Program Type	Location
USD	General Studies - Business Specialization	Specialization (B)	Online
USD	General Studies - Business Specialization	Specialization (B)	Pierre
USD	General Studies - Business Specialization	Specialization (B)	Rapid City
USD	General Studies - Business Specialization	Specialization (B)	Sioux Falls
USD	Graphic Design	Certificate (U)	Sioux Falls
USD	Health Sciences	Bachelor's	Online
USD	Health Sciences	Bachelor's	Rapid City
USD	Health Sciences	Bachelor's	Sioux Falls
USD	Health Sciences	Doctorate	Online
USD	Health Sciences - Paramedic Specialization	Specialization (B)	Sioux Falls/Sanford School of Medicine
USD	Information Technology Consultant Academy (w/DSU)	Certificate (U)	Online
USD	Integrated Science	Associate	Sioux Falls
USD	Interdisciplinary Studies	Master's	Online
USD	Kinesiology & Sport Managemet	Master's	Online
USD	Kinesiology & Sport Managemet - Sport Management Specialization	Specialization (M)	Online
USD	Laboratory Science	Certificate (U)	Sioux Falls
USD	Literacy Leadership and Coaching	Certificate (G)	Online
USD	Long Term Care Management	Certificate (G)	Online
USD	Management	Bachelor's	Online
USD	Management (BBA)	Bachelor's	Sioux Falls
USD	Marketing	Minor	Sioux Falls
USD	Marketing (BBA)	Bachelor's	Sioux Falls
USD	Mental Health Counseling	Certificate (G)	Online
USD	Non-profit Management	Certificate (G)	Online
USD	Nursing	Associate	Watertown
USD	Nursing	Bachelor's	Pierre
USD	Nursing	Bachelor's	Rapid City
USD	Nursing	Bachelor's	Sioux Falls
USD	Nursing (LPN to BSN)	Bachelor's	Pierre
USD	Nursing (LPN to BSN)	Bachelor's	Rapid City
USD	Nursing (LPN to BSN)	Bachelor's	Sioux Falls
USD	Nursing (RN to BS)	Bachelor's	Online
USD	Occupational Therapy	Doctorate	Online
USD	Physical Therapy - Transitional DPT	Doctorate	Online
USD	Professional Accountancy	Master's	Online
USD	Professional Accountancy	Master's	Sioux Falls
USD	Public Administration (Executive MPA)	Master's	Online
USD	Public Health	Minor	Online
USD	Public Health (w/SDSU)	Master's	Online
USD	Regulatory Affairs	Certificate (U)	Sioux Falls
USD	Social Work	Master's	Online/BHRC
USD	Social Work	Master's	Sioux Falls/1400 West 22nd
USD	South Dakota State Government Leadership Excellence	Certificate (G)	Online
USD	Technology for Education & Training	Master's	Online
USD	Web Design	Certificate (U)	Sioux Falls
USD	Educational Administration	Ed. Specialist	Online
USD	Educational Administration - Pre-K-12 School Principal Spec.	Specialization (ES)	Online
USD (w/BHSU, NSU, SDSU)	Principal Preparation	Master's	Online

## SOUTH DAKOTA BOARD OF REGENTS

### Programs Reported as at Least 50% Online

Institution	Program Title	Program Type
BHSU	American Indian Studies - Teaching	Minor
BHSU	Archives	Certificate (U)
BHSU	Art Education	Bachelor's
BHSU	Art Teaching	Minor
BHSU	Biology Education	Bachelor's
BHSU	Biology Teaching	Minor
BHSU	Business Admin (Accounting spec)	Specialization
BHSU	Business Admin (Mgmt spec)	Specialization
BHSU	Business Admin (Tourism/Hosp Mgmt spec)	Specialization
BHSU	Business Administration	Minor
BHSU	Business Education	Bachelor's
BHSU	Chemistry Education	Bachelor's
BHSU	Chemistry Teaching	Minor
BHSU	Commercial Art	Minor
BHSU	Communication Studies Education	Bachelor's
BHSU	Corporate Communication	Bachelor's
BHSU	Criminal Justice	Certificate (U)
BHSU	Crisis Leadership & Management (CLEM)	Certificate (G)
BHSU	Curriculum & Instruction K-12 (MSCI)	Master's
BHSU	Early Childhood Education	Minor
BHSU	Early Childhood Special Education	Bachelor's
BHSU	Earth Science	Minor
BHSU	Earth Science Teaching	Minor
BHSU	Economics	Minor
BHSU	Economics & Finance	Bachelor's
BHSU	Economics Teaching	Minor
BHSU	Elementary Education	Bachelor's
BHSU	English Education	Bachelor's
BHSU	English Teaching	Minor
BHSU	Entrepreneurial Studies	Bachelor's
BHSU	Entrepreneurial Studies	Certificate (U)
BHSU	Entrepreneurial Studies	Minor
BHSU	General Studies	Associate
BHSU	General Studies	Bachelor's
BHSU	Geography Teaching	Minor
BHSU	Graphic Communication	Bachelor's
BHSU	Graphic Design	Certificate (U)
BHSU	Graphic Design & Communication	Bachelor's
BHSU	Health	Minor
BHSU	History	Bachelor's
BHSU	History	Minor
BHSU	History Education	Bachelor's
BHSU	History Teaching	Minor
BHSU	Human Resource Management	Bachelor's

<b>Institution</b>	<b>Program Title</b>	<b>Program Type</b>
BHSU	Human Services	Associate
BHSU	Human Services	Bachelor's
BHSU	Integrated Media	Bachelor's
BHSU	International Studies	Minor
BHSU	Journalism	Certificate (U)
BHSU	Library Media	Minor
BHSU	Management	Bachelor's
BHSU	Management	Certificate (U)
BHSU	Marketing	Bachelor's
BHSU	Marketing	Minor
BHSU	Mass Communication	Minor
BHSU	Mathematics	Minor
BHSU	Mathematics & Science Education	Bachelor's
BHSU	Mathematics Education	Bachelor's
BHSU	Mathematics Teaching	Minor
BHSU	Middle School	Minor
BHSU	Music Education	Bachelor's
BHSU	Music, Vocal Teaching	Minor
BHSU	Physical Education	Bachelor's
BHSU	Physical Education	Minor
BHSU	Physics Teaching	Minor
BHSU	Political Science	Bachelor's
BHSU	Political Science	Minor
BHSU	Political Science Teaching	Minor
BHSU	Professional Accountancy	Bachelor's
BHSU	Public Relations	Bachelor's
BHSU	Reading	Minor
BHSU	Reading (MEd)	Master's
BHSU	Research History	Minor
BHSU	Research Sociology	Minor
BHSU	Science Education	Bachelor's
BHSU	Secondary Education	Master's
BHSU	Social and Cultural Awareness	Certificate (U)
BHSU	Social Resiliency	Certificate (U)
BHSU	Social Science	Bachelor's
BHSU	Social Science Education	Bachelor's
BHSU	Sociology	Bachelor's
BHSU	Sociology	Minor
BHSU	Sociology Teaching	Minor
BHSU	Spanish Education	Bachelor's
BHSU	Spanish Teaching	Minor
BHSU	Special Education K-12	Bachelor's
BHSU	Strategic Leadership (MSSL)	Master's
BHSU	Sustainability	Master's
BHSU	Theatre Education	Bachelor's
BHSU	Tourism & Hospitality Management	Bachelor's
BHSU	Tourism & Hospitality Mgmt	Associate
BHSU	Principal Preparation (w/NSU, USD, SDSU)	Master's
DSU	Biology for Information Systems	Minor

<b>Institution</b>	<b>Program Title</b>	<b>Program Type</b>
DSU	Computer Game Design	Bachelor's
DSU	Digital Arts & Design	Specializaton (B)
DSU	Digital Arts and Design - Audio Production Specialization	Bachelor's
DSU	Digital Arts and Design - Computer Graphics Specialization	Specializaton (B)
DSU	Digital Arts and Design - Film and Cinematic Arts Specialization	Bachelor's
DSU	Digital Arts and Design - Production Animation Specialization	Bachelor's
DSU	Elementary Education / Special Education (BSE)	Minor
DSU	English for New Media	Bachelor's
DSU	Finance (BBA)	Minor
DSU	Mathematics for Information Systems	Bachelor's
NSU	Allied Health	Bachelor's
NSU	Art	Certificate (G)
NSU	Art - Fine Arts Specialization	Minor
NSU	Art - Graphic Design Specialization	Minor
NSU	Art Education (BSEd)	Bachelor's
NSU	Arts Administration	Bachelor's
NSU	Biology	Minor
NSU	Biology (BSEd)	Bachelor's
NSU	Biotechnology	Minor
NSU	Biotechnology Entrepreneurship	Certificate (G)
NSU	Business Administration	Minor
NSU	Business Administration - Management Information Systems Specialization	Bachelor's
NSU	Chemistry	Bachelor's
NSU	Chemistry - Forensic Science Specialization	Bachelor's
NSU	Chemistry (BSEd)	Bachelor's
NSU	Communication Studies	Minor
NSU	Economics	Bachelor's
NSU	Elementary Education (BSEd)	Bachelor's
NSU	English	Minor
NSU	English (BSEd)	Minor
NSU	Environmental Science	Minor
NSU	Executive Banking	Minor
NSU	Finance	Bachelor's
NSU	Germany	Minor
NSU	History	Minor
NSU	History (BSEd)	Bachelor's
NSU	Human Performance and Fitness	Specializaton (B)
NSU	Intermediate Banking	Bachelor's
NSU	K-12 Education	Bachelor's
NSU	Management Information Systems	Certificate (G)
NSU	Mathematics	Certificate (G)
NSU	Mathematics (BSEd)	Certificate (G)
NSU	Medical Laboratory Science	Minor
NSU	Music	Bachelor's
NSU	Musical Theatre	Minor
NSU	Organismal Biology	Minor
NSU	Physical Education (BSEd)	Minor
NSU	Political Science	Bachelor's
NSU	Psychology	Specializaton (B)



<b>Institution</b>	<b>Program Title</b>	<b>Program Type</b>
NSU	Public History	Specializat0n (B)
NSU	Secondary Education (BSEd)	Bachelor's
NSU	Sociology	Minor
NSU	Sociology - Criminal Justice Specialization	Bachelor's
NSU	Sociology - Gerontology Specialization	Bachelor's
NSU	Sociology - Human Services Specialization	Minor
NSU	Spanish	Bachelor's
NSU	Spanish (BSEd)	Certificate (U)
NSU	Special Education (BSEd)	Minor
NSU	Sport Marketing & Administration	Minor
NSU	Teaching English to Speakers of Other Languages (TESOL)	Minor
SDSU	Advertising (BA)	Bachelor's
SDSU	Advertising (BS)	Bachelor's
SDSU	Agricultural and Resource Economics	Bachelor's
SDSU	Agricultural Business	Bachelor's
SDSU	Agricultural Business	Bachelor's
SDSU	Agricultural Education, Communication and Leadership	Bachelor's
SDSU	Agricultural Education, Communication and Leadership - Communication Spec.	Bachelor's
SDSU	Agricultural Education, Communication and Leadership - Leadership Spec.	Bachelor's
SDSU	Agricultural Marketing	Bachelor's
SDSU	Agricultural Science	Bachelor's
SDSU	Agricultural Science	Bachelor's
SDSU	Agricultural Systems Technology	Bachelor's
SDSU	Animal Science	Bachelor's
SDSU	Animal Science - Industry Spec.	Bachelor's
SDSU	Animal Science (M.S.)	Bachelor's
SDSU	Apparel Merchandising	Bachelor's
SDSU	Art History	Bachelor's
SDSU	Aviation	Bachelor's
SDSU	Aviation - Aviation Education Spec.	Bachelor's
SDSU	Aviation - Aviation Maintenance Management Spec.	Bachelor's
SDSU	Biochemistry	Bachelor's
SDSU	Biology	Doctorate
SDSU	Chemistry	Master's
SDSU	Chemistry	Specialization (D)
SDSU	Consumer Affairs	Specialization (ES)
SDSU	Consumer Affairs - Consumer Services Management Spec.	Specialization (ES)
SDSU	Consumer Affairs - Family Financial Management Spec.	Specialization (D)
SDSU	Criminal Justice	Specialization (D)
SDSU	Dairy Manufacturing	Bachelor's
SDSU	Early Childhood Education	Bachelor's
SDSU	Early Childhood Education - Birth to 8 Spec.	Master's
SDSU	Economics	Specialization (M)
SDSU	Economics (B.A.)	Specialization (M)
SDSU	Economics (B.A.) - Business Economics Spec.	Bachelor's
SDSU	Economics (B.S.)	Specializat0n (B)
SDSU	Economics (B.S.) - Business Economics Spec.	Specializat0n (B)
SDSU	English	Specialization (M)
SDSU	Entrepreneurial Studies	Bachelor's

<b>Institution</b>	<b>Program Title</b>	<b>Program Type</b>
SDSU	Entrepreneurial Studies	Bachelor's
SDSU	Exercise Science	Bachelor's
SDSU	Film Studies	Specializaton (B)
SDSU	French Studies	Specializaton (B)
SDSU	Geographic Information Sciences	Bachelor's
SDSU	Geographic Information Sciences	Bachelor's
SDSU	Geographic Information Sciences	Bachelor's
SDSU	Geography	Bachelor's
SDSU	German	Bachelor's
SDSU	Global Studies	Bachelor's
SDSU	Health Communication	Bachelor's
SDSU	Health Education	Bachelor's
SDSU	Health Education	Bachelor's
SDSU	Health Journalism	Bachelor's
SDSU	Health Sciences	Bachelor's
SDSU	History (B.A.)	Bachelor's
SDSU	History (B.S.)	Bachelor's
SDSU	Hospitality Management	Bachelor's
SDSU	Human Development and Family Studies	Specialization (M)
SDSU	Human Development and Family Studies	Bachelor's
SDSU	Journalism (B.A.)	Specializaton (B)
SDSU	Journalism (B.S.)	Specializaton (B)
SDSU	Leadership	Bachelor's
SDSU	Leadership and Management of Nonprofit Organizations	Bachelor's
SDSU	Legal Studies	Bachelor's
SDSU	Management	Bachelor's
SDSU	Mathematics	Bachelor's
SDSU	Mathematics	Bachelor's
SDSU	Museum Studies	Specializaton (B)
SDSU	Music	Specializaton (B)
SDSU	Music - Music Studies Spec.	Bachelor's
SDSU	Political Science (B.A.)	Master's
SDSU	Political Science (B.S.)	Bachelor's
SDSU	Post Master's Clinical Nurse Leadership	Specializaton (B)
SDSU	Post Master's Clinical Nursing Educator	Bachelor's
SDSU	Post Master's Family Nurse Practitioner	Bachelor's
SDSU	Professional Writing	Specializaton (B)
SDSU	Psychology	Bachelor's
SDSU	Psychology	Specializaton (B)
SDSU	Religion	Bachelor's
SDSU	Sociology	Bachelor's
SDSU	Sociology (B.A.)	Specializaton (B)
SDSU	Sociology (B.S.) - Human Resources Spec.	Bachelor's
SDSU	Sociology (B.S.) - Human Services Spec.	Bachelor's
SDSU	Spanish	Bachelor's
SDSU	Spanish	Bachelor's
SDSU	Speech Communications	Bachelor's
SDSU	Sport, Recreation and Park Management	Bachelor's
SDSU	Studio Arts	Specializaton (B)

<b>Institution</b>	<b>Program Title</b>	<b>Program Type</b>
SDSU	Theatre	Bachelor's
SDSU	Theatre Arts Administration	Specialization (B)
SDSU	Women's and Gender Studies	Master's
SDSU	Biology	Master's
SDSU	History	Bachelor's
USD	Accounting (BBA)	Bachelor's
USD	Anthropology	Specialization (B)
USD	Anthropology	Bachelor's
USD	Biology Education	Bachelor's
USD	Chemistry	Bachelor's
USD	Chemistry (Secondary Education Certification)	Bachelor's
USD	Communication Sciences and Disorders	Bachelor's
USD	Communication Sciences and Disorders	Master's
USD	Communication Studies	Specialization (M)
USD	Communication Studies	Specialization (M)
USD	Communication Studies (Secondary Education Certification)	Bachelor's
USD	Communication Studies (Secondary Education Certification)	Bachelor's
USD	Computer Science	Bachelor's
USD	Computer Science	Bachelor's
USD	Criminal Justice	Bachelor's
USD	Criminal Justice	Specialization (B)
USD	Dental Hygiene	Specialization (B)

# **SOUTH DAKOTA BOARD OF REGENTS**

## **Academic and Student Affairs**

**AGENDA ITEM: 6 – G**

**DATE: March 28-30, 2017**

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### **SUBJECT: University Center – Sioux Falls Update**

The Board of Regents adopted a new governance, funding, and operations model for the University Center – Sioux Falls (UC-SF) through a [Memorandum of Understanding](#) (MOU) at the 2016 March-April Board meeting. The attached report summarizes efforts and accomplishments in implementing the MOU over the past year. A summary of the attached report is as follows:

#### **Approved Academic Programs**

The MOU included a directive to provide stackable, workforce ready associate and certificate programs for Sioux Falls. In the past year, six new associate degree programs received approval (DSU-Web Development, DSU-Software Development, SDSU-Human Development & Family Services, SDSU-Manufacturing Technology, USD-Integrated Science, USD-Graphic & Web Design). These programs join four pre-existing programs (DSU-Business Management, DSU-Network and System Administration, DSU-Respiratory Care, USD-General Studies). In addition, four undergraduate certificates stackable to available associate degree programs have received approval.

There are early signs of success with the new “community college” model. As one example, USD established a modest goal of 25 new students for the AA in General Studies for the Fall 2016 cohort. Successful collaborations with local high schools to promote the program resulted in 56 students enrolling in the program with an average credit load of 10 credits per student.

#### **Expedited Program Approval Process**

In response to Board requests for an expedited approval process for associate degree programs, revisions to [BOR Policy 2:23](#) are under Board consideration. The revisions would eliminate a time-consuming step in approving new associate degree programs for UC-SF.

#### **Advisory Council**

The MOU directed UC-SF leadership to create an Advisory Council. The Advisory Council, consisting of representatives from the Sioux Falls business and civic community and partner universities met four times during 2016. The Council met again in March of 2017 to discuss programs under consideration as well as a preliminary report from FutureWorks consultants. The

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### **INFORMATIONAL ITEM**

intent of the Advisory Council is to provide community leaders with direct communication and input to UC-SF and to allow UC-SF leaders to hear directly from local business interests.

### **UC-SF Strategic Planning & Assessment Project**

UC-SF and the consulting firm FutureWorks are currently engaged in a strategic planning and assessment project. The project calls for 1) refining the UC-SF vision, mission and values; 2) preparing a market and needs assessment of the Sioux Falls region; and 3) preparing a 3-year strategic plan and business plan for UC-SF. FutureWorks consultants interviewed over 25 stakeholders from the university system and the local community. Consultants presented preliminary information to various UC-SF committees in March of 2017.

### **Presentations to the Legislature**

UC-SF participated in two presentations to legislators during 2016. In August, staff presented information at the request of the legislature's Government Operations and Audit Committee. In September, staff presented to a special legislative task force charged with reviewing compliance with [SDCL 13-51-1.3](#) and [SDCL 13-51-1.4](#).

### **New Student Success Initiatives**

UC-SF has implemented a number of initiatives to increase student success. A new Student Support Center has opened, providing tutoring in a variety of subjects (over 160 visits to the Center reported in the first six weeks of the spring semester). A monthly Math 095 Bootcamp provides tutoring for Math 095 (Pre College Algebra). A recurring finals week event focusing on health, wellness, and stress release has begun.

### **Marketing Initiatives**

UC-SF hired a Marketing and Communications Coordinator in October 2016. A marketing plan for 2017 has been created, including billboard, radio, print media, and social media. Staff have increased involvement with community organizations on behalf of UC. Promotion of new academic programs is occurring through promotional videos and outreach to the newspapers and television news.



## *University Center – Sioux Falls Progress Report*

**March 2017**

The Board of Regents adopted a new governance, funding, and operations model for the University Center – Sioux Falls (UC-SF) through a [Memorandum of Understanding](#) (MOU) at the 2016 March - April Board meeting. The MOU emerged after several months of discussion between a committee of Board members, UC-SF leadership, Board office staff, and partner universities (USD, SDSU, and DSU). The discussions resulted in setting goals for the UC-SF, including but not limited to providing academic programming in line with workforce needs in Sioux Falls, direct community involvement with UC-SF success, and leveraging the strengths of participating universities. In addition, the resulting MOU designated USD as the lead institution, required an Advisory Council from local business and civic interests, and emphasized new associate degree programs and improved academic success programs for students.

UC-SF has undertaken a variety of initiatives to implement the MOU and the goals of the Board. This report summarizes those initiatives and the substantial progress made during the last year.

### **1. Approved Academic Programs**

The MOU established a goal of providing stackable, workforce ready programs for Sioux Falls. The focus on associate degree and certificate programs will provide graduates with employment options as well as provide opportunities to apply those credentials to bachelor's programs. Four associate degree programs in place prior to April 2016 remain in place at UC-SF:

- DSU, AS in Business Management
- DSU, AS in Network and System Administration
- DSU, AS in Respiratory Care
- USD, AA in General Studies

During the last year, partner universities have worked diligently to add additional programming options. This includes an additional six associate degree programs and four certificate programs approved in the last twelve months (including programs anticipating approval at the March 2017 Board meeting):

- DSU, AS in [Web Development](#) (December 6-8, 2016)
- DSU, AS in Software Development (March Board approval expected)
- SDSU, AS in [Human Development & Family Services](#) (May 11-12, 2016)
- SDSU, AS in [Manufacturing Technology](#) (May 11-12, 2016)
- USD, AS in [Integrated Science](#) (December 6-8, 2016)
- USD, AA in Graphic and Web Design (March Board approval expected)



- USD, Undergraduate Certificate in [Graphic Design](#) (December 6-8, 2016)
- USD, Undergraduate Certificate in [Laboratory Science](#) (March 30-April 1, 2016)
- USD, Undergraduate Certificate in [Regulatory Affairs](#) (March 30-April 1, 2016)
- USD, Undergraduate Certificate in [Web Design](#) (December 6-8, 2016)

## **2. Reduced Tuition Approved Academic Programs**

In order to fulfill the Board's call for UC-SF to "improve 'on-ramps' for place bound and non-traditional students," UC-SF implemented a reduced tuition program. The reduced tuition rate of \$270/per credit hour (reduced from \$333.35/per credit hour) applies to students enrolled in undergraduate certificate programs and associate degree programs, although exceptions may apply to some courses in high cost programs with Board approval. The reduced tuition rate of \$270/per credit hour is competitive with the tuition at Southeast Technical Institute, currently set at [\\$230/per credit hour for face-to-face courses and \\$280/per credit hour for online courses](#).

## **3. Expedited Program Approval Process**

New programs at the associate, bachelor's, and graduate degree typically require a two part approval process – approval of an intent to plan followed by approval of a formal program proposal. Board discussions during the MOU development process indicated a desire to create an expedited program approval process so that UC-SF could respond quickly to market demands. In response to the Board, UC-SF leadership, the Academic Affairs Council (AAC), and Board staff drafted an expedited approval process for associate degree programs. The expedited process includes waiving the intent to plan for associate degree programs that relate to existing four-year programs or that address a documented workforce shortage. This revision should cut in half the approval time for new programs at UC-SF, positioning UC-SF to respond quickly to the postsecondary educational needs of the Sioux Falls area. The Board of Regents approved the first reading of the expedited program approval process through [BOR Policy 2:23](#) at December 6-8, 2016 meeting first reading.

## **4. Advisory Council**

The MOU clearly indicates that UC-SF should engage the Sioux Falls community. As such, the appointment of an Advisory Council has provided regular counsel to UC-SF leadership. The Advisory Council consists of representatives from the Sioux Falls business and civic community and partner universities. The Council met four times in the last year, providing community leaders with direct communication and input. Local industry experts review new program proposals and share results of their review with the Advisory Council, providing opportunities for additional feedback. The Advisory Council met on December 9, 2016, to review presentations from consultants considered for the UC-SF Strategic Planning & Assessment Project; Advisory Council feedback was an important part of the selection process in hiring the consultant currently in place. In addition, the Council met on March 16, 2017, to receive a progress report on the status of the strategic planning project.

## **5. UC-SF Strategic Planning & Assessment Project**

UC-SF has launched a strategic plan process with the assistance of consultants experienced in postsecondary education and workforce development. USD selected the organization FutureWorks after receiving input from members of the Sioux Falls community, partner universities and the Advisory Council. FutureWorks is assisting UC-SF in:

- Refining the UC-SF vision, mission and values
- Preparing a market and needs assessment of the Sioux Falls region
- Preparing a 3-year strategic plan and business plan for UC-SF

A UC-SF Planning Group with membership from UC-SF staff, provosts from participating universities, Board staff, representatives from the Advisory Council, and community members is assisting the efforts of FutureWorks. Consultants met with Planning Group members in February of 2017 to launch the effort. In addition, a Steering Committee made up of community leaders, one Regent, and USD and UC-SF representatives is guiding the work of FutureWorks.

## **6. Presentations to the Legislature**

UC-SF participated in two presentations to legislators during 2016. On August 23, UC-SF staff presented information at the request of the legislature’s Government Operations and Audit Committee. On September 19, UC-SF, USD and Board office staff presented to a special legislative task force charged with reviewing the ten-year implementation of [SDCL 13-51-1.3](#) and [SDCL 13-51-1.4](#) (the 2006 legislation required a report after ten years to ensure compliance with funding stipulations).

The legislature passed [HB 1005](#) in 2017, requiring an annual report to the Government Operations and Audit Committee that includes financial reports on each of the three university centers.

## **7. New Student Success Initiatives**

UC-SF has implemented a number of initiatives to increase student success, assist “at risk” students, and improve retention. Those initiatives include:

- The UC Student Support Center opened on September 6, 2016, in Administrative Building Room 205. The hours of operation are Monday-Thursday 9 am – 6 pm and Friday 8 am – 5 pm. The space, originally housing the UC Testing Center, opened its doors staffed by one senior secretary. Services offered during the fall semester included tutoring for math and writing, resume writing workshops, and library services. In the fall 2016 semester, there were 328 student visits to the center (duplicated headcount):
  - ▶ 46 for tutoring services
  - ▶ 7 for library services
  - ▶ 15 for disability services
  - ▶ 260 for “other” services such as studying, test reviews, group projects or peer reviews
- UC held a mid-term “boot camp” for students enrolled in Math 095 for the first time; the boot camp encouraged students to engage tutors by providing pizza and support services for students, resulting in 58 attendees. The Math 095 Bootcamp has continued with plans to offer it for one week each month to provide intensive math tutoring. In January, 38 students participated in the boot camp. The spring tutoring services have increased by adding a Chemistry tutor and another English/Writing tutor.

- UC conducted a weeklong event to encourage health, wellness and support during finals. This event allowed students to enjoy coffee, breakfast and lunch snacks, as well as activities to alleviate stress including chair massages, arts, and crafts.
- In December 2016, the Student Support Center added two full-time personnel: a First-Year Student Success Advisor as the manager of the Center and a mid-level Program Assistant II support position.
- Starting Spring 2017 with a full team in the Support Center, there have already been 168 student visits to the Center (duplicated headcount) in the first six weeks of the semester.
  - ▶ 82 for tutoring services
  - ▶ 24 for advising
  - ▶ 9 for disability services
  - ▶ 53 for “other” services
- Various clubs are in the process of getting started; two meetings for military veterans at UC have already this spring.
- Staff are also currently researching and visiting other college campuses to explore their first year advising and student services to consider how “best practices” in other settings might be applied to UC-SF.

#### **8. Marketing Initiatives (October 2016-February 2017)**

UC hired a Marketing and Communications Coordinator in October 2016, giving UC a staff person focused on marketing and recruiting for the first time in three years. Over the past four months, the following marketing projects have occurred:

- Created working Marketing Plan and Budget for 2017.
- Secured contracts with billboard and radio partners for marketing with a dual focus: educating the community about the UC-SF mission and site, and promoting academic programs offered at UC-SF.
- Initiated a digital marketing campaign to promote the UC-SF brand and individual USD, SDSU & DSU programs.
- Established a contract with an email marketing platform for internal and external communications of events, promotion of brand, and academic programs.
- Re-negotiated an existing partnership with *605 Magazine*, including sponsorship of their Summer Classic event.
- Initiated one-on-one meetings with UC Faculty to establish a working relationship for exchange of ideas and feedback on UC-SF students’ needs, goals, obstacles, etc. in order to aid marketing & recruiting efforts and improve staff and faculty relations.

- Initiated an active presence for UC-SF in the community in the following groups: Sales and Marketing Executives of Sioux Falls, Sioux Falls Chamber of Commerce, SD Higher Education Association, Junior Achievement of Sioux Falls, Sioux Empire United Way, Citizens Advisory Committee Member for Metropolitan Planning Organization, Sioux Empire Development Foundation and Lutheran Social Services.
- Increased attention to social media posts on Facebook, Twitter and Instagram about UC-SF brand, events, programs, etc.
- Increased presence of flyers and displays throughout UC-SF for communication of events, programs, etc.
- Improvements made in the UC website, with planning in process to build a new, fully responsive UC-SF website to go live by the end of 2017/beginning of 2018.
- Creation of new videos to promote USD's AA in General Studies, Biomedical Engineering programs & UC Brand for use in various social/digital media, promotions, presentations, etc.
- Created an Internal Marketing Insight Group of UC staff and faculty allowing for feedback from various groups within UC-SF about marketing decisions.
- Developed a working partnership with the UC recruiting and admissions team to plan monthly recruitment and retention activities for January - August 2017.
- Took responsibility for all print production for UC-SF staff (i.e., new student orientation postcards and mailing, academic calendar Inserts, recruitment/admission folders, etc.).
- Initiated ongoing grassroots marketing effort to local businesses to develop relationships and promote the UC-SF brand and individual academic programs.
- Promoted new certificate and associate degree programs to news media, resulting in local news coverage in February 2017 (Eye on KELOLAND, KSFY & *Argus Leader*).
- Participated events promoting UC-SF brand and academic programs in area high schools.
- Promoted UC recruitment and student events, including fall '16 recruitment open house "College to Career" night, Financial Aid Event, spring '17 orientation and February '17 "How to Fund Your Future" event.
  - ▶ As one example of marketing success, USD established a modest goal of 25 new students for the AA in General Studies for the Fall 2016 cohort. Successful collaborations with local high schools to promote the program resulted in 56 students enrolling in the program with an average credit load of 10 credits per student.

**9. Financial Summary FY12-FY16**

A summary of revenues and expenses at UC-SF for the FY12-FY16 is attached.

**10. Next steps**

As UC-SF staff and partner institutions continue to refine their efforts, additional effort is expected in the following areas:

- Explore further partnerships with Southeast Technical Institute
- Explore further partnerships with local K-12 schools
- Add and revise programming to match local needs based on FutureWorks report
- Explore additional marketing and branding strategies for UC-SF

**University Center - Sioux Falls**  
**DSU, SDSU, USD Summary**

	<u><b>FY12</b></u>	<u><b>FY13</b></u>	<u><b>FY14</b></u>	<u><b>FY15</b></u>	<u><b>FY16</b></u>
<b>Revenues</b>					
Tuition Revenue (after HEFF)	\$7,675,018	\$6,372,514	\$6,113,654	\$6,187,677	\$5,342,418
Rentals	\$201,168	\$272,529	\$254,975	\$273,702	\$263,505
Testing Services	\$6,405	\$7,621	\$6,411	\$5,328	\$85,559
Auxiliary Operations	\$180,153	\$177,955	\$147,721	\$74,629	\$45,275
<b>Total Revenues</b>	<b>\$8,062,744</b>	<b>\$6,830,619</b>	<b>\$6,522,761</b>	<b>\$6,541,336</b>	<b>\$5,736,757</b>
<b>Expenses</b>					
Instructional Costs	\$3,162,609	\$3,008,780	\$2,932,751	\$2,593,047	\$2,389,951
UCSF Operating Costs	\$3,406,913	\$3,201,009	\$2,834,679	\$2,536,210	\$2,494,619
<b>Total Expenses</b>	<b>\$6,569,522</b>	<b>\$6,209,789</b>	<b>\$5,767,430</b>	<b>\$5,129,256</b>	<b>\$4,884,570</b>
<b>Contribution to Campus Support Costs</b>	<b>\$1,493,222</b>	<b>\$620,830</b>	<b>\$755,331</b>	<b>\$1,412,080</b>	<b>\$852,187</b>



**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**

**AGENDA ITEM: 6 – H**

**DATE: March 28-30, 2017**

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**SUBJECT: BOR Policy 2:23 Revision – Program and Curriculum Approval (Second Reading)**

The Board of Regents discussed the approval process for new programs at the University Center-Sioux Falls (UC-SF) during their August 2016 meeting. Board members expressed interest in establishing a process that expedites associate degree program approvals for improved response to market needs. Board Policy does not currently address the curriculum approval process.

Board Policy 2:23 is currently titled “Certificate Programs” and addresses only academic certificates and certificates of recognition. The proposed revisions to the policy include changing the title to “Program and Curriculum Approval.”

The proposed policy:

- Identifies methods for waiving the intent to plan process for associate degree programs.
- States academic credentials appearing on a transcript require Board approval (i.e., certificates, specializations, minors, majors, and degrees).
- Maintains authorization for universities to offer certificates of recognition
- Identifies approval process for new courses, minor course and program modifications, and substantive course and program modifications.

Clarifying the curriculum approval process should allow universities to expand their program catalogs at the current high rate. The following facts illustrate the recent high growth of new program approvals:

- The Board has approved 96 certificates, minors, or undergraduate/graduate degree programs during the years 2014-2016, the most of any consecutive three-year period since 1959 (the last year for which accurate records exist).
- The years 2014, 2015, and 2016 all rank among the top seven most prolific years since 1959 for new program approvals in the system.
- Twelve percent of all programs approved by the Board since 1959 occurred during the years 2014-2016.

Any additional revisions that have occurred since the first reading at the December 2016 Board meeting have been highlighted in yellow. These changes reflect those needed to comply with the new policy formatting updates.

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**DRAFT MOTION 20170328\_6-H:** I move to approve the second and final reading of the revisions to BOR Policy 2:23 as presented.

# SOUTH DAKOTA BOARD OF REGENTS

## Policy Manual

**SUBJECT:** Program and Curriculum Approval ~~Certificate Programs~~

**NUMBER:** 2:23

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### **A. PURPOSE**

To define the process by which academic curricula and programs receive approval and modification

### **B. DEFINITIONS**

1. **Intent to Plan:** is a preliminary, conceptual proposal requesting authorization to plan a new academic degree or major.

### **C. POLICY**

#### 1. **Academic Program Approval**

The Board of Regents approves academic programs that are recorded on a transcript, including specializations, certificates, undergraduate minors, undergraduate degrees and majors, and graduate degrees and programs.

##### **1.1. Intent to Plan**

1.1.1. Universities must submit an intent to plan for approval by the Board of Regents prior to submitting a program proposal for a new associate degree program/degree, baccalaureate program/degree, or graduate program/degree. The Executive Director may waive the intent to plan.

1.1.2. An intent to plan is not required for associate degree programs provided:

1.1.2.1. The program is a two-year equivalent of an existing four-year bachelor's program currently approved for the university; or

1.1.2.2. The program proposal has eighty percent of the curriculum in common with an existing four-year bachelor's program current approved for the university; or

1.1.2.3. The program is stackable to two or more four-year bachelor's degree programs approved for the university; or

1.1.2.4. The Executive Director determines the program will have an immediate impact on an emerging critical workforce shortage area in South Dakota as documented by the university.

1.1.3. The Executive Director will inform the Board of waivers granted under this policy as part of the interim actions Report of the Executive Director at the next regularly scheduled Board of Regents meeting.

## 1.2. Undergraduate and Graduate Degrees and Majors

1.2.1. The Board of Regents approves new academic degrees and majors.

1.2.2. New graduate degree program proposals must also follow the processes identified in Policy 2:1.

## 1.3. Academic Certificates, Specializations, and Minors

1.3.1. The Board of Regents approves new certificates, specializations, and minors.

1.3.2. **Academic Certificates:** Universities may deliver academic certificate programs involving a sequence, pattern, or group of academic credit courses that focus upon an area of specialized knowledge or information and have specifically defined student- learning outcomes.

1.3.2.1. Academic certificate programs require admission to the university and result in an official academic transcript.

1.3.2.2. Completion of the academic certificate program shall be indicated on the student's academic transcript.

1.3.3. **Specializations:** An academic specialization is a designated plan of study within an existing degree program or major.

1.3.3.1. Specializations may attach to only one major.

1.3.3.2. Completion of the academic specialization shall be indicated on the student's academic transcript.

1.3.4. **Minors:** An academic minor enables a student to make broad but limited inquiry into a discipline or field of study beyond the major.

1.3.4.1. Minors are only awarded in conjunction with completion of a degree program and the awarding of a bachelor's degree.

1.3.4.2. Completion of the minor shall be indicated on the student's academic transcript.

~~1. Universities may deliver academic certificate programs which involve a sequence, pattern, or group of academic credit courses that focus upon an area of specialized knowledge or information and have specifically defined student learning outcomes.~~

~~A. Academic certificate programs require Board approval.~~

~~B. Academic certificate programs require admission to the university and result in an official academic transcript.~~

~~C. Completion of the academic certificate program shall be indicated on the student's academic transcript.~~

## **2. Certificates of Recognition**

Universities may confer certificates of recognition to persons who have successfully completed credit or non-credit educational experiences, e.g. workshops. Completion is based on learning objectives and requires formal learner evaluation.

- 2.1. Certificates of recognition do not require Board approval.
- 2.2. Certificates of recognition are not part of a degree program and do not require formal admission to the university.
- 2.3. If credit bearing course work is involved and the participant registers for it, the course will appear on the transcript.
- 2.4. Non-credit experiences may be recognized but do not result in a transcript.

## **3. Curriculum Approval**

- 3.1. The South Dakota Regental system maintains a common course catalog designed to facilitate ease of student transfer and collaborative programing across institutions.
- 3.2. The university Vice President for Academic Affairs approves minor course and program modifications as defined by Academic Affairs Council.
- 3.3. The System Chief Academic Officer approves new courses unique to a single university or common to more than one university after formal review by the Academic Affairs Council.
- 3.4. The System Chief Academic Officer approves substantive course and program modifications after a formal review by the Academic Affairs Council. Substantive program modifications that allow for the creation of accelerated programs shall obtain formal approval by the Board.

## **FORMS/APPENDICES:**

None

## **SOURCE:**

BOR May 1993; BOR January 2002; BOR December 2003; BOR August 2005.

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**

**AGENDA ITEM: 6 – I**

**DATE: March 28-30, 2017**

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**SUBJECT: BOR Policy 1:5 Revision – Executive Director (First Reading)**

The Board of Regents heard a first reading of revisions to [Board Policy 2:23](#) at the December 2016 meeting. Those revisions included designating authority to the System Chief Academic Officer to approve new unique and common courses as well as substantive course and program modifications. Approval of the revisions to Board Policy 2:23 also require revision to one section of Board Policy 1:5 so that the two policies are not contradictory. In addition, the current reference to curriculum approval in Board Policy 1:5 includes obsolete terms that require deletion.

The proposed revision to Board Policy 1:5 is as follows:

~~The Executive Director is authorized to approve minor course modifications (Class Is) and new or revised course requests (Class IIs). Experimental courses may be offered on campus twice before obtaining Executive Director approval.~~

The Executive Director or his/her designee as the System Chief Academic Officer is authorized to approve new courses and substantive course and program modifications subject to Board Policy 2:23. Experimental courses may be offered on campus twice before obtaining Executive Director approval.

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**DRAFT MOTION 20170328\_6-I:** I move to approve the first reading of the revisions to BOR Policy 1:5 – Executive Director as presented.

# SOUTH DAKOTA BOARD OF REGENTS

## Policy Manual

**SUBJECT:** Executive Director

**NUMBER:** 1:5

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### **A. PURPOSE**

The purpose of this policy is to designate the duties, responsibilities, and authority of the position of Executive Director of the Board of Regents.

### **B. DEFINITIONS**

None.

### **C. POLICY**

#### **1. Appointment, Term and Qualifications**

The Board of Regents shall appoint an Executive Director of the Board of Regents, who shall be a full-time employee of the Board and maintain his or her principal office in Pierre. The Executive Director shall be responsible to the Board and removable at the pleasure of the Board, shall have a post-graduate degree from a recognized college or university and shall by training and experience be familiar with the operations and problems of institutions of higher education.

#### **2. Authority and Responsibility**

The Executive Director shall carry out the directives of the Board of Regents and shall be under the Board's general jurisdiction and supervision. He or she shall administer the policies of the Board, secure compliance with Board regulations, and advise the Board of problems affecting higher education. The Executive Director may act for the Board to the extent authorized by the Board and shall at all times report such action to the Board.

Any requests or directives by the Executive Director for information or action shall be directed to the president or superintendent of the university or special school who shall receive such request or directive as if it were received directly from the Board of Regents. While the presidents and superintendents report to the Board of Regents, they normally are expected to communicate to the Board through the Executive Director.

The responsibilities of the Executive Director shall include the following:



- 2.1. Administer the Board Office of the Board of Regents; recruit and select the top level staff; conduct professional development programs for the staff, evaluate their performance, and maintain an organizational structure in the Office that serves the needs of the System and the Regents.
- 2.2. Preside at meetings of the Council of Presidents and Superintendents.
- 2.3. Serve as a member of the State Board of Directors for Educational Telecommunications and as a member of the State Library Board.
- 2.4. Coordinate the collective bargaining process for the System.
- 2.5. Serve as arbitrator in COHE grievances for the System prior to the final stage of submitting a grievance to a hearing officer.
- 2.6. Maintain the Policy Manual for the Board and the Fact Book for the System for the Regents, presidents and superintendents.
- 2.7. Authorize correction of clerical errors in the Policy Manual and updating cross references and references to external authorities; provided that such changes do not effect a substantive change in Board policy.
- 2.8. Compile, distribute and maintain regular and special reports as directed by the Regents.
- 2.9. Review and monitor institutional personnel action requests for compliance with Board policies.
- 2.10. Coordinate the preparation and submission of legislative bills authorized by the Board; monitor the progress of legislation affecting higher education and provide timely reports to the Board and the presidents and superintendents; and present testimony - as authorized by the Board - on legislation that affects the System.
- 2.11. Coordinate the orientation program for new members of the Board.
- 2.12. Coordinate and monitor reciprocity agreements with contiguous states.
- 2.13. Serve as a spokesperson for the accomplishments and needs of public higher education in South Dakota.
- 2.14. Convene System-wide standing committees on behalf of the Board.
- 2.15. In the recruitment and appointment of presidents and superintendents, coordinate the appointment of a search committee, arrange for staffing, and serve as an ex officio member of the committee.
- 2.16. Direct – as required by the Board – and coordinate planning for the System, including the regular review of the missions and programs of the institutions.

- 2.17. Conduct system-wide studies to guide policy decisions of the Board.
- 2.18. Keep the Board informed of developments in the state, the nation, and internationally that could affect the System.
- 2.19. Coordinate the preparation, presentation and accounting of the budget for the System.
- 2.20. Coordinate the activities of the Regents, the presidents and superintendents, and Board staff in relations with state officials.
- 2.21. Receive personnel recommendations from the presidents and superintendents, and place these on the agenda of the Board if they are consistent with Board policy.
- 2.22. Transmit campus operating budgets and appropriation requests to the Board with independent, written recommendations.
- 2.23. Submit to the Board, with recommendations, significant contracts for goods and services.

Additional responsibilities may be assigned to the Executive Director by the Board of Regents as required.

### **3. Emergency Contract Approval**

Where immediate action is necessary in order to preserve state property or to continue operations and programs of an institution, and where it is impractical to postpone the issuance of a contract for review and formal action by the Board, the Executive Director shall be authorized on behalf of the Board to approve any needed contractual arrangements. The contracts that are above \$50,000 shall be approved with the concurrence of the President of the Board.

### **4. Emergency Purchasing Approval**

Where immediate action is necessary to obtain substantial cost savings, the Executive Director shall be authorized on behalf of the Board to approve any needed purchase. The requesting institution must demonstrate why this cost savings could not be realized if approval were delayed until the next Board meeting. Purchases that are above \$50,000 shall be approved with the concurrence of the President of the Board.

### **5. Curricular Requests**

~~The Executive Director is authorized to approve minor course modifications (Class Is) and new or revised course requests (Class IIs). The Executive Director or his/her designee as the System Chief Academic Officer is authorized to approve new courses and substantive course and program modifications subject to Board Policy 2:23.~~ Experimental courses may be offered on campus twice before obtaining Executive Director approval.

## 6. Grant Requests and Acceptances

The Executive Director is authorized to approve institutional submission of grant requests and the acceptance of grant awards. A summary of grant requests and acceptances approved by the Executive Director shall be provided to the Board at each regularly scheduled Board meeting. Supplements to existing approved grants that provide resources to continue previously approved grant activities may be approved by the institutional president or superintendent if the value of the supplement does not exceed \$10,000. Under Board Policy 1:6, the president shall notify the Executive Director when this approval authority is exercised.

### **FORMS / APPENDICES:**

None.

### **SOURCE:**

SDCL 13-49-10; BOR April 1981, P. 418; BOR, Feb. 1969, P. 48; March 1989; BOR June 1991; BOR January 1996; BOR December 1996; BOR December 1997; BOR August 2014.

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**

**AGENDA ITEM: 6 – J**

**DATE: March 28-30, 2017**

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**SUBJECT: BOR Policy 1:21 Revision – System Strategic Goals (First Reading)**

The Board of Regents adopted new strategic goals as part of a new strategic plan in [October of 2014](#). However, BOR Policy 1:21 System Strategic Goals was not updated at that time. The proposed revisions to BOR Policy 1:21 provided in Attachment I represent the Board's current strategic goals as indicated in the strategic plan.

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**DRAFT MOTION 20170328\_6-J:** I move to approve the first reading of the revisions to BOR Policy 1:21 – System Strategic Goals as presented.

# SOUTH DAKOTA BOARD OF REGENTS

## Policy Manual

**SUBJECT:** System Strategic Goals

**NUMBER:** 1:21

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~~The Board of Regents has targeted four strategic public policy goals to meet the challenge of educating more South Dakotans and enhancing the state's research enterprise.~~

### ~~1. Educational Attainment~~

- ~~A. Continuously improve preparation and align high school standards with college-ready expectations.~~
- ~~B. Increase college participation rates.~~
- ~~C. Improve completions, i.e. increase retention rates, increase the number of graduates by at least 411 each year, and close achievement gaps.~~
- ~~D. Keep our graduates in state.~~

### ~~2. Academic Quality & Performance~~

- ~~A. Review academic degree programs for quality, responsiveness, and productivity.~~
- ~~B. Promote high standards for student learning, quality instruction, and research.~~
- ~~C. Encourage student engagement in research and service.~~
- ~~D. Create employer feedback mechanisms.~~
- ~~E. Expand use of technology to enhance learning.~~

### ~~3. Economic Development & Quality of Life~~

- ~~A. Promote growth of research initiatives.~~
- ~~B. Expand graduate education.~~
- ~~C. Contribute to economic development through technology transfer & incubation of new commercial ventures.~~

~~D. — Contribute to workforce development & quality of life by expanding academic programs to meet our future workforce needs, offering off campus and online programs, and creating corporate training partnerships.~~

~~E. — Encourage entrepreneurship.~~

#### ~~4. — Effectiveness & Efficiency~~

~~A. — Monitor and benchmark cost/price per graduate.~~

~~B. — Monitor and benchmark financial indicators.~~

~~C. — Review under-productive programs for improvements, consolidation, or elimination.~~

~~D. — Streamline administrative and academic organizational structures.~~

~~E. — Review facilities and space utilization.~~

~~F. — Keep the system affordable.~~

~~1) — Tuition and fees.~~

~~2) — Required credits to degree~~

~~3) — Need-based and merit aid~~

~~4) — Average debt load~~

### **A. PURPOSE**

To align system strategic goals with the Strategic Plan approved by the Board of Regents. Specific action steps for the goals stated in this policy are found in the South Dakota Board of Regents Strategic Plan 2014-2020 approved by the Board at the October 2014 meeting.

### **B. DEFINITIONS**

1. **Strategic Plan:** is the South Dakota Board of Regents Strategic Plan 2014-2020 approved by the Board at the October 2014 meeting.
2. **STEM:** refers to programs, courses, and occupations in science, technology, engineering, and mathematics.
3. **2020 Vision: The South Dakota Science & Innovation Strategy:** is the state-wide science and technology development strategy for the South Dakota.



## **C. POLICY**

### **1. Mission**

The Board of Regents' mission is to provide an excellent, efficient, accessible, equitable and affordable public university and special schools system that improves South Dakota's overall educational attainment and research productivity, while enriching the intellectual, economic, civic, social, and cultural life of the state, its residents, and its communities.

### **2. Vision for South Dakota**

The public university and special schools system will educate more individuals to higher levels to enhance state workforce development and will move more research into viable businesses to support state economic development.

To align system priorities in a meaningful way, we offer here a sense of the South Dakota that might come to exist in the decades ahead:

- 2.1. South Dakota's population will be more highly-educated;
- 2.2. South Dakotans will have increased access to continuing education opportunities needed to upgrade their credentials while remaining in the workforce;
- 2.3. South Dakota will have a working-age population with advanced levels of education needed to support our democracy and the modern, knowledge-based economy;
- 2.4. The South Dakota economy will benefit from significant increases in university and associated research-derived commercialization activities;
- 2.5. South Dakota will be a recognized national leader in the use of information technology to enhance its educational, economic, social, scientific, and political development.

### **3. Goals**

The Board of Regents are committed to four major goals that will guide the actions of the Board, its system, and institutional leaders. The goals are student success, academic quality and performance, research and economic development, and affordability and accountability.

#### **3.1. Student Success**

The role of the Board of Regents is to enact and monitor policy, advocate for state investment, create incentives to the universities, and monitor and evaluate institutional outcomes to achieve the intended outcomes.

##### **3.1.1. Student Success Intended Outcomes:**

- 3.1.1.1. Grow the number of undergraduate and graduate degrees awarded.
- 3.1.1.2. Increase the number of degrees awarded to Native American students.
- 3.1.1.3. Improve system first year retention rates.
- 3.1.1.4. Improve institutional four-year and six-year graduation rates.
- 3.1.1.5. Reduce the percentage of entering students requiring remediation.

##### **3.1.2. Student Success Action Steps:**

3.1.2.1. Expand educational access.

3.1.2.2. Work with campuses to improve student retention and completion.

### **3.2. Academic Quality and Performance**

The Board of Regents is committed to offering the highest quality academic programs that educate students broadly through strong Arts and Sciences offerings, coherent general education requirements, and majors and minors that prepare students with the skills and knowledge to thrive in a rapidly changing world.

#### **3.2.1. Academic Quality and Performance Intended Outcomes:**

3.2.1.1. Improve the pass rates on licensure and certification exams.

3.2.1.2. Increase the number of accredited programs.

3.2.1.3. Continue to approve new graduate programs.

3.2.1.4. Grow the number of students participating in experiential learning.

#### **3.2.2. Academic Quality and Performance Action Steps:**

3.2.2.1. Continually review existing programs for quality, rigor, and relevance in South Dakota's modern economy.

3.2.2.2. Support and promote institutional and programmatic accreditation where appropriate.

3.2.2.3. Encourage student engagement in research and service.

### **3.3. Research and Economic Development**

These goal align with the 2020 Vision: The South Dakota Science & Innovation Strategy which provides a framework for driving research and economic development within the state. Increasing the annual system research and contract expenditures will advance knowledge, enhance technology transfer and commercialization, and catalyze economic development.

#### **3.3.1. Research and Economic Development Intended Outcomes:**

3.3.1.1. Increase grant and contract expenditures.

3.3.1.2. Increase the number of invention disclosures.

3.3.1.3. Increase the number of signed license agreements.

3.3.1.4. Increase the number of licenses signed with start-up companies.

3.3.1.5. Increase the number of graduates from STEM programs.

#### **3.3.2. Research and Economic Development Action Steps:**

3.3.2.1. Support the universities' efforts to enhance research and development productivity through grants and contracts in key research sectors, recognizing the mission of each of the Regental universities.

3.3.2.2. Expand educational opportunities in the areas of science, technology, engineering, and mathematics.

3.3.2.3. Contribute to the state's workforce and economic development.

### **3.4. Affordability and Accountability**

Reduce SD tuition and fees ranking to the regional average by 2020. Advocate for increased public investment to make higher education affordable for every South Dakotan. Manage public higher education to promote transparency and a clearer understanding of the costs of higher education.

#### **3.4.1. Affordability and Accountability Intended Outcomes:**

3.4.1.1. Reduce the three-year federal loan default rate.

3.4.1.2. Improve the system's regional ranking for undergraduate resident tuition and fees.

3.4.1.3. Reduce student support of operating costs to fifty percent.

3.4.1.4. Reduce education and related spending per degree.

3.4.1.5. Increase the number of students served by the special schools.

#### **3.4.2. Affordability and Accountability Action Steps:**

3.4.2.1. Streamline academic delivery and support services.

3.4.2.2. Manage and control costs passed on to students and increase available support to students.

3.4.2.3. Demystify and simplify public higher education costs for students and their families, especially South Dakotans, policymakers, and taxpayers by making publically available Regental system aggregated data and individual university data by institution and per student FTE.

3.4.2.4. Ensure that special school and higher education institution strategic plans are aligned with the BOR strategic Plan.

## **FORMS/APPENDICES:**

South Dakota Board of Regents Strategic Plan 2014-2020

## **SOURCE:**

BOR June 1999; BOR October 2010.

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**

**AGENDA ITEM: 6 – K**

**DATE: March 28-30, 2017**

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**SUBJECT: BOR Policies 2:7 & 2:26 Revisions – General Education Credit Distribution  
(First Reading)**

In order to further clarify credit hour distributions for BOR Policies 2:7 and 2:26, institutions were asked to identify their campus designations for the 12 and 6 credit hours of flexibility. Attachments I and II depict the proposed matrixes to be included in the two BOR policies referenced above. These proposed revisions were discussed during the January and February 2017 AAC meetings, as well as the March 2017 COPS meeting with recommendation that these move forward to the Board for a first reading during the March 2017 BOR meeting.

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**DRAFT MOTION 20170328\_6-K:** I move to approve the first reading of the revisions to BOR Policy 2:7 – Baccalaureate General Education Curriculum and BOR Policy 2:26 – Associate Degree General Education Curriculum as presented.

# SOUTH DAKOTA BOARD OF REGENTS

## Policy Manual

**SUBJECT:** Baccalaureate General Education Curriculum

**NUMBER:** 2:7

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### A. PURPOSE

To provide for the requisite oversight that The general education component of all baccalaureate programs shall consist of the System General Education Requirements. Students may only select general education courses from a limited approved list to meet the System General Education Requirements. These requirements are effective for students entering Fall 2017.

### B. DEFINITIONS

None

### C. POLICY

#### **1. System General Education Requirements Course/Credit Distribution**

System General Education Requirements shall include 30 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 12 credit hours of additional course work from the six goals. 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.

<u>System Goal</u>	<u>BHSU</u>	<u>DSU</u>	<u>NSU</u>	<u>SDSM&amp;T</u>	<u>SDSU</u>	<u>USD</u>
<u>Goal #1: Written Communication</u>	<u>6</u>	<u>6</u>	<u>6</u>	<u>6</u>	<u>6</u>	<u>6</u>
<u>Goal #2: Oral Communication</u>	<u>3</u>	<u>3</u>	<u>3</u>	<u>3</u>	<u>3</u>	<u>3</u>
<u>Goal #3: Social Sciences</u>	<u>6</u>	<u>6</u>	<u>6</u>	<u>6</u>	<u>6</u>	<u>6</u>
<u>Goal #4: Arts and Humanities</u>	<u>6</u>	<u>6</u>	<u>6</u>	<u>6</u>	<u>6</u>	<u>6</u>
<u>Goal #5: Mathematics</u>	<u>3</u>	<u>3</u>	<u>3</u>	<u>3</u>	<u>3</u>	<u>3</u>
<u>Goal #6: Natural Sciences</u>	<u>6</u>	<u>6</u>	<u>6</u>	<u>6</u>	<u>6</u>	<u>6</u>
	<u>30</u>	<u>30</u>	<u>30</u>	<u>30</u>	<u>30</u>	<u>30</u>

#### **2. Approved Courses to meet System General Education Requirements**

The limited list of courses approved to meet each of the established system goals will be maintained as guidelines managed by the Academic Affairs Council and approved by the Committee on Academic and Student Affairs. Proposed changes to the courses permitted to meet

System General Education Requirements are approved by the Board of Regents each year during the December meeting. The list of courses approved to meet each of the established system goals will be closely monitored by the System General Education Committee and Academic Affairs Council to ensure course relevance, program coherence, and breadth of student choice.

### **3. System General Education Goals and Requirements:**

The General Education Committee will specify student learning outcomes for each of the general education goals listed in this section using appropriate faculty input. The specific student learning outcomes will be maintained as guidelines and managed by the Academic Affairs Council in consultation with the System General Education Committee and approved by the Committee on Academic and Student Affairs. The six System General Education Goals are:

GOAL #1: Students will write effectively and responsibly and will understand and interpret the written expression of others.

GOAL #2: Students will communicate effectively and responsibly through listening and speaking.

GOAL #3: Students will understand the organization, potential, and diversity of the human community through study of the social sciences.

GOAL #4: Students will understand the diversity and complexity of the human experience through study of the arts and humanities.

GOAL #5: Students will understand and apply fundamental mathematical processes and reasoning.

GOAL #6: Students will understand the fundamental principles of the natural sciences and apply scientific methods of inquiry to investigate the natural world.

### **4. Transfer of System General Education Requirements**

Students who complete the System General Education Requirements at any SD Board of Regents institution and then transfer to another SD Board of Regents institution will have fulfilled the System General Education Requirements at the new institution even if the receiving institution has different credit/course distribution and approved course lists. All prerequisites for associate and baccalaureate programs must be completed as determined by the student's degree plan. See SDBOR policy 2:5 for additional guidance on transfer of general education credits.

### **5. System General Education Committee**

Each university shall appoint at least one representative to the System General Education Committee. Additional representatives may be drawn from all SDBOR universities as needed to conduct assessments and accomplish committee work. Two members of the System Assessment and Testing Committee will also serve on the System General Education Committee. The System Vice President for Academic Affairs (or designee) and a member of the Academic Affairs Council (or designee) will serve as ex officio members. The Committee shall:



- 5.1. Advise the Academic Affairs Council on matters related to general education, including student learning outcomes, curriculum, policy, guidelines, and processes to ensure faculty oversight of the general education curriculum
- 5.2. Conduct the assessment of System General Education Requirements as described in BOR policy 2:11

## **6. Assessment of System General Education**

As specified in SDBOR policy 2:11, all universities shall participate in a shared process to assess and evaluate the achievement of the goals and student learning outcomes of the System General Education Requirements. This collaborative assessment and evaluation process will use a random sample of course syllabi, student work, and system-standard rubrics or measures to evaluate performance against standards.

## **7. Student Completion of System General Education Requirements**

In general, System General Education Requirements will be completed in the first 90 credit hours of a baccalaureate degree program.

## **FORMS/APPENDICES:**

None

## **SOURCE:**

BOR January 1985; BOR June 1992; BOR March 1995; BOR May 1996; BOR December 1997; BOR August 1999; BOR January 2000; BOR January 2001; BOR June 2001; BOR October 2001; BOR March 2003; BOR June 2003; BOR March 2005; BOR December 2005; BOR March 2006; BOR October 2006; BOR December 2006; BOR June 2007; BOR December 2007; BOR March 2008; BOR December 2008; BOR August 2009; BOR December 2009; BOR June 2010; BOR December 2010; BOR December 2011; BOR March 2012; BOR June 2012; BOR December 2012; BOR May 2013; BOR December 2013; BOR April 2014; BOR October 2014; BOR December 2014; BOR December 2015; BOR March-April 2016; BOR August 2016.

# SOUTH DAKOTA BOARD OF REGENTS

## Policy Manual

**SUBJECT:** Associate Degree General Education Curriculum

**NUMBER:** 2:26

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### A. PURPOSE

To provide for the requisite oversight that The general education component of all associate degree programs shall consist of the System General Education Requirements. Students may only select general education courses from a limited approved list to meet the System General Education Requirements. These requirements are effective for students entering Fall 2017.

### B. DEFINITIONS

None

### C. POLICY

#### **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, 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.

<u><b>System Goal</b></u>	<u><b>BHSU</b></u>	<u><b>DSU</b></u>	<u><b>NSU</b></u>	<u><b>SDSM&amp;T</b></u>	<u><b>SDSU</b></u>	<u><b>USD</b></u>
<u>Goal #1: Written Communication</u>	<u>6</u>	<u>6</u>	<u>6</u>	<u>6</u>	<u>6</u>	<u>6</u>
<u>Goal #2: Oral Communication</u>	<u>3</u>	<u>3</u>	<u>3</u>	<u>3</u>	<u>3</u>	<u>3</u>
<u>Goal #3: Social Sciences</u>	<u>3</u>	<u>3</u>	<u>3</u>	<u>3</u>	<u>3</u>	<u>3</u>
<u>Goal #4: Arts and Humanities</u>	<u>3</u>	<u>3</u>	<u>3</u>	<u>3</u>	<u>3</u>	<u>3</u>
<u>Goal #5: Mathematics</u>	<u>3</u>	<u>3</u>	<u>3</u>	<u>3</u>	<u>3</u>	<u>3</u>
<u>Goal #6: Natural Sciences</u>	<u>3</u>	<u>3</u>	<u>3</u>	<u>6</u>	<u>3</u>	<u>3</u>
	<u><b>24</b></u>	<u><b>24</b></u>	<u><b>24</b></u>	<u><b>24</b></u>	<u><b>24</b></u>	<u><b>24</b></u>

## **2. Approved Courses to Meet System General Education Requirements**

The limited list of courses approved to meet each of the established system goals will be maintained as guidelines managed by the Academic Affairs Council and approved by the Committee on Academic and Student Affairs. Proposed changes to the courses permitted to meet System General Education Requirements are approved by the Board of Regents each year during the December meeting. The list of courses approved to meet each of the established system goals will be closely monitored by the System General Education Committee and Academic Affairs Council to ensure course relevance, program coherence, and breadth of student choice.

## **3. System General Education Goals and Requirements**

The General Education Committee will specify student learning outcomes for each of the general education goals listed in this section using appropriate faculty input. The specific student learning outcomes will be maintained as guidelines and managed by the Academic Affairs Council in consultation with the System General Education Committee and approved by the Committee on Academic and Student Affairs. The six System General Education Goals are:

- GOAL #1: Students will write effectively and responsibly and will understand and interpret the written expression of others.
- GOAL #2: Students will communicate effectively and responsibly through listening and speaking.
- GOAL #3: Students will understand the organization, potential, and diversity of the human community through study of the social sciences.
- GOAL #4: Students will understand the diversity and complexity of the human experience through study of the arts and humanities.
- GOAL #5: Students will understand and apply fundamental mathematical processes and reasoning.
- GOAL #6: Students will understand the fundamental principles of the natural sciences and apply scientific methods of inquiry to investigate the natural world.

## **4. Transfer of System Associate Degree General Education Requirements**

Students who complete the System Associate Degree General Education Requirements at any SD Board of Regents institution and then transfer to another SD Board of Regents institution will have fulfilled the System Associate Degree General Education Requirements at the new institution even if the receiving institution has different credit/course distribution and approved course lists. All prerequisites for associate and baccalaureate programs must be completed as determined by the student's degree plan. See SDBOR policy 2:5 for additional guidance on transfer of general education credits.

**FORMS/APPENDICES:**

None

**SOURCE:**

BOR June 1997; BOR December 1997; BOR December 1998; BOR August 1999; BOR January 2001; BOR June 2001; BOR October 2001; BOR March 2005; BOR June 2005; BOR June 2007; BOR December 2007; BOR March 2008; BOR December 2008; BOR August 2009; BOR December 2009; BOR June 2010; BOR December 2010; BOR December 2011; BOR March 2012; BOR June 2012; BOR December 2012; BOR May 2013; BOR December 2013; BOR April 2014; BOR October 2014; BOR December 2014; BOR August 2016.

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**

**AGENDA ITEM: 6 – L**

**DATE: March 28-30, 2017**

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**SUBJECT: BOR Policy 1:30 Revision – Unmanned Aircraft Systems Policy (Emergency Approval)**

The Board of Regents approved the system's [Unmanned Aircraft Systems \(UAS\) Policy](#) (BOR Policy 1:30) at its [April 2015 meeting](#). Subsequently, on June 21, 2016, the Federal Aviation Administration issued its new rules for non-hobbyist small unmanned aircraft operations – Part 107 of the Federal Aviation Regulations – which cover a broad range of commercial uses for drones weighing less than 55 pounds. The new rules, commonly referred to as “Part 107,” became effective August 29, 2016. The FAA summary of Part 107 can be found [here](#).

Prior to Part 107, universities had to identify an operation as civil or public, then pursue a Certificate of Authorization (COA) or Section 333 Exemption, as appropriate, to operate the UAS. Part 107 provides greater flexibility to universities and allows them to opt into the civil framework of Part 107 and operate as a civil aircraft under Part 107, so long as the “public” aircraft operation can function under Part 107. No special notice is required to operate in this fashion, the operation must simply comply the Part 107 rules. Consequently, Part 107 has streamlined the process and is the preferred method for university UAS operations, assuming the operations are compatible with the Part 107 framework.

The requirements of Part 107 can be divided into three general categories: (1) UAS equipment; (2) remote pilot requirements; and (3) flight operation.

**1. UAS Equipment**

- a. Registration: The University must register the UAS, which can be done online and costs \$5.00.
- b. UAS Marking: The UAS must have specific identifying markings.
- c. Airworthiness: While no certification is required, the remote pilot is responsible for preflight checks of the UAS to ensure its safe operation and proper function.

(Continued)

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**DRAFT MOTION 20170328\_6-L:** I move emergency approval of the revisions to BOR Policy 1:30 as presented.

- d. Equipment: The total take off load of the UAS must be less than 55 pounds. The UAS cannot fly faster than 100 mph. The UAS cannot fly higher than 400 feet above ground level.

## 2. Remote Pilot Requirements

- a. Remote Pilot Certificate: If the pilot doesn't have a Part 61 pilot certificate, they must take the Aeronautical Knowledge Test and then complete a remote pilot certification application to the FAA.
- b. Mandatory Accident Reporting: If an accident occurs during a flight operation which results either in \$500 or more of property damage, serious physical injury to a person, or injury to a person who loses consciousness, then the remote pilot in command is responsible for reporting the accident to the FAA within 10 days.
- c. Insurance: The rules do not mandate insurance, but it would be advisable for all university operations.

## 3. Flight Operations

- a. Where to Fly: Flight in airspace G is permissible without air traffic permission. If the flight involves B, C, D or E controlled airspace, the University needs air traffic control permission.
- b. No Flight over People: UAS cannot be flown over anyone not directly participating in the operation; however, flight over an uninvolved person is permissible when that person is inside a covered vehicle.
- c. Visual Line of Sight: UAS must be within visual line of sight of the operator. UAS must yield to all manned aircraft.
- d. Daylight Operation Only: UAS can only be operated in daylight. If UAS operation is desired between civil twilight (30 minutes before sunrise to 30 minutes after sunset), then anti-collision lighting is required.

If any of these regulations are too restrictive, the University may apply for a waiver for certain of these requirements. Waiver requests can be submitted online and may take up to 90 days for processing.

BOR Policy 1:30, as currently written, does not address UAS operation under Part 107. As such, draft revisions to BOR Policy 1:30 have been prepared to address the implementation of Part 107, in addition to adjusting the policy to align with the new BOR policy template (see Attachment D). The proposed changes have been vetted through RAC, BAC and COPS with no negative feedback. Because Part 107 offers a more efficient and streamlined process for university UAS operations, emergency approval is sought pursuant to Section 5.5.1 of the BOR By-Laws to expedite the alignment of BOR Policy 1:30 with current best practice.



## SOUTH DAKOTA BOARD OF REGENTS

Policy Manual**SUBJECT:** Unmanned Aircraft Systems ~~(UAS Policy)~~**NUMBER:** 1:30

---

**A. PURPOSE**

~~The Board permits the use of unmanned aircraft systems (UAS) to support administrative, research, instructional, and service functions of the institutions.~~ To provide for the requisite oversight and authority for the operation of UAS, guidance concerning the appropriate operation of and uses for UAS, ~~relating to academic endeavors~~ and to protect them from abuse and from unlawful or other misuse.

**B. DEFINITIONS**

- 1. Certificate of Authorization (COA):** Pursuant to Federal Aviation Administration ("FAA") regulations, the COA is an authorization issued by the Air Traffic Organization to a public operator for a specific UAS activity.
- 2. Civil Operations:** Any UAS operations that are not "public operations" are civil operations. All UAS operations for commercial purposes, including university business, teaching and research, unless otherwise noted herein, are civil operations.
- 3. Institutional Airspace:** Includes that portion of the air space between the surface of the ground and 300 feet above the ground or above a building or structure erected on the university property.
- 4. Institutional UAS Use:** Any UAS operation by university employees or students as part of their university employment or as part of a university program.
- 5. Model Aircraft:** UAS that is (1) flown for hobby or recreational purposes, per section 336(c) of the FAA Modernization and Reform Act of 2012 and any amendments thereto; (2) capable of sustained flight in the atmosphere; and (3) flown within visual line of sight of the aircraft operator. Model aircraft must not exceed 55 pounds and require FAA registration and appropriate marking prior to any flight operation.
- 6. Part 107:** FAA final rule on Operation and Certification of Small Unmanned Aircraft Systems, 49 CFR Part 107 and any amendments thereto. This rule governs civil operations of small UAS weighing less than 55 pounds by a Remote Pilot in Command or under the direct supervision of a certified Remote Pilot. Part 107 does not apply to model aircraft.
- 7. Private UAS Use:** All UAS operation that is not institutional UAS use, which includes model aircraft.
- 8. Public Operations:** Include those aircraft owned and operated by government or public entities for governmental purposes and which are not operated under Part 107.

**9. Section 333 Exemption:** FAA exemption from certain approval requirements based on Section 333 of the FAA Modernization and Reform Act of 2012 and any amendments thereto, which grants the Secretary of Transportation the authority to determine whether an airworthiness certificate is required for a UAS to operate safely in the National Airspace System.

**10. Unmanned Aircraft Systems (“UAS”):** Unmanned aircraft and their associated elements (including communication links and the components that control the unmanned aircraft) that are required for the pilot in command to safely and efficiently operate the unmanned aircraft.

## **C. POLICY**

### **1. Compliance with Federal Aviation Administration Regulations**

The ~~FAA~~ Federal Aviation Administration (FAA) has jurisdiction over all navigable airspace in the United States. ~~The mission of the FAA is to ensure the safe and efficient management of the national airspace system (NAS).~~ All aircraft, whether manned or unmanned, are subject to FAA rules and regulations. ~~The FAA classifies all aircraft operated by entities as belonging to one of two categories of operation: public or civil. Public UAS operations include those aircraft owned and operated by government or public entities for governmental purposes. All other UAS operations are considered civil. UAS operated by individuals for hobby or recreational purposes are considered model aircraft. Model aircraft operations do not generally require special FAA approval, so long as they adhere to certain statutory parameters. Ownership and use of UAS by entities do not generally fall within these parameters. All university employees, students and visitors are responsible for complying with FAA regulations, state and federal laws, and university policies with respect to private UAS use in institutional airspace or institutional UAS use.~~

### **2. Establishment of Institutional Administration**

Each institution that intends to operate UAS shall develop, implement and administer specific policies and procedures as necessary to comply with this policy and the requirements of state and federal law and designate an institutional office to assume responsibility for overseeing institutional UAS compliance. The designated institutional office’s responsibilities shall include, but are not limited to, providing oversight and approval of institutional UAS use under Part 107, administering requests to pursue a COA or Section 333 exemption on behalf of an institutional unit, and ensuring compliance of institutional UAS use operating under a COA or Section 333 exemption.

### **3. Institutional UAS Use**

Institutional UAS use must be conducted under Part 107 or by obtaining a Section 333 exemption or COA from the FAA. Any institutional UAS use permissible under Part 107 shall be considered a Civil Operation and governed by Part 107 unless the designated institutional office determines that a COA or Section 333 exemption is necessary and appropriate. Prior to granting approval for any institutional UAS use the designated institutional office must: (1) ensure the UAS operation is authorized under Part 107, a Section 333 exemption, or a COA; (2) obtain adequate insurance coverage; (3) ensure each person controlling the UAS has received the requisite training, certification or licensure;

and (4) establish and document such additional training, maintenance, logging and control procedures as may be required under FAA policy and guidance. ~~Model aircraft operated for hobby or recreational purposes by individuals or other UAS devices may not be operated over institutional grounds without prior permission, and may never be operated in ways that interfere with the use of institutional grounds.~~

#### **1. Establishment of Institutional Administration**

~~Each institution that intends to operate a UAS will designate an institutional office to assume responsibility for overseeing institutional UAS compliance. The institutional office will be responsible for handling requests to pursue a COA or § 333 exemption on behalf of an institutional unit. Where the cognizant institutional administrators determine that the investment in the technology, its operation and maintenance is justified, the institutional office will be responsible for making arrangements to submit applications, obtain insurance coverage, train operators and assemble the necessary operations manuals and record keeping systems. Upon receipt of authorization from the FAA, the institutional office will be responsible for monitoring institutional compliance with FAA training, operations, maintenance, record keeping and other regulatory requirements.~~

#### **4. Institutional UAS Use Pursuant to Part 107**

Any institutional UAS use permissible under Part 107 may be declared a Civil Operation and conducted in accordance with Part 107. Authorization to fly may be given by the designated institutional office upon completion of the documentation necessary to demonstrate compliance with the provisions of this policy and with the Part 107 pre-flight requirements. Operators must comply with all Part 107 requirements and restrictions, except to the extent that a waiver has been granted by the FAA and approved by the designated institutional office. The FAA summary of the Part 107 parameters is set forth in Appendix A.

#### **2.5. Institutional UAS Useage Pursuant to a Certificate of Authorization COA**

The FAA may grant permission to institutions to operate UAS, so long as their use qualifies as a government function under 49 USC §40125 and any amendments thereto. ~~In order for an administrative unit within the institution~~ If an institution intends to operate UAS for a government function that cannot be conducted under Part 107, the institution must apply for and be granted a ~~Certificate of Authorization (COA)~~ COA from the FAA ~~to enable operation of a UAS.~~ *Government uses for purposes of the COA include research in furtherance of core governmental functions, institutional security, facilities maintenance, institutional relations and activities provided to the public at no cost incidental to an institution's public service mission.*

The designated institutional office shall be responsible for determining if institutional UAS use conducted outside of Part 107 is necessary and appropriate, and if so, for pursuing a COA for such activity. COAs are only available to government agencies or public entities for operations that are considered public ~~aircraft~~ operations. *COAs cannot be granted to public institutions for education or training since these applications are considered commercial in nature.* A COA is granted to the institution, not to individuals. Data acquired through the use of the UAS belongs to the institution and not to the individual.

## **~~2.1. Requirements Institutions must meet in order to use UAS for government uses:~~**

- ~~2.1.1. Institutions must obtain a COA from the FAA for governmental uses or other FAA exceptions or authorizations prior to use;~~
- ~~2.1.2. Insurance Coverage is obtained;~~
- ~~2.1.3. Each person controlling the UAS must receive Operator Training; and~~
- ~~2.1.4. Each institution must establish and document such additional training, maintenance, logging and control procedures as may be required under FAA policy and guidance.~~

## **~~2.2. Overview of COA Process~~**

~~Due to the potential legal and risk management issues involved in managing a COA, a two-step process must be followed for institutional administrative units the designated institution office must conduct due diligence, considering the need, any available alternative(s) and the pros and cons associated therewith, prior that wish seeking to apply for a COA for government purposes.~~

### **~~STEP ONE:~~**

~~A brief narrative must be completed detailing the following:~~

- ~~i. Nature of institutional function supported by the use of a UAS and goals of the work to be undertaken;~~
- ~~ii. Need for a UAS;~~
- ~~iii. Type of UAS to be utilized and the manner in which it/they will be operated;~~
- ~~iv. Type of data to be collected and plan for collected data;~~
- ~~v. Person(s) who will be operating the UAS and proof of training;~~
- ~~vi. Schedule of the activities to be undertaken; and~~
- ~~vii. Sources and nature of financial support when appropriate~~

~~Much of this information is required for the COA, this information may be duplicated from the information put in the COA.~~

### **~~STEP TWO:~~**

~~An internal application checklist must be completed to ensure the UAS will be operated within the COA framework. The checklist includes:~~

- ~~i. Completion of the brief narrative of Step One;~~
- ~~ii. Review of justifications for data collection (including instrumentation and project goals);~~
- ~~iii. Creation and maintenance of logs of all flights and all data files collected;~~
- ~~iv. Creation and maintenance of operator file(s) with proof of training;~~
- ~~v. Copy of completed and approved COA; and~~
- ~~vi. Proof of insurance~~

## **6. Institutional Use of UAS UAS Use pursuant to a Section § 333 Exemption**

**~~from general rules governing civil aviation.~~**

~~FAA regulations do not currently allow UAS operation for nongovernmental civil (commercial) purposes. Any aircraft operation in the national airspace requires a certificated and registered aircraft, a licensed pilot, and operational approval through an exemption petition process. Any institution wishing to engage in civil operations that are not permissible under Part 107 must pursue a Section 333 exemption. The designated institutional office shall be responsible for determining if institutional UAS use conducted outside of Part 107 is necessary and appropriate, and if so, for pursuing a Section 333 exemption for such activity.~~

~~Section 333 of the FAA Modernization and Reform Act of 2012 grants the Secretary of Transportation the authority to determine whether an airworthiness certificate is required for a UAS to operate safely. When a petitioner has demonstrated that adequate safety measures are in place, the FAA may grant an exemption that would allow UAS operation for commercial purposes. Commercial purposes involve uses including, but not limited to: education, training, marketing, news, promotional research, and public service.~~

**2.3. Requirements Institutions must meet in order to use UAS for commercial purposes:**

~~2.3.1. Institutions must obtain a § 333 exemption for civil operations by demonstrating that the UAS can be operated safely within an assigned area and cause no harm to the public;~~

~~2.3.2. Insurance Coverage is required;~~

~~2.3.3. Each person controlling the UAS must receive Operator Training and be a licensed pilot; and~~

~~2.3.4. Each institution must establish and document such additional training, maintenance, logging and control procedures as may be required under FAA policy and guidance~~

**3. Private ~~use of Model Aircraft~~ UAS Use and UAS Usage within institutional airspace**

**4.7.**

~~Model aircraft operated for hobby or recreational purposes by individuals or other UAS devices may not be operated over institutional grounds without prior permission, and may never be operated in ways that interfere with the use of institutional grounds.~~

All private UAS use in institutional airspace requires prior approval and may not interfere with the use of institutional grounds. If an institution has not designated an institutional office to oversee UAS compliance, permission to use drones for private UAS use within institutional airspace may shall be requested through the institutional offices that administer requests for private use of institutional facilities.

The following restrictions apply to the time, place, and manner ~~private model aircraft or UAS devices of~~ private UAS use ~~are operated:~~

**4.1.7.1.** Only with prior permission;

**4.2.7.2.** Only during daylight hours;

**4.3.7.3.** Within full view and control of operator;

~~4.4.7.4.~~ Not during out-of-door institutional events;

~~4.5.7.5.~~ Not over outdoor athletic facilities or any portion of the campus grounds within a 1,320 foot radius of the facility;

~~4.6.7.6.~~ Not within 300 feet of buildings;

~~4.7.7.7.~~ Not within 150 feet of persons or animals; and

~~4.8.~~ Not in a manner which interferes with ground vehicles or traffic.

~~4.9.~~

~~4.10.7.8.~~

~~For purposes of this section, institutional airspace includes that portion of the air space between the surface of the ground and 300 feet above the ground or above a building or structure erected on the property.~~

~~For purposes of this section, all use other than use by the institution is private use. Students, student organizations, employees or employee organizations may use model aircraft or UAS only with permission first obtained.~~

## **5.8. UAS Compliance with Other Policies**

This policy is to be read in conjunction with institutional policies regarding conduct while on institutional grounds and utilizing institutional resources.



**FORMS/APPENDICES:**

[Appendix A \(FAA News – June 21, 2016\)](#)

**SOURCE:**

BOR March-April 2015; [BOR March 2017](#).

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**

**AGENDA ITEM: 6 – M (1)**

**DATE: March 28-30, 2017**

\*\*\*\*\*

**SUBJECT: SDSU Program Modification – Accelerated Track: MS in Sociology**

The Department of Sociology and Rural Studies at South Dakota State University seeks to add an accelerated pathway for undergraduate students to obtain a Master's degree in Sociology at SDSU (Attachment I). Students would be able to pursue the accelerated coursework under Option A (Thesis), Option B (Research/Design Paper), or Option C (Coursework Only) plans of study. Undergraduate students with conditional acceptance into the Master's program will complete 12 credits of graduate work which will count toward both the undergraduate and the graduate degree.

**Existing Program: Substantive Program Modification**

- Sociology (MS) – *Add accelerated pathway*

This request has been reviewed by the system Vice President for Academic Affairs and the Executive Director recommends approval.

\*\*\*\*\*

**DRAFT MOTION 20170328\_6-M(1):** I move to approve SDSU's program modification request to add an accelerated pathway option for the M.S. in Sociology program.



## SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

### Substantive Program Modification Program

<b>UNIVERSITY:</b>	<b>SDSU</b>
<b>CURRENT PROGRAM TITLE:</b>	<b>Sociology (M.S.)</b>
<b>CIP CODE:</b>	<b>45.1101</b>
<b>UNIVERSITY DEPARTMENT:</b>	<b>Sociology &amp; Rural Studies</b>
<b>UNIVERSITY DIVISION:</b>	<b>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.*

<u>Dennis D. Hedge</u> Vice President of Academic Affairs or President of the University	<u>1/12/2017</u> Date
--	--------------------------

#### 1. This modification addresses a change in (place an "X" in the appropriate box):

- |   |  |
|---|--|
| <input type="checkbox"/> Total credits required within the discipline | <input type="checkbox"/> Total credits of supportive course work |
| <input type="checkbox"/> Total credits of elective course work        | <input type="checkbox"/> Total credits required for program      |
| <input type="checkbox"/> Program name                                 | <input type="checkbox"/> Existing specialization                 |
| <input type="checkbox"/> CIP Code                                     | <input checked="" type="checkbox"/> Other: Accelerated Program   |

#### 2. Effective date of change: 8/15/2017

#### 3. Program Degree Level (place an "X" in the appropriate box):

Associate ☐ Bachelor's ☐ Master's ☒ Doctoral ☐

#### 4. Category (place an "X" in the appropriate box):

Certificate ☐ Specialization ☐ Minor ☐ Major ☒

#### 5. If a name change is proposed, the change will occur (place an "X" in the appropriate box):

- ☐ On the effective date for all students
- ☐ On the effective date for students new to the program (enrolled students will graduate from existing program)

#### Proposed new name:

*Reminder: Name changes may require updating related articulation agreements, site approvals, etc.*

#### 6. Primary Aspects of the Modification (add lines or adjust cell size as needed):

*Existing Curriculum*

*Proposed Curriculum (highlight changes)*

Pref.	Num.	Title	Cr. Hrs.	Pref.	Num.	Title	Cr. Hrs.
						Program Requirements for the M.S. in Sociology Accelerated Option:	
						Undergraduate students with conditional acceptance into the M.S. in Sociology will take <u>12</u> credits of graduate work which will count toward both the	

		undergraduate and the graduate degree. Coursework will include:	
		<ul style="list-style-type: none"> <li>• SOC 501 The Research Process (3 cr.)</li> <li>• SOC 504 Sociological Inquiry (3 cr.)</li> <li>• SOC 594 Internship (<i>in the Data Center</i>) (2 cr.)</li> <li>• SOC Elective (3 cr.) (<i>approved by the advisor</i>)</li> <li>• SOC 590 Seminar (<i>Orientation</i>) (1 cr.)</li> </ul>	
<b>Total number of hours required for degree</b>		<b>Total number of hours required for degree</b>	
<b>Option A</b>	<b>30</b>	<b>Option A</b>	<b>30</b>
<b>Option B</b>	<b>32</b>	<b>Option B</b>	<b>32</b>
<b>Option C</b>	<b>35</b>	<b>Option C</b>	<b>35</b>
<b>Total number of hours required for degree</b>		<b>Total number of hours required for degree</b>	
<b>Option A</b>	<b>30</b>	<b>Option A</b>	<b>30</b>
<b>Option B</b>	<b>32</b>	<b>Option B</b>	<b>32</b>
<b>Option C</b>	<b>35</b>	<b>Option C</b>	<b>35</b>

The accelerated Master's program will be available to eligible SDSU students conditionally admitted to the graduate program. Once students complete SOC 501 The Research Process, SOC 504 Sociological Inquiry, SOC 594 Internship, SOC 590 Seminar, and a SOC Elective with B or above grades, and graduate with a Bachelor's degree, they will be fully accepted into the program.

In order to apply, students must:

1. Be enrolled in a Bachelor's degree program in Sociology,
2. Have earned 90 undergraduate credits with a GPA of 3.25 or higher,
3. Meet all degree requirements as stipulated by Regental or University policy,
4. Submit to the Department of Sociology and Rural Studies, a statement of interest identifying how the Master's degree in Sociology will contribute to their academic and career goals,
5. Submit at least two letters of reference regarding his/her ability to participate in the program,
6. Submit a writing sample to the Department of Sociology and Rural Studies,
7. Submit scores for the GRE, and
8. Submit the application for admission to the graduate school.

## 7. Explanation of the Change:

The Department of Sociology and Rural Studies seeks to add an accelerated pathway for undergraduate students to obtain a Master's degree in Sociology at SDSU. Students would be able to pursue the accelerated coursework under Option A (Thesis), Option B (Research/Design Paper), or Option C (Coursework Only) plans of study. Undergraduate students with conditional acceptance into the Master's program will complete 12 credits of graduate work which will count toward both the undergraduate and the graduate degree. These credits will include SOC 501 The Research Process, SOC 504 Sociological Inquiry, SOC 590 Seminar, SOC 594 Internship, and one additional elective approved by the advisor. Dr. Diane Kayongo-Male is assigned as the dedicated advisor to work with students admitted into the accelerated Master's program starting Fall 17.

Admission to the accelerated program is targeted to students completing a degree in Sociology but is open to students from other disciplines. For these students the 12 credits could be elective credits or part of Sociology Minor. These students must meet the basic requirements including: 3.25 or better GPA, two letters of recommendation for the accelerated program from SDSU faculty or equivalent, a written statement indicating how participation in the program will further their career and personal goals, and submission of writing sample indicating they can work at the graduate level. The faculty will review these applications looking for ability to perform at the graduate level and fit with the department's strengths.

Students will be advised by a dedicated advisor who will meet with them upon acceptance into the program and at least once during each semester they are enrolled in both the Bachelor's and Master's Programs. In addition, students will take the Orientation course where they will work very closely with the instructor to

learn about the requirements for the program, construct a draft plan of study, meet with faculty to determine whose areas of interest match their own, and develop an understanding of how graduate school differs from undergraduate programming. Students will apply to the program prior to the April 15<sup>th</sup> deadline. If accepted, they will begin graduate courses in the Summer or Fall. Upon completing the coursework required for the accelerated Master's and the system, university, college, and major undergraduate requirements, no later than the following Spring semester, they will receive their undergraduate degree. Students can expect to graduate with their Master's within 5 semesters of being admitted into the accelerated program. To graduate with the Master's Degree, students must complete the requirements for Option A, B or C with an average of a B and pass the oral exam.

Students would first complete two of the required courses and the orientation course offered in summer or fall. They would work with their advisor to identify one additional course for Spring semester and to develop the internship experience. In the second year (first year as a Master's student only), students would complete the required courses and internship, followed by work on the thesis, applied option or complete their coursework and pass their oral exams.

The development of accelerated programs is new but growing phenomena in Sociology as more jobs are available for Master's trained workers with skills in data analysis. Currently, an accelerated option is offered at University of Louisville, George Mason University, University of Maryland, University of Colorado – Colorado Springs, Hunter College, University of Massachusetts, and American University.

The accelerated option is in response to three trends. First, the Education Advisory Board (EAB) and others studying graduate education trends have determined that the growth area in Masters' programs lies in professional Master's programs that are designed to prepare students for specific career opportunities (Understand the Changing Market for Professional Master's Programs, April 2015: <https://www.eab.com/research-and-insights/academic-affairs-forum/studies/2015/understanding-the-changing-landscape-for-professional-masters-programs>). The M.S. in Sociology will focus student effort toward careers related to data management and research and evaluation, all fields that are growing, particularly in occupations related to financial, professional and business services; education; healthcare; and state and local government. Second, the American Sociological Association has also focused on the importance of an applied focus for students pursuing a Master's degree, and indeed, many of the positions available in the field at the Master's level require a strong focus on data analysis (Spalter-Roth & Van Vooren, 2011). Third, the department has identified a strong undergraduate interest in the accelerated option for the M.S. in Sociology. Students will benefit from expedited degree attainment. The change will also situate the program well to pursue accreditation of the Master's program with the Commission on the Accreditation of Programs in Applied and Clinical Sociology.

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**

**AGENDA ITEM: 6 – M (2)**

**DATE: March 28-30, 2017**

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**SUBJECT: USD Program Modification – Accelerated Track: MS in Computer Science**

The University of South Dakota seeks to add an accelerated pathway for their Master's degree in Computer Science (Attachment I). Computer science has been identified as a field with critical workforce needs, and the U.S. Department of Labor has predicted a critical shortage of skilled computer scientists in the next 5-10 years. As workforce demands for highly skilled computer scientists are growing, especially in the areas of Software Development, Data Analysis, Computer Networks and Security, the Accelerated Master's program will enable USD's students to enter the highly skilled workforce quicker.

**Existing Program: Substantive Program Modification**

- Computer Science (MS) – request to change total credits required for the program and add accelerated program option

This request has been reviewed by the system Vice President for Academic Affairs and the Executive Director recommends approval.

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**DRAFT MOTION 20170328\_6-M(2):** I move to approve USD's program modification request to change the total credits required for the program as well as add an accelerated option for the M.S. in Computer Science program.





**SOUTH DAKOTA BOARD OF REGENTS**  
**ACADEMIC AFFAIRS FORMS**  
**Substantive Program Modification Program**

<b>UNIVERSITY:</b>	<b>University of South Dakota</b>
<b>CURRENT PROGRAM TITLE:</b>	<b>Computer Science, M.S.</b>
<b>CIP CODE:</b>	<b>11.0101</b>
<b>UNIVERSITY DEPARTMENT:</b>	<b>Computer Science</b>
<b>UNIVERSITY DIVISION:</b>	<b>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.*

\_\_\_\_\_  
 Vice President of Academic Affairs or  
 President of the University

\_\_\_\_\_  
 Date

**1. This modification addresses a change in (place an "X" in the appropriate box):**

<input type="checkbox"/> Total credits required within the discipline	<input type="checkbox"/> Total credits of supportive course work
<input type="checkbox"/> Total credits of elective course work	<input checked="" type="checkbox"/> Total credits required for program
<input type="checkbox"/> Program name	<input type="checkbox"/> Existing specialization
<input type="checkbox"/> CIP Code	<input checked="" type="checkbox"/> Other (explain below) <b>Add accelerated program option.</b>

**2. Effective date of change:**

**3. Program Degree Level (place an "X" in the appropriate box):**

Associate ☐ Bachelor's ☐ Master's ☒ Doctoral ☐

**4. Category (place an "X" in the appropriate box):**

Certificate ☐ Specialization ☐ Minor ☐ Major ☒

**5. If a name change is proposed, the change will occur (place an "X" in the appropriate box):**

☒ On the effective date for all students

☐ On the effective date for students new to the program (enrolled students will graduate from existing program)

**Proposed new name:** \_\_\_\_\_

*Reminder: Name changes impact require updating any related articulation agreements, site approvals, etc.*

**7. Primary Aspects of the Modification (add lines as needed):***Existing Curriculum**Proposed Curriculum (highlight changes)***Computer Science, M.S.**

N/A

Pref.	Num.	Title	Cr. Hrs.	Pref.	Num.	Title	Cr. Hrs.
<b>Core Course Work: 12 credit hours from the following</b>				<b>Core Course Work: 18 credit hours from the following</b>			
CSC	705	Design/Analyze Comp Algorithms	3	CSC	705	Design/Analyze Comp Algorithms	3
CSC	721	Distributed Systems	3	CSC	721	Distributed Systems	3
CSC	725	Operating Systems and Architecture	3	CSC	725	Operating Systems and Architecture	3
CSC	731	Compiler Construction	3	CSC	731	Compiler Construction	3
CSC	735	Advanced Human Factors in Computer Systems	3	remove			
CSC	741	Real Time Systems	3	remove			
CSC	742	Usability Testing	3	remove			
CSC	751	Programming Science	3	remove			
CSC	762	Adv. Comp. Networks & Security	3	CSC	762	Adv. Comp. Networks & Security	3
CSC	765	Software Design and Development	3	CSC	765	Software Design and Development	3
CSC	785	Information Storage and Retrieval	3	CSC	785	Information Storage and Retrieval	3
CSC	790	Graduate Seminar	3	CSC	790	Graduate Seminar	3
<b>Plan A (thesis)</b>				<b>Plan A (thesis)</b>			
CSC	798	Thesis	4-6	CSC	798	Thesis	6
4 credit hours required				6 credit hours required			
<b>Plan B (no thesis) students choose 6 additional credit hours from the core (total 18 cr.)</b>				<b>Plan B (no thesis) students choose 18 credit hours from the core</b>			
<b>Elective Work: 15 credit hours from the following, with at least 9 cr. to be taken in CSC</b>				<b>Elective Work: Plan A takes 6 credit hours, Plan B takes 15 credit hours from the following</b>			
CSC	511	Simulation	3	CSC	511	Simulation	3
CSC	524	Digital Electronics and Microprocessors	3	CSC	524	Digital Electronics and Microprocessors	3
CSC	525	High Performance Computing	3	CSC	525	High Performance Computing	3
CSC	533	Computer Graphics	3	CSC	533	Computer Graphics	3
CSC	535	Human Factors in Computing Systems	3	CSC	535	Human Factors in Computing Systems	3
CSC	545	Introduction to Theory of Computation	3	CSC	545	Introduction to Theory of Computation	3
CSC	547	Artificial Intelligence	3	CSC	547	Artificial Intelligence	3
CSC	556	Operating Systems	3	CSC	556	Operating Systems	3
CSC	561	Programming Languages	3	CSC	561	Programming Languages	3
CSC	570	Software Engineering	3	CSC	570	Software Engineering	3
CSC	571	Numerical Analysis - 1	3	CSC	571	Numerical Analysis - 1	3
CSC	572	Numerical Analysis - 2	3	CSC	572	Numerical Analysis - 2	3
CSC	575	Operations Research	3	CSC	575	Operations Research	3
CSC	581	Systems Analysis	3	CSC	581	Systems Analysis	3
CSC	584	Database Management Systems	3	CSC	584	Database Management Systems	3
CSC XXXX	5xx 6xx 7xx	Graduate coursework in Computer Science or in another discipline with the department's approval	6	CSC XXXX	5xx 6xx 7xx	Graduate coursework in Computer Science or in another discipline with the department's approval	6

				<b>Accelerated Master's Program: BS/MS</b> Up to 9 credits applied toward the B.S. program may be used to satisfy graduate credits. The following restrictions apply: a. The courses must be taken at the 500/600 level as an undergraduate. Courses taken at the 500/600-level can be applied to both the B.S. and M.S. degrees. Dual-listed courses must be taken at the 500-level. b. The student must apply to, and be admitted to, the accelerated program prior to taking courses to be credited toward the accelerated program. c. No courses taken prior to admission to the accelerated program may be counted toward an accelerated graduate degree. No exceptions to this policy will be approved. d. Courses that are "double counted" must be approved by the department chair for inclusion in the program of study prior to registration for the course or the credits will not be applied toward the accelerated graduate degree. No exceptions to this policy will be approved. e. Only courses taken at the student's home institution are eligible for dual credit. No transferred courses from other institutions will be allowed to count toward the accelerated master's degree. f. To fulfill the undergraduate required courses, graduate courses on the same topic areas must be taken.
Total number of hours required for degree	31-33		Total number of hours required for degree	30-33

#### 8. Explanation of the Change:

Computer science has been identified as a field with critical workforce needs. In fact, the U.S. Department of Labor has predicted a critical shortage of skilled computer scientists in the next 5-10 years. As workforce demands for highly skilled computer scientists are growing, especially in the areas of Software Development, Data Analysis, Computer Networks and Security, the Accelerated Master's program will enable USD's students to more quickly enter the highly skilled workforce. (See enclosed table.)

The current national IEEE/ACM standard identified the current core knowledge areas that we expect all computer science students should study. The outdated courses are removed from the list of core courses for all graduate students.

Current trends in computer science require the Master Thesis to be done in two semesters with 6cr. Furthermore, the 31cr. requirement forces the Plan A students to take another 3cr. course because most of our courses have 3cr.

## SOUTH DAKOTA BOARD OF REGENTS

### Academic and Student Affairs

**AGENDA ITEM: 6 – N**

**DATE: March 28-30, 2017**

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#### **SUBJECT: General Education Program Modifications**

During the [August 2016](#) meeting, the Board of Regents approved the a number of revisions to BOR Policies 2:7 and 2:26 to reflect changes to the General Education curriculum for both the Associate and Bachelor degree programs. One of the major changes to these policies was the elimination of the Institutional Graduation Requirements (IGR's) on each campus which required institutions to complete a series of Major Program Modifications as departments/units began to integrate the additional credit hours into the various program requirements. Across five of the Regental institutions (note SDSM&T had eliminated their IGR's in 2010 when reducing credit hour requirements from 136 to 128), each undergraduate major/specialization needed to facilitate program modifications that fell into one of four classifications including: 1) Moving all IGR's to fulfill institutional electives; 2) Making modifications to the SGR course distribution; 3) Changes to the number of credit hours distributed within the major; and 4) Changes to the number of credit hours distributed within the college. Draft forms were developed and discussed at the [August AAC retreat](#), and campus curriculum committees began the process of reviewing that set of program modifications that would ultimately need to be approved by the Board.

The set of attachments for each institution provides the Board with a brief overview of the program modifications being requested. Because each campus varied in the number of IGR credit hours available following the BOR policy change in August varying approaches emerged as the program modifications came forward. For instance, BHSU, SDSU and USD saw additional credit hours added to the various program requirements. The computer science course requirements at DSU were added to all degree requirements which served as prerequisites for roughly 90% of their degree options. Lastly, NSU sought to provide students with considerable elective credit while adding in a two credit hour first year seminar specific to each degree program. Links are provided for each of the various substantive program modification requests connected with each program revision and the recommendation is for the Board of approve these revisions to formalize the IGR elimination in the 2017 Fall catalogs at the various campuses.

- BHSU – Attachment I
- DSU – Attachment II
- NSU – Attachment III
- SDSU – Attachment IV
- USD – Attachment V

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**DRAFT MOTION 20170328\_6-N:** I move to approve the substantive program modification requests to finalize the elimination of the Institutional Graduation Requirements (IGR's) for the 2017 catalogs.

**BLACK HILLS STATE UNIVERSITY**

Program Code	Program	Total Credits required within the discipline	Total credits of supportive course work	Total credits of elective course work	Total credits required for program	Other: General Education	Existing specialization	Impacted Credits	New degree-specific requirement (include course prefix + number combinations)
B.BA.ENGL	English (BA)	X	X	X		X		General Education -11, Major Requirements + 3, Supportive coursework +6, Miscellaneous Electives -9	Add ENGL 284 to major requirements. Add 3 credits from ENGL 214, 244, 248, 256, 320, 406, 411, 453, 468, 476 ,478, 482, 483, 486. Add 3 credits from Social Science reciprocity agreement and 3 credits from Humanities reciprocity agreement.
B.BA.HIST	History (BA)	X	X	X		X		General Education -11, Major Requirements + 9, Miscellaneous Electives -9	Delete HIST 327, 328, 480. Delete 3 credits from HIST 115, 313, 412, 418. Delete 9 credits of HIST 300/400 electives. Add HIST 115, 122. Add 6 credits from HIST 359, 369, 379, 450, 455, 460, 465, 467, 469, 476. Add 6 credits from HIST 322, 327, 328, 425, 441, 444, 447. Add 3 credits from HIST 313, 319, 342, 412, 418. Add 6 additional HIST electives. Add 3 credits of Humanities reciprocity agreement.
B.BFA.GRDE	Graphic Design (BFA)		X	X		X		General Education -11, Supportive course work +6, Electives -6	Added 3 credits from Social Science reciprocity agreement, and 3 credits from Humanities reciprocity agreement.
B.BFA.PHOT	Photography (BFA)		X	X		X		General Education -11, Supportive course work +6, Electives -6	Added 3 credits from Social Science reciprocity agreement, and 3 credits from Humanities reciprocity agreement.
B.BFA.SART	Studio Art (BFA)		X	X		X		General Education -11, Supportive course work +6, Miscellaneous Electives -6	Added 3 credits from Social Science reciprocity agreement, and 3 credits from Humanities reciprocity agreement.
BS.BIOL	Biology (BS)	X		X		X		General Education -11, Major Requirements +8, Miscellaneous Electives -8	Increased restricted Biology electives from 3 classes to 5 classes.

**BLACK HILLS STATE UNIVERSITY**

Program Code	Program	Total Credits required within the discipline	Total credits of supportive course work	Total credits of elective course work	Total credits required for program	Other: General Education	Existing specialization	Impacted Credits	New degree-specific requirement (include course prefix + number combinations
B.BS.CMST	Communication Studies (BS)		X	X		X		General Education -11, Supportive course work +6, Miscellaneous Electives -6	Added 3 credits from Social Science reciprocity agreement, and 3 credits from Humanities reciprocity agreement.
B.BS.ENGL	English (BS)	X	X	X		X		General Education -11, Major Requirements + 3, Supportive coursework +6, Miscellaneous Electives -9	Add ENGL 284 to major requirements. Add 3 credits from ENGL 214, 244, 248, 256, 320, 406, 411, 453, 468, 476 ,478, 482, 483, 486. Add 3 credits from Social Science reciprocity agreement and 3 credits from Humanities reciprocity agreement.
B.BS.ENSP	Environmental Physical Science (BS)	X		X		X		General Education -11, Major Requirements +2, Miscellaneous Electives -2	Delete CHEM 112/L, CHEM 114/L, PHYS 211/L, PHYS 213L from Core. Add GEOL 340 to Core. Add science sequence option; students take 2 science sequences choosing from BIOL 151/153, CHEM 112/114, PHYS 211/213. Change take 3 of the following to take 4 of the following, delete GEOL 340 from list, and add RESR 498, SCI 388, and SCI 494. In Take two of the following, add BADM 220, ECON 201, ECON 202, MATH 315, and delete MATH 373 from choices. Delete Take one course from the following: BIOL 317/L, CHEM 342, CHEM 434/L, PHYS 331, PHYS 471, SCI 388.
B.BS.EXSC-SCI & B.BS.EXSC- EMGT	Exercise Science - Management (BS)	X	X	X		X		General Education - 11, Major Requirements + 10, Miscellaneous Electives -10	Add EXS 300, EXS 353L, EXS 454L, EXS 489, PE 452 to major.
B.BS.HIST	History (BS)	X	X	X		X		General Education -11, Major Requirements + 9, Miscellaneous Electives -9	Delete HIST 327, 328, 480. Delete 3 credits from HIST 115, 313, 412, 418. Delete 9 credits of HIST 300/400 electives. Add HIST 115, 122. Add 6 credits from HIST 359, 369, 379, 450, 455, 460, 465, 467, 469, 476. Add 6 credits from HIST 322, 327, 328, 425, 441, 444, 447. Add 3 credits from HIST 313, 319, 342, 412, 418. Add 6 additional HIST electives. Add 3 credits of Humanities reciprocity agreement.



**BLACK HILLS STATE UNIVERSITY**

Program Code	Program	Total Credits required within the discipline	Total credits of supportive course work	Total credits of elective course work	Total credits required for program	Other: General Education	Existing specialization	Impacted Credits	New degree-specific requirement (include course prefix + number combinations
B.BS.HMS	Human Services (BS)	X	X	X		X		General Education -11 , Major Requirements + 3, Supportive coursework +6, Miscellaneous electives -9	Add HMS 351, PSYC 101, SOC 307, SOC 350 to major requirements. Delete SS 350 from major requirements. Reduce emphasis area credit requirement from 15 to 12. Change name of Community Service emphasis to Community Studies, and add POLS 250, SOC 151, SOCC 422 to emphasis choices, and delete SOC 350. Change name of Aging & the Elderly emphasis to Family Studies, and add PSYC 325, SOC 326, 422 to emphasis choices. Add SOC 422 to list of choices in Justice Studies emphasis. Add 3 credits of Social Science reciprocity agreement, and 3 credits of Humanities reciprocity agreement.
B.BS.MCOM	Mass Communication (BS)		X					General Education -11, Supportive coursework +6, Miscellaneous electives -6	Add 3 credits of Socioal Science reciprocity agreement, and 3 credits of Humanities reciprocity agreement.
BS.MATH	Mathematics (BS)	X	X	X		X		General Education -11, Major Requirements +4, Supportive coursework +3, Miscellaneous Electives -9	Delete MATH 221. Add MATH 281 and 316 to major. Add CSC 150 as a required supportive elective. Delete MATH 316 as a restricted elective option.
B.BS.MUSC	Composite Music (BS)	X	X	X		X		General Education -11, Major Requirements + 3, Supportive coursework +4, Miscellaneous Electives -7	Adjusted MUS 110, 111, 210, 211 from 2 credits to 3 credits. Add MUS 215 and 483 to major. Reduce Music electives from 18 to 14. Add 2 semesters of Foreign Language as supportive electives, which will also meet the General Education requirement.

**BLACK HILLS STATE UNIVERSITY**

Program Code	Program	Total Credits required within the discipline	Total credits of supportive course work	Total credits of elective course work	Total credits required for program	Other: General Education	Existing specialization	Impacted Credits	New degree-specific requirement (include course prefix + number combinations)
B.BS.POLS	Policial Science (BS)	X	X	X		X		General Education -11, Major Requirments +3, Supportive coursework +6, Miscellaneous Electives -9.	Delete POLS 210, 400, 461, 462 from required core. Add POLS 263, 312, 376, 401, 498 to required core. Delete existing elective categories of US Government, Comparative & International Relations, and Political Philosophy. Add Civic Leadership, take 6 credits from POLS 210, 319, 320, 417, 430, 470, 494. Add Global Citizenship, take 6 credits from POLS 342, 345, 411, 459, 469, 471. Add 3 credits of Social Science reciprocity agreement, and 3 credits of Humanities reciprocity agreement.
B.BS.PSYC	Psychology (BS)	X	X	X		X		General Education -11, Major requirements +12, Supportive coursework +6, Miscellaneous electives -18.	Added PSYC 451 to required core. Added PE 250/L as option in Experimental area. Added SOC 471 as option in Biological/Health area. Deleted PSYC 451 from Social/Personallity area. Created new Diversity area with PSYC 266, 343, 465, and SOC 483 as optoins. Changed Psychology electives from 6 to 12. Added 3 credits from Social Science reciprocity agreement. Added 3 credits from Humanities reciprocity agreement.
B.BS.SOC	Sociology (BS)	X	X	X		X	Adding 3 specializations	General Education -11, Major requirements +6, Major electives - 15, Create Major Specialization +15, Supportive coursework +6, Miscellaneous electives -12	Delete SOC 350 and add SOC 307, 308, 498 to major requirments. Delete 15 credits of SOC electives and create choice of 3 Specializations. Take 15 credits from 1 Specialization: Culture & Society Specialization: SOC 201, 225, 291, 355, 356, 382, 400, 421, 422, 432, 444, 455, 458, 462, 463, 471, 480, 483, 484, 491, 492, 494. Law & Justice Specialization: SOC 150, 201, 291, 326, 351, 400, 452, 455, 456, 491, 492, 494. Social Resilience Specialization: SOC 151, 291, 326, 400, 422, 432, 440, 454, 456, 462, 463, 483, 484, 491, 492, 494. Added 3 credits from Social Science reciprocity agreement. Added 3 credits from Humanities reciprocity agreement.

**BLACK HILLS STATE UNIVERSITY**

Program Code	Program	Total Credits required within the discipline	Total credits of supportive course work	Total credits of elective course work	Total credits required for program	Other: General Education	Existing specialization	Impacted Credits	New degree-specific requirement (include course prefix + number combinations)
B.BSED.ART	Art Education (BSED)	X	X	X		X		General Education -11, Major Requirements +1, Supportive Education coursework +2, Miscellaneous Electives -3	Corrected 2 credit ART/ARTH elective to 3 credits. Added EDFN 374 and EDFN 449 to education coursework.
B.BSED.BED	Business Education (BSED)		X	X		X		General Education -11, Supportive Education coursework +2, Miscellaneous Electives -2	Add EDFN 375 and EDFN 440 to Education coursework.
B.BSED.BIOL	Biology Education (BSED)	X	X	X		X		General Education -11, Major Requirements +8, Corrected Science Methods credits +1, Supportive Education coursework +2, Miscellaneous Electives -11	Added 8 credits of restricted electives (2 classes + labs) to Biology major. Corrected SEED 413 from 2 to 3 credits. Added EDFN 375 and EDFN 440 to Education coursework.
B.BSED.CHET	Chemistry Education (BSED)	X	X	X		X		General Education -11, Corrected Science Methods credits +1, Supportive Education coursework +2, Miscellaneous Electives -3.	Corrected SEED 413 from 2 to 3 credits. Added EDFN 375 and EDFN 440 to Education coursework.

**BLACK HILLS STATE UNIVERSITY**

Program Code	Program	Total Credits required within the discipline	Total credits of supportive course work	Total credits of elective course work	Total credits required for program	Other: General Education	Existing specialization	Impacted Credits	New degree-specific requirement (include course prefix + number combinations)
B.BSED.ECSP	Early Childhood/Special Education (BSED)	X	X	X		X		General Education -11, Supportive coursework -3, Major Requirements +4, Miscellaneous electives -1	Remove POLS 100 from supportive coursework. Remove EPSY 428, MATH elective, SPED 431 from major, and add ECE 328L, ECE 371, ECE 408, ECE 495, ELED 408, SPED 406. Correct ELED 330 from 2 to 3 credits, and ELED 459 from 3 to 2 credits.
B.BSED.ELED	Elementary Education (BSED)	X	X	X		X		General Education -11, Major Requirements +5, Miscellaneous Electives -5	Added ELED 361, EDFN 375, EDFN 440, ELED 415 to major.
B.BSED.ENG	Composite Communication/English (BSED)		X	X		X		General Education -11, Supportive Education coursework +2, Miscellaneous electives -2.	Added EDFN 375 and EDFN 440 to Education coursework.
B.BSED.ENGL	English Education (BSED)		X	X		X		General Education -11, Supportive Education coursework +2, Miscellaneous electives -2.	Added EDFN 375 and EDFN 440 to Education coursework.
B.BSED.HIST	History Education (BSED)	X	X	X		X		General Education -11, Major Requirements + 9, Supportive Education coursework +2, Miscellaneous Electives -7	Delete HIST 327, 328, 359. Delete 3 credits from HIST 115, 313, 412, 418. Delete 6 credits of HIST 300/400 electives. Add HIST 115, 122. Add 6 credits from HIST 359, 369, 379, 450, 455, 460, 465, 467, 469, 476. Add 6 credits from HIST 327, 328, 425, 441, 444, 447. Add 3 credits from HIST 313, 319, 342, 412, 418. Add 3 additional HIST electives. Add 3 credits of Humanities reciprocity agreement. Add EDFN 375 and EDFN 440 to Education coursework.

**BLACK HILLS STATE UNIVERSITY**

Program Code	Program	Total Credits required within the discipline	Total credits of supportive course work	Total credits of elective course work	Total credits required for program	Other: General Education	Existing specialization	Impacted Credits	New degree-specific requirement (include course prefix + number combinations)
B.BSED.MATH	Mathematics Education (BSED)	X	X	X		X		General Education - 11, Major requirements + 4, Supportive coursework +3, Supportive Education coursework +2	Add MATH 281, 316 to major requirements and Delete MATH 221 from major. Add CSC 150 to supportive elective coursework. Add EDFN 375 and EDFN 440 to Education coursework.
B.BSED.MSC	Composite Math and Science Education (BSED)	X	X	X		X		General Education -11, Major requirements + 6, Supportive coursework +3, Supportive Education coursework +2	Add CSC 150 to supportive coursework. Add MATH 281 and 316 to required core. Add MATH 413 or MATH 425 to core. Add restricted elective choice: pick one course from MATH 321, 315, 411, 413, 416, 425, or 481. To Biology emphasis, add BIOL 325/L as required and delete 3 credit BIOL elective. To Physics emphasis, delete PHYS 471 and add choice between PHYS 451 or 471. Correct SEED 413 from 2 credits to 3 credits. Add EDFN 375 and EDFN 440 to Education coursework.
B.BSED.MUED	Music Education (BSED)	X		X		X		General Education -11, Major requirements +9, Supportive Education coursework +1, Miscellaneous electives -10	Added a credit each to MUS 110, 111, 210, 211. Added MUAP 483. Instrumental Emphasis: added a credit each to MUS 373, 374, 375, 377. Vocal Emphasis: Added MUS 215, and added a credit each to MUS 302, 303. Added EDFN 440 to Education coursework.
B.BSED.PE	Physical Education (BSED)	X	X	X		X		General Education -11, Major Requirements +5, Supportive Education coursework +2, Miscellaneous electives -7	Added PE 353L and PE 364/L to major. Added EDFN 375 and EDFN 440 to Education coursework.

**BLACK HILLS STATE UNIVERSITY**

Program Code	Program	Total Credits required within the discipline	Total credits of supportive course work	Total credits of elective course work	Total credits required for program	Other: General Education	Existing specialization	Impacted Credits	New degree-specific requirement (include course prefix + number combinations)
B.BSED.SC	Composite Science Education (BSED)	X	X	X		X		General Education -11, Major requirements +6, Supportive Education coursework +2, Miscellaneous electives -8.	Add GEOG 101 and POLS 250 to major requirements. Add EDFN 375 and EDFN 440 to Education coursework.
B.BSED.SPAN	Spanish Education (BSED)		X	X		X		General Education - 11, Supportive Education coursework +2; Miscellaneous Electives -2	Add EDFN 375 and EDFN 440 to Education coursework.
B.BSED.SPCC	Composite Speech/Communication Ed (BSED)		X	X		X		General Education - 11, Supportive Education coursework +2; Miscellaneous Electives -2	Add EDFN 375 and EDFN 440 to Education coursework.
B.BSED.SPCM	Speech/Speech Communications Education (BSED)		X	X		X		General Education - 11, Supportive Education coursework +2; Miscellaneous Electives -2	Add EDFN 375 and EDFN 440 to Education coursework.
B.BSED.SPED	Special Education (BSED)	X	X	X		X		General Education -11, Major Requirements +7, Supportive Education coursework +2, Miscellaneous Electives -9.	Added ED 420, SPED 406, SPED 453 to Major Requirements. Added EDFN 375 and EDFN 440 to Education coursework.



**BLACK HILLS STATE UNIVERSITY**

Program Code	Program	Total Credits required within the discipline	Total credits of supportive course work	Total credits of elective course work	Total credits required for program	Other: General Education	Existing specialization	Impacted Credits	New degree-specific requirement (include course prefix + number combinations)
B.BSED.SSC	Composite Social Science Education (BSED)	X	X	X		X		General Education -11, Major Requirements +8, Supportive Education coursework +2, Miscellaneous electives -10.	To Biology emphasis: Added BIOL 325/L, deleted 3 credit BIOL elective. To Chemistry emphasis: Added CHEM 464/L. To Earth Science emphasis: Changed Take 2 courses from list to Take 3 courses from list. Added GEOL 310, GEOL 340, PHYS 211/L to list. To Physics emphasis: Corrected credits on PHYS 211/L and 213/L from 4 to 5. Added PHYS 451 and MATH 125. Deleted PHYS 471. Added EDFN 375 and EDFN 440 to Education coursework.

## DSU Update on Curriculum Revisions Due to Elimination of Institutional Graduation Requirements (IGR's)

*Due to the mission, DSU retained 6 credits of technology which were a part of our IGR requirements. CSC 105 Intro to Computers and a programming class was added to all BS, BBA, and BSE programs. The CSC 105 course was also added to all AA and AS programs.*

Program Code	Program Description	Impacted Credits
D.A.A.	General Studies	SGE (-6); IGR (-11); Free Electives (-6); Add CSC 105 (+3) & CSC 150 <b>or</b> CSC 123 <b>or</b> CIS 130 (+3) to required core; Total credits = 60
D.A.S.	Business Management	IGR (-6); Added 3 credits of ENGL 201 and 3 credits of elective to general education to achieve required 24 (+6); Add CSC 105 (+3), & CSC 150 <b>or</b> CSC 123 <b>or</b> CIS 130 (+3) to required courses Free Electives (-5); Total credits = 60
D.A.S.	Health Information Technology	IGR (-6); Free Electives (0); Add CSC 105 (+3) & CSC 150 <b>or</b> CSC 123 <b>or</b> CIS 130 (+3), HIM 101 (+1); HIM 150 from 4 to 3 cr. (-1); Total credits = 64
D.A.S.	Respiratory Care	IGR (-3); Add CSC 105 to major core; Delete RESP 381; total number of credits for the AS moved from 69 to 68
D.A.S.	Network and Security Administration	IGR (-6); Free Electives (-6 [from 10 to 4] ); Added 6 credits to meet new required SGE requirements (18 to 24 credits); Added CSC 105 (+3), & CSC 150 (+3); Total credits = 60
D.B.B.A.	Business Administration: Accounting	IGR (-11); Free Electives (-1); Add ECON 201 (+3) & SOC 285 (+3) to BBA core; Add CSC 105 (+3), & CSC 150 (+3) to required courses; Total credits = 120
D.B.B.A.	Business Administration: Business Technology	IGR (-11); Free Electives (-1); Add ECON 201 (+3) & SOC 285 (+3) to BBA core; Add CSC 105 (+3), & CSC 150 <b>or</b> CSC 123 <b>or</b> CIS 130 (+3) to required courses; Total credits = 120
D.B.B.A.	Business Administration: Finance	IGR (-11); Free Electives (-1); Add ECON 201 (+3) & SOC 285 (+3) to BBA core; Add CSC 105 (+3) & CSC 150 <b>or</b> CSC 123 <b>or</b> CIS 130 (+3) to required courses; Total credits = 120
D.B.B.A.	Business Administration: Management	IGR (-11); Free Electives (-1); Add ECON 201 (+3) & SOC 285 (+3) to BBA core; Add CSC 105 (+3) & CSC 150 <b>or</b> CSC 123 <b>or</b> CIS 130 (+3) to required courses; Total credits = 120
D.B.B.A.	Business Administration: Marketing	IGR (-11); Free Electives (-1); Add ECON 201 (+3) & SOC 285 (+3) to BBA core; Add CSC 105 (+3) & CSC 150 <b>or</b> CSC 123 <b>or</b> CIS 130 (+3) to required courses; Total credits = 120
D.B.S.	Biology for Information Systems	IGR (-11); Free Electives (-1); Add BIOL 280 (+2) to core, Social Science course (+3), CSC 105 (+3), & CSC 150 <b>or</b> CSC 123 <b>or</b> CIS 130 (+3); Delete BIOL 201 (-4); Total credits = 120
D.B.S.	Computer Game Design	IGR (-11); Free Electives (-1); Add ECON 201 (+3) & SOC 285 (+3) to BBA core; Add CSC 105 (+3) & CSC 150 <b>or</b> CSC 123 <b>or</b> CIS 130 (+3) to required courses; Total credits = 120
D.B.S.	Computer Information Systems	IGR (-11); Free Electives (+2); Added ECON 201 (+3), CSC 105 (+3), & CSC 150 (+3) to required courses; Total credits = 120

**DSU Update on Curriculum Revisions Due to Elimination of Institutional Graduation Requirements (IGR's)**

D.B.S.	Computer Science	IGR (-11); Free Electives (+5); Add CSC 105 (+3) & CSC 150 (+3) to required courses; Total credits = 120
D.B.S.	Cyber Operations	IGR (-11); Free Electives (+1); Add CSC 105 (+3), CSC 150 (+3), CSC 234 (+3), Math 201 (+3), & 9 credits of CIS/CSC 300-400, Math 316 electives to required courses; Delete CSC 434 (-3), CSC 470 (-3), CSC 470 (-3), & CSC 470 (-5); Total credits = 120
D.B.S.	Digital Arts and Design: Audio Production Specialization	IGR (-11); Free Electives (+5); Add ART 122 (+3), DAD 330 (3), CSC 105 (+3), & CSC 150 <b>or</b> CSC 123 <b>or</b> CIS 130 (+3); Delete MUAP 111 (-2); Total credits = 120
D.B.S.	Digital Arts and Design: Computer Graphic Specialization	IGR (-11); Free Electives (+4); Add DAD 350 (+2), MUEN 106 (+2), CSC 105 (+3), & CSC 150 <b>or</b> CSC 123 <b>or</b> CIS 130 (+3); Delete ARTD 460 (-3); Total credits = 120
D.B.S.	Digital Arts and Design: Film and Cinematics Arts Specialization	IGR (-11); Free Electives (+3); Add ART 122 (+3), DAD 292 (+1), THEA 272 (+1), CSC 105 (+3), & CSC 150 <b>or</b> CSC 123 <b>or</b> CIS 130 (+3); Total credits = 120
D.B.S.	Digital Arts and Design: Production Animation Specialization	IGR (-11); Free Electives (+5); Add ART 122 (+3), ARTD 336 (+3), CSC 105 (+3), & CSC 150 <b>or</b> CSC 123 <b>or</b> CIS 130 (+3); Delete ARTD 460 (-3); Total credits = 120
D.B.S.	English for New Media	IGR (-11); Free Electives (-1); Add MCOM 353 (+3) to major core; Increase "choose from credits list" from 6 to 9 (+3), CSC 105 (+3), & CSC 150 <b>or</b> CSC 123 <b>or</b> CIS 130 (+3); Total credits = 120
D.B.S.	Exercise Science	IGR (-11); Free Electives (0); Add CSC 105 (+3) & CSC 150 <b>or</b> CSC 123 <b>or</b> CIS 130 (+3) to required courses; Total credits = 120
D.B.S.	General Studies	IGR (-11); Free Electives (+5); Add CSC 105 (+3) & CSC 150 <b>or</b> CSC 123 <b>or</b> CIS 130 (+3) to required courses; Total credits = 120
D.B.S.	Health Information Administration	IGR (-11); Free Electives (+5); Add CSC 105 (3), & CSC 150 <b>or</b> CSC 123 <b>or</b> CIS 130 (3); Total credits = 120
D.B.S.	Mathematics for Information Systems	IGR (-11); Free Electives (+5); Add CSC 105 (+3), & CSC 150 <b>or</b> CSC 150 (+3); Total credits = 120
D.B.S.	Network and Security Administration	IGR (-11); Free Electives (+5); Add CSC 105 (+3) & CSC 150 (+3); Total credits = 120
D.B.S.	Physical Science	IGR (-11); Free Electives (+1-2); Add CSC 105 (+3) & CSC 150 (+3); Total credits = 120
D.B.S.	Professional Accountancy	IGR (-11); Free Electives (+3); Add CSC 105 (3), & CSC 150 (+3), CIS 210 (+1), CIS 427 (+3), & ACCT 305 (+3); Delete MATH 121 (-4) & CSC 206 (-1); Major remains at 150 credits
D.B.S.	Respiratory Care	IGR (-11); Free Electives (+4); Add CSC 105 (+3), & CSC 150 <b>or</b> CSC 123 <b>or</b> CIS 130 (+3); & PSYC 101 (+3); Delete RESP 381 (-1); Total credits = 120
D.B.S.E.	Business Education	IGR (-11); Free Electives (0); Add CSC 105 (+3), CSC 150 (+3), EPSY 210 (+3), & SEED 420 (2); Total credits = 120

*DSU Update on Curriculum Revisions Due to Elimination of Institutional Graduation Requirements (IGR's)*

D.B.S.E.	Biology Education	IGR (-11); Free Electives (+4); Add BIOL 280 (+2), CSC 105 (+3), & CIS 130 (+3); Delete BIOL 201 (-4); Increase BIOL elective (+3); Total credits = 120
D.B.S.E.	Computer Education	IGR (-11); Free Electives (0); Add CSC 105 (+3), CSC 150 (+3), EPSY 210 (+3), & SEED 420 (+2); Total credits = 120
D.B.S.E.	Elementary Education	IGR (-11); Free Electives (+5); Add CSC 105 (+3) & CSC 150 <b>or</b> CSC 123 <b>or</b> CIS 130 (+3) to required courses; Total credits = 120
D.B.S.E.	English Education	IGR (-11); Free Electives (+3); Add CSC 105 (+3) & CSC 150 <b>or</b> CSC 123 <b>or</b> CIS 130 (+3) to required courses; Total credits = 120
D.B.S.E.	Elementary Education / Special Education	IGR (-11); Free Electives (+5); Add CSC 105 (+3) & CSC 150 <b>or</b> CSC 123 <b>or</b> CIS 130 (+3) to required courses; Total credits remain at 140 since this is a composite major.
D.B.S.E.	Mathematics Education	IGR (-11); Free Electives (+5); MATH 413 (+3) moved from "choose from list" to required core; Add CSC 105 (+3), & CSC 150 <b>or</b> CSC 123 <b>or</b> CIS 130 (+3); Total credits = 120
D.B.S.	Physical Education	IGR (-11); Free Electives (+5); Add CSC 105 (+3) & CSC 150 <b>or</b> CSC 123 <b>or</b> CIS 130 (+3) to required courses; Total credits = 120

## ***Northern State University – Summary of Program & General Education Revisions***

### ***UNSPECIFIED ELECTIVES***

The following programs will realize an increase in free electives:

<b>Program Code</b>	<b>Program Description</b>	<b>Impacted Credits</b>
N.BA.ART	NSU Art (BA)	General Education (-11 IGR credits); Free Electives (+9)
N.BA.ART-FA	NSU Art - Fine Arts (BA)	General Education (-11 IGR credits); Free Electives (+9)
N.BA.ART-GRDE	NSU Art - Graphic Design (BA)	General Education (-11 IGR credits); Free Electives (+9)
N.BA.CMST	NSU Communication Studies (BA)	General Education (-11 IGR credits); Free Electives (+9)
N.BA.ENGL	NSU English (BA)	General Education (-11 IGR credits); Free Electives (+9)
N.BA.GERM	NSU German (BA)	General Education (-11 IGR credits); Free Electives (+9)
N.BA.HIST	NSU History (BA)	General Education (-11 IGR credits); Free Electives (+9)
N.BA.INBU	NSU International Business (BA)	General Education (-11 IGR credits); Free Electives (+9)
N.BA.MUS	NSU Music (BA)	General Education (-11 IGR credits); Free Electives (+9)
N.BA.MUTH	NSU Musical Theatre (BA)	General Education (-11 IGR credits); Free Electives (+9)
N.BA.POLS	NSU Political Science (BA)	General Education (-11 IGR credits); Free Electives (+9)
N.BA.SOC	NSU Sociology (BA)	General Education (-11 IGR credits); Free Electives (+9)
N.BA.SOC-CJUS	NSU Sociology - Criminal Justice (BA)	General Education (-11 IGR credits); Free Electives (+9)
N.BA.SOC-HSER	NSU Sociology - Human Services (BA)	General Education (-11 IGR credits); Free Electives (+9)
N.BA.SPAN	NSU Spanish (BA)	General Education (-11 IGR credits); Free Electives (+9)
N.BGS.GENS	NSU General Studies (BGS)	General Education (-11 IGR credits); Free Electives (+9)
N.BME.MUSI	NSU Instrumental Music (BME)	General Education (-11 IGR credits); Free Electives (+9)
N.BME.MUSI/MUSV	NSU Instrumental/Vocal Music (BME)	General Education (-11 IGR credits); Free Electives (+9)
N.BME.MUSV	NSU Vocal Music (BME)	General Education (-11 IGR credits); Free Electives (+9)
N.BS.ACCT	NSU Accounting (BS)	General Education (-11 IGR credits); Free Electives (+9)
N.BS.BAFS	NSU Banking & Financial Services (BS)	General Education (-11 IGR credits); Free Electives (+9)
N.BS.BIOL	NSU Biology (BS)	General Education (-11 IGR credits); Free Electives (+9)
N.BS.BUSA	NSU Business Administration (BS)	General Education (-11 IGR credits); Free Electives (+9)
N.BS.CHEM	NSU Chemistry (BS)	General Education (-11 IGR credits); Free Electives (+9)
N.BS.CHEM-FOSC	NSU Chemistry - Forensic Science (BS)	General Education (-11 IGR credits); Free Electives (+9)
N.BS.ECON	NSU Economics (BS)	General Education (-11 IGR credits); Free Electives (+9)

Program Code	Program Description	Impacted Credits
N.BS.ENS	NSU Environmental Science (BS)	General Education (-11 IGR credits); Free Electives (+9)
N.BS.FIN	NSU Finance (BS)	General Education (-11 IGR credits); Free Electives (+9)
N.BS.HPF	NSU Human Performance & Fitness (BS)	General Education (-11 IGR credits); Free Electives (+9)
N.BS.MATH	NSU Mathematics (BS)	General Education (-11 IGR credits); Free Electives (+9)
N.BS.MGMT	NSU Management (BS)	General Education (-11 IGR credits); Free Electives (+9)
N.BS.MIS	NSU Management of Information Systems (BS)	General Education (-11 IGR credits); Free Electives (+9)
N.BS.MKTG	NSU Marketing (BS)	General Education (-11 IGR credits); Free Electives (+9)
N.BS.MLS	NSU Medical Laboratory Science (BS)	General Education (-11 IGR credits); Free Electives (+9)
N.BS.PACT	NSU Professional Accountancy (BS)	General Education (-11 IGR credits); Free Electives (+9)
N.BS.PSYC	NSU Psychology (BS)	General Education (-11 IGR credits); Free Electives (+9)
N.BS.SMAD	NSU Sport Marketing & Administration (BS)	General Education (-11 IGR credits); Free Electives (+9)
N.BSED.ART	NSU Art Education (BSED)	General Education (-11 IGR credits); Free Electives (+9)
N.BSED.BIOL	NSU Biology Education (BSED)	General Education (-11 IGR credits); Free Electives (+9)
N.BSED.CHEM	NSU Chemistry Education (BSED)	General Education (-11 IGR credits); Free Electives (+9)
N.BSED.ELED	NSU Elementary Education (BSED)	General Education (-11 IGR credits); Free Electives (+9)
N.BSED.ELED/SPED	NSU Elementary/Special Education (BSED)	General Education (-11 IGR credits); Free Electives (+9)
N.BSED.ENGL	NSU English Education (BSED)	General Education (-11 IGR credits); Free Electives (+9)
N.BSED.HIST	NSU History Education (BSED)	General Education (-11 IGR credits); Free Electives (+9)
N.BSED.MATH	NSU Mathematics Education (BSED)	General Education (-11 IGR credits); Free Electives (+9)
N.BSED.PE	NSU Physical Education (BSED)	General Education (-11 IGR credits); Free Electives (+9)
N.BSED.SPAN	NSU Spanish Education (BSED)	General Education (-11 IGR credits); Free Electives (+9)
N.BSED.SPED	NSU Special Education (BSED)	General Education (-11 IGR credits); Free Electives (+9)
N.BSED.SPED-VH	NSU Special Education - Visually Handicapped (BSED)	General Education (-11 IGR credits); Free Electives (+9)

### University Approval

*To the Board of Regents and the Executive Director, I certify that:*

- *All listed programs were individually reviewed, and decisions were made in accordance with established university procedures*
- *The proposed changes were considered by me; I support them*
- The proposed program modifications are truthful and precise; I vouch for their accuracy*



## NEW MAJOR REQUIREMENTS

The following programs will realize an increase in requirements attached to the degree itself:

Program Code	Program Description	Impacted Credits	New degree-specific requirement (include course prefix + number combinations)
N.BA.ART	NSU Art (BA)	Major +2	IDL 190 (first year seminar, +2)
N.BA.ART-FA	NSU Art - Fine Arts (BA)	Major +2	IDL 190 (first year seminar, +2)
N.BA.ART-GRDE	NSU Art - Graphic Design (BA)	Major +2	IDL 190 (first year seminar, +2)
N.BA.CMST	NSU Communication Studies (BA)	Major +2	IDL 190 (first year seminar, +2)
N.BA.ENGL	NSU English (BA)	Major +2	IDL 190 (first year seminar, +2)
N.BA.GERM	NSU German (BA)	Major +2	IDL 190 (first year seminar, +2)
N.BA.HIST	NSU History (BA)	Major +2	IDL 190 (first year seminar, +2)
N.BA.INBU	NSU International Business (BA)	Major +2	IDL 190 (first year seminar, +2)
N.BA.MUS	NSU Music (BA)	Major +2	IDL 190 (first year seminar, +2)
N.BA.MUTH	NSU Musical Theatre (BA)	Major +2	IDL 190 (first year seminar, +2)
N.BA.POLS	NSU Political Science (BA)	Major +2	IDL 190 (first year seminar, +2)
N.BA.SOC	NSU Sociology (BA)	Major +2	IDL 190 (first year seminar, +2)
N.BA.SOC-CJUS	NSU Sociology - Criminal Justice (BA)	Major +2	IDL 190 (first year seminar, +2)
N.BA.SOC-HSER	NSU Sociology - Human Services (BA)	Major +2	IDL 190 (first year seminar, +2)
N.BA.SPAN	NSU Spanish (BA)	Major +2	IDL 190 (first year seminar, +2)
N.BGS.GENS	NSU General Studies (BGS)	Major +2	IDL 190 (first year seminar, +2)
N.BME.MUSI	NSU Instrumental Music (BME)	Major +2	IDL 190 (first year seminar, +2)
N.BME.MUSI/MUSV	NSU Instrumental/Vocal Music (BME)	Major +2	IDL 190 (first year seminar, +2)
N.BME.MUSV	NSU Vocal Music (BME)	Major +2	IDL 190 (first year seminar, +2)
N.BS.ACCT	NSU Accounting (BS)	Major +2	IDL 190 (first year seminar, +2)
N.BS.BAFS	NSU Banking & Financial Services (BS)	Major +2	IDL 190 (first year seminar, +2)
N.BS.BIOL	NSU Biology (BS)	Major +2	IDL 190 (first year seminar, +2)
N.BS.BUSA	NSU Business Administration (BS)	Major +2	IDL 190 (first year seminar, +2)
N.BS.CHEM	NSU Chemistry (BS)	Major +2	IDL 190 (first year seminar, +2)
N.BS.CHEM-FOSC	NSU Chemistry - Forensic Science (BS)	Major +2	IDL 190 (first year seminar, +2)
N.BS.ECON	NSU Economics (BS)	Major +2	IDL 190 (first year seminar, +2)

Program Code	Program Description	Impacted Credits	New degree-specific requirement (include course prefix + number combinations)
N.BS.ENS	NSU Environmental Science (BS)	Major +2	IDL 190 (first year seminar, +2)
N.BS.FIN	NSU Finance (BS)	Major +2	IDL 190 (first year seminar, +2)
N.BS.HPF	NSU Human Performance & Fitness (BS)	Major +2	IDL 190 (first year seminar, +2)
N.BS.MATH	NSU Mathematics (BS)	Major +2	IDL 190 (first year seminar, +2)
N.BS.MGMT	NSU Management (BS)	Major +2	IDL 190 (first year seminar, +2)
N.BS.MIS	NSU Management of Information Systems (BS)	Major +2	IDL 190 (first year seminar, +2)
N.BS.MKTG	NSU Marketing (BS)	Major +2	IDL 190 (first year seminar, +2)
N.BS.MLS	NSU Medical Laboratory Science (BS)	Major +2	IDL 190 (first year seminar, +2)
N.BS.PACT	NSU Professional Accountancy (BS)	Major +2	IDL 190 (first year seminar, +2)
N.BS.PSYC	NSU Psychology (BS)	Major +2	IDL 190 (first year seminar, +2)
N.BS.SMAD	NSU Sport Marketing & Administration (BS)	Major +2	IDL 190 (first year seminar, +2)
N.BSED.ART	NSU Art Education (BSED)	Major +2	IDL 190 (first year seminar, +2)
N.BSED.BIOL	NSU Biology Education (BSED)	Major +2	IDL 190 (first year seminar, +2)
N.BSED.CHEM	NSU Chemistry Education (BSED)	Major +2	IDL 190 (first year seminar, +2)
N.BSED.ELED	NSU Elementary Education (BSED)	Major +2	IDL 190 (first year seminar, +2)
N.BSED.ELED/SPED	NSU Elementary/Special Education (BSED)	Major +2	IDL 190 (first year seminar, +2)
N.BSED.ENGL	NSU English Education (BSED)	Major +2	IDL 190 (first year seminar, +2)
N.BSED.HIST	NSU History Education (BSED)	Major +2	IDL 190 (first year seminar, +2)
N.BSED.MATH	NSU Mathematics Education (BSED)	Major +2	IDL 190 (first year seminar, +2)
N.BSED.PE	NSU Physical Education (BSED)	Major +2	IDL 190 (first year seminar, +2)
N.BSED.SPAN	NSU Spanish Education (BSED)	Major +2	IDL 190 (first year seminar, +2)
N.BSED.SPED	NSU Special Education (BSED)	Major +2	IDL 190 (first year seminar, +2)
N.BSED.SPED-VH	NSU Special Education - Visually Handicapped (BSED)	Major +2	IDL 190 (first year seminar, +2)

### University Approval

*To the Board of Regents and the Executive Director, I certify that:*

- *All listed programs were individually reviewed, and decisions were made in accordance with established university procedures*
- *The proposed changes were considered by me; I support them*
- *The proposed program modifications are truthful and precise; I vouch for their accuracy*

**South Dakota State University: Summary of Program & General Education Revisions**

Program Code	Program	College	Total credits required within the discipline	Total credits of supportive course work	Total credits of elective course work	Total credits required for program	Other: General Education	Other: College Requirements	Other: Department Requirements	Other: Academic Requirements	Program Name	Existing specialization	Impacted Credits	New degree-specific requirement
S.BA.ADVT	Advertising (BA)	A&S	X		X		X	X					General Education - 5, College Requirements +3, Major Requirements + 3, Electives -1	Added A&S 111 to college requirements; Added MCOM 119, MCOM 331-331L, and MCOM 394 to major requirements; Adjusted MCOM 494 from 3 to 4 credits; Realigned BADM 370 from major requirements to a major elective.
S.BS.ADVT	Advertising (BS)	A&S	X		X		X	X					General Education - 5, College Requirements +3, Major Requirements + 3, Electives -1	Added A&S 111 to college requirements; Added MCOM 119, MCOM 331-331L, and MCOM 394 to major requirements; Adjusted MCOM 494 from 3 to 4 credits; Realigned BADM 370 from major requirements to a major elective.
S.BSABE.ABE	Agricultural and Biosystem Engineering (BS)	ENG	X		X		X						General Education - 5, Major Requirements +2-3, Electives, +2-3	Removed GE 109-109L from IGRs; Added ABE 101 and GE 101; Updated ABE 494/ABE496/ABE 498 from 1-2 to 2 credits required,
S.BSAG.AGREC	Agricultural and Resource Economics (BS)	ABS	X		X		X						General Education - 5, Major Requirements +2, Electives +3	Removed ECON 109 from IGRs; Added ECON 119 and ECON 319 to the major requirements
S.BSAG.AGBUS	Agricultural Business (BS)	ABS	X		X		X						General Education - 5, Major Requirements +2, Electives +3	Removed ECON 109 from IGRs; Added ECON 119 and ECON 319 to the major requirements
S.BS.AGCL-AGED	Agricultural Education, Communication and Leadership (BS) - Agricultural Education Specialization	ABS	X		X		X					X	General Education - 5, Major Requirements -4, Electives +9	Removed AGED 109 and PS 213-213L from IGRs; Added AGED 119, PS 213-213L, AS 211; Updated course options to AS 285-285L or AGECE 354, DS 130-130L or DS 231 or FS 101 or FS 251, and HO 111-111L or HO 231; Removed AIS/HIST 368 or AIS/ANTH 421, GEOG 132-132L and PHYS 101-101L.
S.BS.AGCL-COMM	Agricultural Education, Communication and Leadership (BS) - Communication Specialization	ABS	X		X		X					X	General Education - 5, Major Requirements -5, Electives +9-10	Removed AGED 109 or MCOM 109 and PS 213-213L from IGRs; Added AGED 119 or MCOM 119, MCOM 331-331L; Removed LEAD 310, MCOM 311-311L, MCOM 490, Updated internship to include MCOM 394 or 494 from 2 to 3 credits; Modified capstone course list and disciplines electives will be selected.
S.BS.AGCL-LEAD	Agricultural Education, Communication and Leadership (BS) - Leadership Specialization	ABS	X		X		X					X	General Education - 5, Major Requirements +1, Electives +4	Removed AGED 109 or MCOM 109 and PS 213-213L from IGRs; Added AGED 119 or MCOM 119, MCOM 331-331L; Added AGED 119 to the major requirements; Modified capstone course list and disciplines electives will be selected.
S.AS.AGSC	Agricultural Science (AS)	ABS			X		X						General Education - 5, General Education +6, Electives -6	Revised SGR requirements from 18 to 24, Added ABS 119 to the major requirements.
S.BS.AGSC	Agricultural Science (BS)	ABS	X		X		X	X					General Education - 5, College Requirements +1-2, Major Requirements -3, Electives, 7	Removed ABS 109 and PS 231-231L from IGRs; Added PS 213-213L to the college requirements; Rmored the 1-2 credit elective from college requirements; Added ABS 119, BOT 201-201L, FS 101, HO 231, 3 credit business elective requirement (BADM 280, BADM 334, BADM 350, BADM 360, or BADM 474) to the major requirements; Removed AST 443-443L, CHEM 108-108L or CHEM 120-120L or MICR 231-231L or PHYS 101, and 3 credit communication elective (ABS 475-475L or ENGL 379); Modified capstone course list.
S.BSAG.AST	Agricultural Systems Technology (BS)	ABS	X		X		X						General Education - 5, Major Requirements +3-5	Removed AST 109 and PS 213-213L from IGRs; Added AST 119, AST 390, PS 213-213L to major requirements; Updated AST 304-304L, AST 340, AST 426-426L, PS 326, PRAG 345 and PS 440-440L to the PRAG prefix contingent upon approval of the new prefix; Reduced Emphasis from 36 to 35 credits; Removed ABE 490 and AST 303-303L.

**South Dakota State University: Summary of Program & General Education Revisions**

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S.BSAG.AGRON	Agronomy (BS)	ABS	X		X		X						General Education -5, Major Requirements +4, Electives +1	Removed PS 109 and PS 213-213L from IGRs; Added PS 119 to major requirements; Updated PS 423, PS 410-410L, PS 424, PS 425, PS 426, PS 427, PS 440-440L AST 203-203L and AST 340 to the PRAG prefix contingent upon approval of the new prefix. PS 307-307L has changed course numbers to 407-407L.
S.BA.AIS	American Indian Studies (BA)	A&S			X		X	X					General Education -5, College Requirements +3, Electives +2	Added A&S 111 to the college requirements.
S.BS.ANSI-INDU	Animal Science (BS) - Industry Specialization	ABS	X		X		X					X	General Education -5, Major Requirements +2, Electives +3	Removed AS 109 or VET 109 from IGRs; Added AS 119 and AS 120 or VET 120 to major requirements.
S.BS.ANSI-SCI	Animal Science (BS) - Science Specialization	ABS	X		X		X					X	General Education -5, Major Requirements +2, Electives +3	Removed AS 109 or VET 109 from IGRs; Added AS 119 and AS 120 or VET 120 to major requirements.
S.BS.AM	Apparel Merchandising (BS)	EHS	X		X		X	X	X				General Education -5, College Requirements +2, Department Requirements +0-1, Major Requirements +7, Electives -4-5	Removed EHS 109 from IGRs; Added EHS 119 to college requirements; Removed LEAD 210 and AM/CS 230 from department requirements; Added CA/CS 230, CA/CS 420 and LEAD 210 to major requirements; Removed AM 282 from major requirements.
S.BFA.ARCT	Architecture (BFA)	A&S			X		X	X	X				General Education -5, College Requirements +3, School Requirements +3, Electives -1	Removed DSGN 109 and ART 121 from IGRs; Added ART 121 to SGR #4, Added A&S 111 to the college requirements; Added DSGN 152 to School of Design requirements; Added ARCH 101, ARCH 222, and ARCH 461 to major requirements; Removed DSGN 152 and ARCH 331, ARCH 332 and ARCH 431 from major requirements; Revised ARCH 221, 351, 422, 432, 421. Added CM 333 and GE 241 in supporting coursework. Removed CM 232L, 353L, CM 443, and MNET 231-231L from supporting coursework.
S.BS.AVIA-AVED	Aviation (BS) - Aviation Education Specialization	EHS	X				X	X				X	General Education -5, College Requirements +2, Major Requirements +3	Removed EHS 109 from IGRs; Added EHS 119 to college requirements; Added AVIA 494 to major requirements
S.BS.AVIA-AVMG	Aviation (BS) - Aviation Management Specialization	EHS			X		X	X				X	General Education -5, College Requirements +2, Electives +3	Removed EHS 109 from IGRs; Added EHS 119 to college requirements
S.BS.BICM	Biochemistry (BS)	A&S	X				X	X					General Education -5, College Requirements +3, Major Requirements +2	Removed CHEM 109 from IGRs; Added A&S 111 to college requirements; Added CHEM 119 to major requirements; Revised CHEM 237 from 2 to 3 credits in major requirements.
S.BSBIO.BIOL	Biology (BS)	ABS	X		X		X						General Education -5, Major Requirements +6, Electives -1	Removed BIOL 109 from IGRs; Added BIOL 119 and BIOL 383 to major requirements.
S.BSBIO.BIOL-SEED	Biology (BS) - Secondary Education (BS)	ABS	X				X					X	General Education -5, Major Requirements +2, Specialization Requirements +3	Removed BIOL 109 and AIS/HIST 368 or AIS/ANTH 421 from IGRs; Added BIOL 119 to major requirements. Replaced AIS/HIST 368 or AIS/ANTH 421 with AIS 211 in specialization requirements.
S.BS.BIOT	Biotechnology (BS)	ABS	X				X						General Education -6, Major Requirements +6	Removed BIOL 109 and BIOL 383 from IGRs; Added BIOL 119 and BIOL 383 to major requirements.
S.BS.CHAC	Chemistry (ACS Certified) (BS)	A&S	X				X	X					General Education -5, College Requirements +3, Major Requirements +2	Removed CHEM 109 from IGRs; Added A&S 111 to college requirements; Added CHEM 119 to major requirements; Revised CHEM 237 from 2 to 3 credits in major requirements.

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S.BS.CHME	Chemistry Education (BS)	A&S	X				X	X					General Education -5, College Requirements +3, Major Requirements +2	Removed CHEM 109 from IGRs; Added AIS 211 to college requirements; Added CHEM 119 to major requirements; Revised CHEM 3XX/4XX from 2 to 3 credits in major requirements.
S.BSCE.CEE	Civil Engineering (BS)	ENG	X		X		X						General Education -5, Major Requirements +2, Technical Electives +3	Removed GE 109-109L and CEE 225 from IGRs; Added CEE 101, CEE 225, CEE 488 and GE 101, Removed CEE 490 and an additional department approved basic science course; revised CEE 106-106L lecture and lab credit distribution.
S.BS.CMRP	Community and Regional Planning (BS)	A&S	X		X		X	X					General Education -5, College Requirements +3, Major Requirements +3, Electives - 1	Removed ECON 201 from IGRs; Added A&S 111 to college requirements; Added ECON 201 and GEOG 382L to major requirements.
S.BSCSC.CSC	Computer Science (BS)	ENG	X	X			X						General Education -5, Major Requirements +8, Supporting Coursework - 3	Added GE 109-109L from IGRs; Added CSC 100L, CSC 244-244L, CSC 303 to major requirements; Added GE 101 to supporting coursework; Removed EE 245-245L from supporting coursework.
S.BSCM.CM	Construction Management (BS)	ENG		X	X		X						General Education -5, Major Requirements +1, Supporting Coursework +4	Added GE 109-109L and GE 231 from IGRs; Added CM 130 and CM 490 to major requirements; Removed CM 232L, CM 353L and 2 technical elective credits from major requirements; Added GE 101 and GE 231 to supporting coursework.
S.BS.CA-CSM	Consumer Affairs - Consumer Services Management (BS)	EHS			X		X	X	X			X	General Education -5, College Requirements +2, Department Requirements +6-7, Electives -3-4	Removed EHS 109 from IGRs; Added EHS 119 to college requirements; Added AM/CS 282 and LEAD 435 to department requirements.
S.BS.CA-FFM	Consumer Affairs - Family Financial Management (BS)	EHS			X		X	X	X			X	General Education -5, College Requirements +2, Department Requirements +6-7, Electives -3-4	Removed EHS 109 from IGRs; Added EHS 119 to college requirements; Added AM/CS 282 and LEAD 435 to department requirements.
S.BSAG.DM	Dairy Manufacturing (BS)	ABS	X		X		X						General Education -5, Major Requirements +5-6, Electives -0-1	Removed DS 109 from IGRs; Added BIOL 103 or BIOL 153 and DS 119 to major requirements.
S.BSAG.DM-MICR	Dairy Manufacturing (BS) - Microbiology Specialization	ABS	X				X					X	General Education -5, Major Requirements +5	Removed DS 109 from IGRs; Added DS 119 to major requirements; added STAT 281 to specialization requirements.
S.BS.DPRD	Dairy Production (BS)	ABS	X		X		X						General Education -5, Major Requirements +5-6, Electives -0-1	Removed DS 109 from IGRs; Added BIOL 103 or BIOL 153 and DS 119 to major requirements.
S.BS.ECE-B8	Early Childhood Education (BS) - Birth to Age 8 Specialization	EHS		X			X	X				X	General Education - 5, College Requirements +2, Supporting Coursework +3	Removed EHS 109 from IGRs; Added EHS 119 to college requirements; Added ECE 360 to major requirements; Removed ECE 361-361L from major requirements; Removed ECE 396 from specialization requirements; Revised ECE 322 and ECE 475 course titles; Increased ECE 488 from 6 to 8 credits; Added ECE 466 and EPSY 201 to supporting coursework; Removed EDFN 466-466L from supporting coursework.
S.BS.ECE-DSU	Early Childhood Education (BS) - Cooperative Program with DSU Elementary Ed	EHS		X			X						General Education - 5, College Requirements +2, Supporting Coursework +3	Removed EHS 109 and HIST 151 or HIST 152 from IGRs; Added EHS 119 to college requirements; Added ECE 360 to major requirements; Removed ECE 361-361L from major requirements; Added HIST 151 or HIST 152 to supporting coursework.

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S.BS.EEC	Early Education and Care (BS)	EHS	X				X	X					General Education -5, College Requirements +2, Major Requirements +3	Removed SGR #4 requirement to fulfill Globalization requirement; Added EHS 119 to college requirements; Added EPSY 201 to major requirements.
S.BS.EESC	Ecology & Environmental Science (BS)	ABS	X		X		X						General Education -5, Major Requirements +2, Electives +3	Removed NRM 109 and PS 213-213L from IGRs; Added NRM 119 and PS 213-213L to major requirements; Removed ECON 372 from major requirements.
S.BAA&S.ECON	Economics (BA)	A&S	X				X	X					General Education -5, College Requirements +3, Major Requirements +2	Removed ECON 109 from IGRs; Added A&S 111 to college requirements; Added ECON 119 and ECON 319 to major requirements.
S.BAA&S.ECON-BE	Economics (BA) - Business Economics Specialization	A&S	X				X	X				X	General Education -5, College Requirements +3, Major Requirements +2	Removed ECON 109 from IGRs; Added A&S 111 to college requirements; Added ECON 119 and ECON 319 to major requirements.
S.BSA&S.ECON	Economics (BS)	A&S	X				X	X					General Education -5, College Requirements +3, Major Requirements +2	Removed ECON 109 from IGRs; Added A&S 111 to college requirements; Added ECON 119 and ECON 319 to major requirements.
S.BSA&S.ECON-BE	Economics (BS) - Business Economics Specialization	A&S	X				X	X				X	General Education -5, College Requirements +3, Major Requirements +2	Removed ECON 109 from IGRs; Added A&S 111 to college requirements; Added ECON 119 and ECON 319 to major requirements.
S.BSEE.EE	Electrical Engineering (BS)	ENG		X			X						General Education -5, Major Requirements +1, Supporting Coursework +4	Removed GE 109-109L from IGRs; Added EE 101L, EE 216-216L, EE 218-218L to the major requirements; Removed EE 102, EE 220-220L, EE 224L, and EE 310 from major requirements; Increased EE 347 from 2 to 3 credits; Added STAT 381 to supporting coursework.
S.BS.EET	Electronics Engineering Technology (BS)	ENG		X			X						General Education -5, Supporting Coursework +5	Removed GE 109-109L and GE 231 from IGRs; Replaced ECON 202 with ECON 201 as SGR #3; Removed ET 471L in major requirements; Added GE 101 and GE 231 and added 1 credit to Technical Electies in supporting coursework.
S.BAA&S.ENGL	English (BA)	A&S			X		X	X					General Education -5, College Requirements +3, Electives + 2	Added A&S 111 to college requirements.
S.BAA&S.ENGL-EE	English (BA) - English Education	A&S			X		X	X				X	General Education -5, College Requirements +3, Electives + 2	Removed AIS/HIST 368 or AIS/ANTH 421 from IGRs; Added AIS 211 to college requirements; AIS 211 replaced AIS/HIST 368 and AIS/ANTH 421 in the teaching specialization.
S.BAA&S.ENGL-WRIT	English (BA) - Writing Specialization	A&S			X		X	X				X	General Education -5, College Requirements +3, Electives + 2	Added A&S 111 to college requirements.
S.BS.ENST	Entrepreneurial Studies (BS)	A&S	X				X	X					General Education -5, College Requirements +3, Major Requirements +2	Removed ECON 109 from IGRs; Added A&S 111 to college requirements; Added ECON 119 and ECON 319 to major requirements.
S.BS.EXSC	Exercise Science (BS)	EHS	X		X		X	X	X				General Education -5, College Requirements +2, Department Requirements +3, Major Requirements +3, Electives - 3	Removed EHS 109 and NUTR 111 from IGRs; Added EHS 119 to college requirements; Added HLTH 220 to department requirements; Added NUTR 225 to major requirements.
S.BS.FCSED	Family and Consumer Science Education (BS)	EHS	X		X		X	X					General Education -5, College Requirements +2, Major Requirements +9, Electives -6	Removed EHS 109 and AIS/HIST 368 or AIS/ANTH 421 from IGRs; Added EHS 119 to college requirements; Added AIS 211, EDFN 352L, FCSE 332, FCSE/AGED 494 and SEED 450 to major requirements; Removed AIS/HIST 368 and AIS/ANTH 421 and ID 492 from major requirements.



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S.BS.FS	Food Science (BS)	ABS	X	X			X						General Education -6, Major Requirements +2, Supporting coursework +4	Removed DS 109 and BIOL 383 from IGRs; Added DS 119 to major requirements; added BIOL 383 to supporting coursework. Updated CIP Code from 19.501 (Foods, Nutrition, and Wellness Studies, General) to 01.1001 (Food Science).
S.BA.FSC	French Studies (BA)	A&S	X		X		X	X					General Education -5, College Requirements +3, Major Requirements +1, Electives +1	Added A&S 111 to college requirements; Added GLST 489 to major requirements; Removed FREN 101 from major requirements.
S.BA.FSC-TC	French (BA) - Teaching Specialization	A&S	X		X		X	X				X	General Education -5, College Requirements +3, Major Requirements 1, Electives +3	Removed AIS/HIST 368 or AIS/ANTH 421 from IGRs; Added AIS 211 to college requirements; Reduced French Technical Electives by 1 credit; Replaced AIS/HIST 368 and AIS/ANTH 421 with AIS 211 as a teaching specialization requirement.
S.AA.GENST	General Studies (AA)	A&S			X		X						General Education -6; Electives +6	
S.BGS.GENS	General Studies (BGS)	A&S			X		X						General Education -5, Electives +5	
S.BSA&S.GISC	Geographic Information Sciences (BS)	A&S			X		X	X					General Education -5, College Requirements +3, Electives +2	Added A&S 111 to college requirements; Added GEOG 382L and GEOG 270 to major requirements.
S.BSA&S.GEOG	Geography (BS)	A&S			X		X	X					General Education -5, College Requirements +3, Electives +2	Added A&S 111 to college requirements; Added GEOG 382L to major requirements; Revised Advanced Physical Geography and Human -Earth Relationships and Regional Geography and Advanced Human Geography course lists; Removed recommended emphasis within general electives.
S.BAA&S.GERM	German (BA)	A&S			X		X	X					General Education -5, College Requirements +3, Electives +2	Added A&S 111 to college requirements; Added GLST 489 to major requirements; Removed 3 credits from technical electives in the major requirements.
S.BAA&S.GERM-TC	German (BA) - Teaching Specialization	A&S			X		X	X				X	General Education -5, College Requirements +3, Electives +2	Removed AIS/HIST 368 or AIS/ANTH 421 from IGRs; Added AIS 211 to college requirements; Replaced AIS/HIST 368 and AIS/ANTH 421 with AIS 211 as a teaching specialization requirement.
S.BA.GLST	Global Studies (BA)	A&S	X		X		X	X					General Education -5, College Requirements +3, Major Requirements +3, Electives -1	Removed POLS 253 from IGRs; Added A&S 111 to college requirements; Added GLST 489 and POLS 253 to major requirements; Revised GLST 401 course title; Reduced Global Studies electives 3 credits and removed ARTH 212, ENGL 212 and ENGL 249 from World Cultures/Societies course list.
S.BFA.GRDE	Graphic Design (BFA)	A&S		X	X		X	X	X				General Education -5, College Requirements +3, School Requirements +3, Supporting Requirements +2, Electives -3	Removed DSGN 109 from IGRs; Added A&S 111 to college requirements; Added DSGN 152 to school requirements; Removed DSGN 109 from school requirements; Added ARTH 211 and DSGN 140 to supporting requirements; Removed ARTH 320 from supporting requirements.
S.BS.HLED	Health Education (BS)	EHS	X		X		X	X					General Education -5, College Requirements +2, Department Requirements +3, Major Requirements +1, Electives -1	Removed EHS 109 and NUTR 111 from IGRs; Added EHS 119 to college requirements; Added HLTH 220 to department requirements; Added HLTH 475 to major requirements. Removed HLTH 420 from major requirements.
S.BAA&S.HIST	History (BA)	A&S			X		X	X		X			General Education -5, College Requirements +9, Electives -4	Added modern foreign language and A&S 111 to college requirements; Updated American History electives from 9 to 12 credits and World History electives from 9 to 6 credits.

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S.BAA&S.HIST-TC	History (BA) - Teaching Specialization	A&S			X		X	X		X		X	General Education -5, College Requirements +9, Electives -4	Removed AIS/HIST 368 and AIS/ANTH 421 from IGRs; Added modern foreign language and A&S 111 to college requirements; Updated American History electives from 9 to 12 credits and World History electives from 9 to 6 credits. Replaced AIS/HIST 368 and AIS/ANTH 421 with AIS 211 as a teaching specialization requirement.
S.BSA&S.HIST	History (BS)	A&S			X		X	X		X			General Education -5, College Requirements +3, Electives +2	Added modern foreign language and A&S 111 to college requirements; Updated American History electives from 9 to 12 credits and World History electives from 9 to 6 credits.
S.BSA&S.HIST-TC	History (BS) - Teaching Specialization	A&S			X		X	X		X		X	General Education -5, College Requirements +3, Electives +2	Removed AIS/HIST 368 and AIS/ANTH 421 from IGRs; Added modern foreign language and A&S 111 to college requirements; Updated American History electives from 9 to 12 credits and World History electives from 9 to 6 credits. Replaced AIS/HIST 368 and AIS/ANTH 421 with AIS 211 as a teaching specialization requirement.
S.BSAG.HO	Horticulture (BS)	ABS	X		X		X	X					General Education -5, College Requirements +3, Major Requirements +1, Electives +1	Removed PS 109 and PS 213-213L from IGRs; Added PS 213-213L to college requirements; Added PS 119 to major requirements.
S.BS.HMGT	Hospitality Management (BS)	EHS			X		X	X	X				General Education -5, College Requirements +2, Department Requirements +3-4, Electives +0-1	Removed EHS 109 from IGRs; Added EHS 119 to college requirements; Added CS 282 to department requirements.
S.BS.HBIO	Human Biology (BS)	ABS	X		X		X						General Education -5, Major Requirements +6, Electives -1	Removed BIOL 109 from IGRs; Added BIOL 119 and BIOL 383 to major requirements.
S.BS.HDFS	Human Development and Family Studies (BS)	EHS		X			X	X					General Education -5, College Requirements +2, Supporting Coursework +3	Removed EHS 109 from IGRs; Added EHS 119 to college requirements; Added CA 321 and GERO 201 to supporting coursework.
S.BS.IS	Interdisciplinary Studies (BS)	A&S			X		X	X					General Education -5, College Requirements +3, Electives +2	Added A&S 111 to college requirements.
S.BFA.ID	Interior Design (BFA)	A&S	X	X	X		X	X	X				General Education -5, College Requirements +3, School Requirements +5, Major Requirements +2, Supporting Coursework -4, Electives -2	Added MATH 103 to SGR #5; Removed DSGN 109 and ART 121 from IGRs; Added A&S 111 to the college requirements; Added ART 121 and DSGN 152 to School of Design requirements; Removed DSGN 109 from School of Design requirements; Added ID 180 to major requirements; Retitled ID 316-316L; Added DSGN 140 from supporting coursework; Removed ART 122 and DSGN 152 from supporting coursework.
S.BAA&S.JOURN	Journalism (BA)	A&S	X		X		X	X					General Education -5, College Requirements +3, Major Requirements +3, Electives -1	Added A&S 111 to college requirements; Added MCOM 119, MCOM 212, MCOM 266-266L, MCOM 270, MCOM 311-311L or MCOM 340-340L, MCOM 434, MCOM 394, and 9 electives from MCOM or PUBR prefix (MCOM 215, MCOM 225-225L, MCOM 311-311L or MCOM 340, MCOM 336, MCOM 359-359L, MCOM 365-365L, MCOM 413, MCOM 419, MCOM 433-433L, MCOM 438-438L, MCOM 474, PUBR 243, PUBR 345); Removed Broadcast Journalism and News-Editorial Emphases in major requirements.

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S.BSA&S.JOURN	Journalism (BS)	A&S	X		X		X	X					General Education -5, College Requirements +3, Major Requirements +3, Electives - 1	Added A&S 111 to college requirements; Added MCOM 119, MCOM 212, MCOM 266-266L, MCOM 270, MCOM 311-311L or MCOM 340-340L, MCOM 434, MCOM 394, and 9 electives from MCOM or PUBR prefix (MCOM 215, MCOM 225-225L, MCOM 311-311L or MCOM 340, MCOM 336, MCOM 359-359L, MCOM 365-365L, MCOM 413, MCOM 419, MCOM 433-433L, MCOM 438-438L, MCOM 474, PUBR 243, PUBR 345); Removed Broadcast Journalism and News-Editorial Emphases in major requirements.
S.BLA.LARC	Landscape Architecture (BLA)	A&S	X		X		X	X	X				General Education -5, College Requirements +3, School of Design +3, Major Requirements -1-+1, Electives 0-2	Removed DSGN 109 from IGRs; Added A&S 111 to college requirements; Added DSGN 152 to school requirements; Removed DSGN 109 from school requirements; Added DSGN 140 and LA 389 or LA 494 or LA 498 to major requirements, Removed LA 494 and LA 498 from technical requirements.
S.BSMATH.MATH	Mathematics (BS)	ENG	X		X		X						General Education -5, Major Requirements +1, Electives +4	Removed GE 109-109L from IGRs; Added MATH 198 from major requirements; Removed MATH 434 from major requirements.
S.BSMATH.MATH-T	Mathematics (BS) - Teaching Specialization	ENG	X		X		X					X	General Education -5, Major Requirements +1, Teaching Specialization Requirements +3, Electives +1	Removed GE 109-109L and AIS/HIST 368 and AIS/ANTH 421 from IGRs; Added MATH 198 to major requirements; Removed MATH 434 from major requirements; Added AIS 211 to teaching specialization requirements; Removed AIS/HIST 368 and AIS/ANTH 421 teaching specialization requirements.
S.BSME.ME	Mechanical Engineering (BS)	ENG	X	X			X						General Education -5, Major Requirements +1, Supporting Coursework +4	Replaced ECON 201 for ECON 202 as SGR #3; Removed GE 109-109L and GE 231 as IGRs; Added ME 490 to major requirements; Added GE 101 and GE 231 to supporting coursework.
S.BS.MLS	Medical Laboratory Science (BS)	PAPH	X		X		X						General Education -5, Major Requirements +2, Electives +3	Removed UC 209 or MLS 109 from IGRs; Added MLS 201 to major requirements; Removed MLS 321 from major requirements; Revised MLS 401 from 2 to 3 credits.
S.BS.MLSUP	Medical Laboratory Science (BS) - Upward Mobility Program	PAPH	X				X					X	General Education -5, Major Requirements +5	Removed UC 209 or MLS 109 from IGRs; Added MLS 201 and MLS 312 to major requirements; Removed MLS 321 and MLS 412L from major requirements; Revised MLS 401 from 2 to 3 credits.
S.BSBIO.MICR	Microbiology (BS)	ABS	X		X		X						General Education -5, Major Requirements +6, Electives -1	Removed BIOL 109 from IGRs; Added BIOL 119 and BIOL 383 to major requirements.
S.BAA&S.MUS-ME	Music (BA) - Music Entrepreneurship Specialization	A&S	X		X		X	X				X	General Education -2, College Requirements +3, Major Requirements +2, Electives -3	Removed MUS 109 from IGRs; Added A&S 111 to college requirements; Added MUS 119 to major requirements.
S.BAA&S.MUS-MS	Music (BA) - Music Studies Specialization	A&S	X		X		X	X				X	General Education -2, College Requirements +3, Major Requirements +2, Electives -3	Removed MUS 109 from IGRs; Added A&S 111 to college requirements; Added MUS 119 to major requirements.
S.BME.MSED	Music Education (BME)	A&S	X				X	X					General Education -5, College Requirements +3, Major Requirements +2	Removed MUS 109 and AIS/HIST 368 and AIS/ANTH 421 from IGRs; Added A&S 111 to college requirements; Added MUS 119 to major requirements; Added AIS 211 to teaching specialization requirements; Removed AIS/HIST 368 and AIS/ANTH 421 teaching specialization requirements.

**South Dakota State University: Summary of Program & General Education Revisions**

Program Code	Program	College	Total credits required within the discipline	Total credits of supportive course work	Total credits of elective course work	Total credits required for program	Other: General Education	Other: College Requirements	Other: Department Requirements	Other: Academic Requirements	Program Name	Existing specialization	Impacted Credits	New degree-specific requirement
S.BS.NRLE	Natural Resource Law Enforcement (BS)	ABS	X				X						General Education -5, Major Requirements +5	Removed NRM 109 and NRM 110 from IGRs; Added NRM 110, NRM 119 and optional course BOT 201-201L to major requirements; Revised WL 430-430L course title. Added optional course SOC 325 to supporting coursework.
S.BSNUR.NURS	Nursing (BS)	NURS	X				X	X					General Education -5, Pre-Nursing/College Requirements +5	Removed NURS 109 and PSYC 101 from IGRs; Added NURS 119 and PSYC 101 to pre-nursing/college requirements.
S.BSNUR.NACC	Nursing (BS) - Accelerated Program	NURS	X				X	X					General Education -5, Pre-Nursing/College Requirements +5	Removed NURS 109 and PSYC 101 from IGRs; Added NURS 119 and PSYC 101 to pre-nursing/college requirements.
S.BSNUR.RNUP	Nursing (BS) - Upward Mobility Program	NURS	X		X		X	X					General Education -5, Pre-Nursing/College Requirements -5, Major Requirements +3, Electives +7	Removed NURS 109 and PSYC 101 from IGRs; Added NURS 119 and PSYC 101 to pre-nursing/college requirements; Removed PHA 321 and 7 electives from pre-nursing/college requirements; Added PHA 321 to major requirements.
S.BS.NUTR	Nutrition and Dietetics (BS)	EHS	X		X		X	X	X				General Education -5, College Requirements +2, Department Requirements +3, Major Requirements -3, Electives +3	Added HDFS 210 to SGR #3; Removed EHS 109 and NUTR 111 from IGRs; Added EHS 119 to college requirements; Added HLTH 220 or NUTR 111 to department requirements; Added NUTR 460 to major requirements; Removed BIOL 151-151L and NUTR 495 from major requirements.
S.BS.OM	Operations Management (BS)	ENG	X	X			X						General Education -5, Major Requirements +4, Supporting Coursework +1	Replaced ECON 201 for ECON 202 as SGR #3; Removed GE 109-109L and GE 231 as IGRs; Added CM 130, OM 240, and OM 490 to major requirements; Removed CM 471L and 2 technical elective credits from major requirements; Added GE 101 and GE 231 to supporting coursework; Removed 3 technical electives from supporting coursework.
S.BSPHS.PHS	Pharmaceutical Sciences (BS)	PAPH	X		X		X						General Education +5, Major Requirements +2, Electives +3	Removed PHA 109 from IGRs; Added PHA 119 and PHA 219 to major requirements.
S.BS.PETE	Physical Education Teacher Education (BS)	EHS	X		X		X	X	X				General Education -5, College Requirements +2, Department Requirements +3, Major Requirements +3, Electives -3	Removed EHS 109 and AIS/HIST 368 and AIS/ANTH 421 from IGRs; Added EHS 119 to college requirements; Added HLTH 220 to department requirements; Added AIS 211 to major requirements; Increased PE 479 and PE 488 to 7 credits each; Removed AIS/HIST 368 and AIS/ANTH 421 and PE 445 from major requirements.
S.BS.PHYS	Physics (BS)	A&S	X		X		X	X					General Education -5, College Requirements +3, Major Requirements +1, Electives +1	Removed PHYS 109 or UC 109 from IGRs; Added A&S 111 to college requirements; Added PHYS 119 to major requirements.
S.BS.PHYS-ST	Physics (BS) - Science Education Specialization	A&S	X		X		X	X				X	General Education -5, College Requirements +3, Major Requirements +1, Electives +1	Removed PHYS 109 or UC 109 from IGRs; Added A&S 111 to college requirements; Added PHYS 119 to major requirements; Added AIS 211 to teaching specialization requirements; Removed AIS/HIST 368 and AIS/ANTH 421 from teaching specialization requirements.

**South Dakota State University: Summary of Program & General Education Revisions**

Program Code	Program	College	Total credits required within the discipline	Total credits of supportive course work	Total credits of elective course work	Total credits required for program	Other: General Education	Other: College Requirements	Other: Department Requirements	Other: Academic Requirements	Program Name	Existing specialization	Impacted Credits	New degree-specific requirement
S.BAA&S.POLS	Political Science (BA)	A&S			X		X	X		X			General Education -5, College Requirements +3, Electives +2	Removed UC 109 from IGRs; Added A&S 111 to college requirements; Added POLS 253, POLS 489, 6 credits POLS electives, and 3 credits 300-400 Level Non-American POLS course to major requirements; Revised 300-400 Level Political Science courses from 21 to 15 credits within major requirements; Removed POLS 461 or POLS 462 and International or Comparative Political Science courses (POLS 165 and POLS 253 suggested); Added Academic Requirements: No grade below a "C" in political science courses may be used to fulfill major or minor requirements.
S.BSA&S.POLS	Political Science (BS)	A&S			X		X	X		X			General Education -5, College Requirements +3, Electives +2	Removed UC 109 from IGRs; Added A&S 111 to college requirements; Added POLS 253, POLS 489, 6 credits POLS electives, and 3 credits 300-400 Level Non-American POLS course to major requirements; Revised 300-400 Level Political Science courses from 21 to 15 credits within major requirements; Removed POLS 461 or POLS 462 and International or Comparative Political Science courses (POLS 165 and POLS 253 suggested); Added Academic Requirements: No grade below a "C" in political science courses may be used to fulfill major or minor requirements.
S.BS.PRAG	Precision Agriculture (BS)	ABS	X		X		X						General Education -5, Major Requirements +4-5, Electives +0-1	Removed AST 109 or PS 109 and PS 213-213L from IGRs; Added AST 119 or PS 119, AST 390, and PS 213-213L to major requirements; Updated PRAG on revised courses; Removed AST 490 from major requirements.
S.BSA&S.PSYC	Psychology (BS)	A&S	X		X		X	X					General Education -5, College Requirements +3, Major Requirements +1, Electives +1	Added A&S 111 to college requirements; Added PSYC 201 and 3 credits to Domain II to major requirements; Removed PSYC 202 from major requirements.
S.BSA&S.PSYC-TC	Psychology (BS) - Teaching Specialization	A&S	X		X		X	X				X	General Education -5, College Requirements +3, Major Requirements 2, Electives +4	Added AIS 211 to college requirements; Added PSYC 201 to major requirements; Removed PSYC 202 from major requirements; Added AIS 211 to teaching specialization requirements; Removed AIS/HIST 368 and AIS/ANTH 421 from teaching specialization requirements.
S.BS.PUBR	Public Relations (BS)	A&S	X		X		X	X					General Education -5, College Requirements +3, Major Requirements +3, Electives -1	Removed MCOM 109 from IGRs; Added A&S 111 to college requirements; Added MCOM 119, MCOM 331-331L, MCOM 394, and course options MCOM 266-266L, MCOM 336, PUBR 472 to major requirements; Removed PUBR 472 and course options MCOM 331-331L, MCOM 482, PUBR 491, and SPCM 441.
S.BS.REMG	Rangeland Ecology and Management (BS)	ABS	X	X			X						General Education -5, Major Requirements +2, Supporting Coursework +3	Removed NRM 109 and PS 213-213L from IGRs; Added NRM 119 to major requirements; Added PS 213-213L to supporting coursework.
S.BAA&S.SOC	Sociology (BA)	A&S			X		X	X					General Education -5, College Requirements +3, Electives +2	Added AIS 211 to college requirements.
S.BSA&S.SOC	Sociology (BS)	A&S			X		X	X					General Education -5, College Requirements +3, Electives +2	Added AIS 211 to college requirements.
S.BSA&S.SOC-HR	Sociology (BS) - Human Resources Specialization	A&S			X		X	X				X	General Education -5, College Requirements +3, Electives +2	Added AIS 211 to college requirements.

**South Dakota State University: Summary of Program & General Education Revisions**

Program Code	Program	College	Total credits required within the discipline	Total credits of supportive course work	Total credits of elective course work	Total credits required for program	Other: General Education	Other: College Requirements	Other: Department Requirements	Other: Academic Requirements	Program Name	Existing specialization	Impacted Credits	New degree-specific requirement
S.BSA&S.SOC-HS	Sociology (BS) - Human Services Specialization	A&S			X		X	X				X	General Education -5, College Requirements +3, Electives +2	Added AIS 211 to college requirements.
S.BSA&S.SOC-TC	Sociology (BS) - Teaching Specialization	A&S			X		X	X				X	General Education -5, College Requirements +3, Electives +2	Added AIS 211 to college requirements; Added AIS 211 to teaching specialization requirements; Removed AIS/HIST 368 and AIS/ANTH 421 from teaching specialization requirements.
S.BAA&S.SPAN	Spanish (BA)	A&S			X		X	X					General Education -5, College Requirements +3, Electives + 2	Added A&S 111 to college requirements; Added GLST 489 to major requirements; Removed SPAN 433 or SPAN 435 from major requirements; Revised Literature and Culture Electives from 3 to 4 courses; Added SPAN 473 and SPAN 478 to Literature and Culture Electives; Revised course numbers for SPAN 484 to 477 and SPAN 486 to 472 in Literature and Culture Electives; Added SPAN 250 to the Applied and Experiential Learning Electives; Removed SPAN 211 and SPAN 212 from Applied and Experiential Learning Electives.
S.BAA&S.SPAN-TC	Spanish (BA) - Teaching Specialization	A&S			X		X	X				X	General Education -5, College Requirements +3, Electives + 2	Added AIS 211 to college requirements; Replaced AIS/HIST 368 and AIS/ANTH 421 with AIS 211 as a teaching specialization requirement; Removed SPAN 433 or SPAN 435 from major requirements; Revised Literature and Culture Electives from 3 to 4 courses; Added SPAN 473 and SPAN 478 to Literature and Culture Electives; Revised course numbers for SPAN 484 to 477 and SPAN 486 to 472 in Literature and Culture Electives; Added SPAN 250 to the Applied and Experiential Learning Electives; Removed SPAN 211 and SPAN 212 from Applied and Experiential Learning Electives.
S.BS.SPCM	Speech Communication (BS)	A&S			X		X	X					General Education -5, College Requirements +3, Electives + 2, Program Name Change	Program Name Change: Communication Studies. Removed SPCM 109 from IGRs. Added A&S 111 to college requirements.
S.BS.SPCM-SPEE	Speech Communication (BS) - Speech Education Specialization	A&S			X		X	X				X	General Education -5, College Requirements +3, Electives + 2, Program Name Change	Program Name Change: Communication Studies. Removed SPCM 109 and AIS/HIST 368 & AIS/ANTH 421 from IGRs. Added AIS 211 to college and teaching specialization requirements. Removed AIS/HIST 368 & AIS/ANTH 421 from teaching specialization requirements.
S.BS.SRPM	Sport, Recreation and Park Management (BS)	EHS	X		X		X	X	X				General Education -5, College Requirements +2, Department Requirements +3, Major Requirements +1, Electives -1	Removed HDFS 210 from SGR #3. Removed EHS 109 from IGRs. Added EHS 119 to college requirements. Added HLTH 220 to department requirements. Added RECR 140, RECR 494 and 9 credits from HDFS 210, RECR 302 and RECR 4002 or BADM 350, HMG 355 and RECR 411 to major requirements. Removed RECR 101 or PE 180, RECR 202-202L, RECR 260, RECR 302 and RECR 496 from major requirements.
S.BFA.SART-ARTE	Studio Art (BFA) - Art Education Specialization	A&S	X				X	X				X	General Education -5, College Requirements +3, School of Design +3, Major Requirements -1	Removed DSGN 109 and ART 111 from IGRs; Added AIS 211 to college requirements and teaching specialization requirements; Added DSGN 152 to school requirements; Removed DSGN 109 from school requirements; Added ART 111 and DSGN 140 to major requirements; Removed ART 123 from major requirements; Removed AIS/HIST 368 and AIS/ANTH 421 from teaching specialization requirements.



**South Dakota State University: Summary of Program & General Education Revisions**

Program Code	Program	College	Total credits required within the discipline	Total credits of supportive course work	Total credits of elective course work	Total credits required for program	Other: General Education	Other: College Requirements	Other: Department Requirements	Other: Academic Requirements	Program Name	Existing specialization	Impacted Credits	New degree-specific requirement
S.BFA.SART-CERM	Studio Art (BFA) - Ceramics Specialization	A&S	X				X	X				X	General Education -5, College Requirements +3, School of Design +3, Major Requirements -1	Removed DSGN 109 and ART 111 from IGRs; Added A&S 111 to college requirements and teaching specialization requirements; Added DSGN 152 to school requirements; Removed DSGN 109 from school requirements; Added ART 111 and DSGN 140 to major requirements; Removed ART 123 from major requirements; Revised the ART 3XX level studio elective from 6 to 3 credits in the major requirements.
S.BFA.SART-PAIN	Studio Art (BFA) - Painting Specialization	A&S	X				X	X				X	General Education -5, College Requirements +3, School of Design +3, Major Requirements -1	Removed DSGN 109 and ART 111 from IGRs; Added A&S 111 to college requirements and teaching specialization requirements; Added DSGN 152 to school requirements; Removed DSGN 109 from school requirements; Added ART 111 and DSGN 140 to major requirements; Removed ART 123 from major requirements; Revised the ART 3XX level studio elective from 6 to 3 credits in the major requirements.
S.BFA.SART-PRNT	Studio Art (BFA) - Printmaking Specialization	A&S	X				X	X				X	General Education -5, College Requirements +3, School of Design +3, Major Requirements -1	Removed DSGN 109 and ART 111 from IGRs; Added A&S 111 to college requirements and teaching specialization requirements; Added DSGN 152 to school requirements; Removed DSGN 109 from school requirements; Added ART 111 and DSGN 140 to major requirements; Removed ART 123 from major requirements; Revised the ART 3XX level studio elective from 6 to 3 credits in the major requirements.
S.BFA.SART-SCUL	Studio Art (BFA) - Sculpture Specialization	A&S	X				X	X				X	General Education -5, College Requirements +3, School of Design +3, Major Requirements -1	Removed DSGN 109 and ART 111 from IGRs; Added A&S 111 to college requirements and teaching specialization requirements; Added DSGN 152 to school requirements; Removed DSGN 109 from school requirements; Added ART 111 and DSGN 140 to major requirements; Removed ART 123 from major requirements; Revised the ART 3XX level studio elective from 6 to 3 credits in the major requirements.
S.BS.THEA	Theatre (BS)	A&S			X		X	X					General Education -5, College Requirements +3, Electives +2	Removed SPCM 109 from IGRs; Added A&S 111 to college requirements.
S.BSBIO.WL	Wildlife and Fisheries Science (BS)	ABS	X		X		X						General Educaiton -5, Major Requirements +2, Electives +3	Removed NRM 109-109L from IGRs; Added NRM 119 to major requirements.

# University of South Dakota - Summary of Program & General Education Revisions

## UNSPECIFIED ELECTIVES

The following programs will realize an increase in free electives:

Program Code	Program Description	Impacted Credits
U.BS.ADST-PREV	Addiction Studies Prevention, B.S.	General Education (-9); Free Electives (+9)
U.BS.ADST-TRMT	Addiction Studies Treatment, B.S.	General Education (-9); Free Electives (+9)
U.BFA.ARTE	Art Education (B.F.A.) [EXCEPTION 128 CR HRS]	No change in hours
U.BFA.ARTE-CERM	Art Education-Ceramics (B.F.A.) [EXCEPTION 128 CR HRS]	No change in hours
U.BFA.ARTE-GRDS	Art Education-Graphic Design (B.F.A.) [EXCEPTION 128 CR HRS]	No change in hours
U.BFA.ARTE-PAIN	Art Education-Painting (B.F.A.) [EXCEPTION 128 CR HRS]	No change in hours
U.BFA.ARTE-PHOT	Art Education-Photography (B.F.A.) [EXCEPTION 128 CR HRS]	No change in hours
U.BFA.ARTE-PRNT	Art Education-Printing (B.F.A.) [EXCEPTION 128 CR HRS]	No change in hours
U.BFA.ARTE-SCUL	Art Education-Sculpture (B.F.A.) [EXCEPTION 128 CR HRS]	No change in hours
U.BGS.GENS	General Studies, B.G.S.	General Education (-9); Free Electives (+9)
U.AA.GENST	General Studies, A.A.	General Education (-6); Free Electives (+6)
U.BGS.GENS-BUS	General Studies, B.G.S. (Business Specialization)	No change in hours
U.BS.HSC	Health Sciences, B.S.	General Education (-6); Free Electives (+6)
U.BS.HSC-PMDC	Health Sciences Paramedic, B.S.	General Education (-6); Free Electives (+6)
U.BS.MLS	Medical Laboratory Science, B.S.	No change in hours
U.BM.MUED	Music Education (B.M.) [EXCEPTION 129-130 CR HRS]	No change in hours
U.BM.MUAP	Music Performance (B.M.)	No change in hours
U.BMA.MUSA	Musical Arts (B.M.A.)	No change in hours
U.AS-NURS-LPN	Nursing LPN (A.S.) [EXCEPTION 65 CR HRS currently—New Gen Eds will be 68 credit hours for the major]	General Education (+6); Nondepartmental requirements (-3) Increase program by 3 hours
U.BSED.PE	Physical Education, B.S.Ed.	No change in hours
U.BSED.ENED	Secondary Education English Education, B.S.Ed.	General Education (-3); Free Electives (+3)
U.BSED.SNED	Secondary Education Spanish Education, B.S.Ed.	No change in hours
U.BSED.SPED	Secondary Education Special Education, B.S.Ed. [EXCEPTION 124-136]	No change in hours
U.BSED.SPET	Secondary Education Speech Education, B.S.Ed.	No change in hours

### University Approval

To the Board of Regents and the Executive Director, I certify that:

- All listed programs were individually reviewed, and decisions were made in accordance with established university procedures
  - The proposed changes were considered by me; I support them
- The proposed program modifications are truthful and precise; I vouch for their accuracy



Vice President of Academic Affairs or President of the University

02/08/2017

Date

## NEW DEGREE REQUIREMENTS

The following programs will realize an increase in requirements attached to the degree itself:

Program Code	Program Description	Impacted Credits	New degree-specific requirement (include course prefix + number combinations)
U.BA.ANTH	Anthropology, B.A.	BA +3cr	Add ENGL 210 to degree requirements +3
U.BS.ANTH	Anthropology, B.S.	BS +3/+5cr	Add ENGL 210 to degree requirements and +2 potential for MATH courses plus prerequisites
U.BS.CHEM	Chemistry, B.S. (ACS)	BS +3	Degree requirements +3/+5 (max # of MATH courses plus prerequisites)
U.BS.CHEM	Chemistry, B.S. (Coordinate)	BS +3/+5cr	Add ENGL 210 to degree requirements and +2 potential for MATH courses plus prerequisites
U.BA.CSD	Communication Sciences & Disorders, B.A.	BA +3cr	Add ENGL 210 to degree requirements +3
U.BS.CSD	Communication Sciences & Disorders, B.S.	BS +3/+5cr	Add ENGL 210 to degree requirements and +2 potential for MATH courses plus prerequisites
U.BA.CMST	Communication Studies, B.A.	BA +3cr	Add ENGL 210 to degree requirements +3
U.BS.CMST	Communication Studies, B.S.	BS +3/+5cr	Add ENGL 210 to degree requirements and +2 potential for MATH courses plus prerequisites
U.BA.CMST-EDUC	Communication Studies (B.A.) with Secondary Education Certification	BA -15	Add ENGL 210 to degree requirements +3 and remove required minor - 18cr
U.BS.CMST-EDUC	Communication Studies (B.S.) with Secondary Education Certification	BS -15	Add ENGL 210 to degree requirements +3 and remove required minor - 18cr
U.BA.CSCI	Computer Science, B.A.	BA +3cr	Add ENGL 210 to degree requirements +3
U.BS.CSCI	Computer Science, B.S.	BS +23	Degree requirements no longer contain built in Composite minor +18, Add ENGL 210, Add 2 cr hours for MATH prerequisites
U.BS.CJUS	Criminal Justice Studies, B.A.	BS +3/+5cr	Add ENGL 210 to degree requirements and +2 potential for MATH courses plus prerequisites
U.BA.CJUS	Criminal Justice Studies, B.S.	BA +3cr	Add ENGL 210 to degree requirements +3
U.BS.ESCI	Earth Sciences, B.S.	BS +3/+5cr	Add ENGL 210 to degree requirements and +2 potential for MATH courses plus prerequisites
U.BS.ESCI-EDUC	Earth Sciences (B.S.) with Secondary Education Certification	BS -15	Add ENGL 210 to degree requirements +3 and remove required minor - 18cr
U.BA.ECON	Economics, B.A.	BA +3cr	Add ENGL 210 to degree requirements +3
U.BS.ECON	Economics, B.S.	BS +3/+5cr	Add ENGL 210 to degree requirements and +2 potential for MATH courses plus prerequisites
U.BA.ENGL	English, B.A.	BA +3cr	Add ENGL 210 to degree requirements +3
U.BS.ENGL	English, B.S.	BS +3/+5cr	Add ENGL 210 to degree requirements and +2 potential for MATH courses plus prerequisites

Program Code	Program Description	Impacted Credits	New degree-specific requirement (include course prefix + number combinations)
U.BA.ENGL-CWRT	English-Creative Writing, B.A.	BA +3cr	Add ENGL 210 to degree requirements +3
U.BS.ENGL-CWRT	English Creative Writing, B.S.	BS +3	Add ENGL 210 to degree requirements +3
U.BA.ENGL-EDUC	English Education, B.A.-Secondary Education specialization	BS +3	Add ENGL 210 to degree requirements +3
U.BS.ENGL-EDUC	English Education, B.S. -Secondary Education specialization	BS +3	Add ENGL 210 to degree requirements +3
U.BA.ENGL-EDUC	English (B.A.) with Secondary Education Certification	BA -15	Add ENGL 210 to degree requirements +3 and remove required minor - 18cr
U.BS.ENGL-EDUC	English (B.S.) with Secondary Education Certification	BS -15	Add ENGL 210 to degree requirements +3 and remove required minor - 18cr
U.BA.FFST	French & Francophone Studies, B.A.	BA +3cr	Add ENGL 210 to degree requirements +3
U.BA.GERM	German, B.A.	BA +3cr	Add ENGL 210 to degree requirements +3
U.BA.HIST	History, B.A.	BA +3cr	Add ENGL 210 to degree requirements +3
U.BS.HIST	History, B.S.	BS +3/+5cr	Add ENGL 210 to degree requirements and +2 potential for MATH courses plus prerequisites
U.BA.HIST-EDUC	History (B.A.) with Secondary Education Certification	BA -15	Add ENGL 210 to degree requirements +3 and remove required minor - 18cr
U.BS.HIST-EDUC	History (B.S.) with Secondary Education Certification	BS -15	Add ENGL 210 to degree requirements +3 and remove required minor - 18cr
U.BA.INTS	International Studies, B.A.	BA +3cr	Add ENGL 210 to degree requirements +3
U.BS.MATH	Mathematics, B.S.	BS +3	Add ENGL 210 to degree requirements +3
U.BS.MBIO	Medical Biology, B.S.	BS +3/+5cr	Add ENGL 210 to degree requirements and +2 potential for MATH courses plus prerequisites
U.BA.NATV	Native American Studies, B.A.	BA +3cr	Add ENGL 210 to degree requirements +3
U.BA.NATV-LAKS	Native American Studies-Lakota Studies, B.A.	BA +3cr	Add ENGL 210 to degree requirements +3
U.BA.PHIL	Philosophy, B.A.	BA +3cr	Add ENGL 210 to degree requirements +3
U.BS.PHIL	Philosophy-Ethics/Law/Society, B.S.	BS +3/+5cr	Add ENGL 210 to degree requirements and +2 potential for MATH courses plus prerequisites
U.BA.PHIL-ELS	Political Science, B.A.	BA +3cr	Add ENGL 210 to degree requirements +3
U.BS.PHIL-ELS	Political Science, B.S.	BS +3	Add ENGL 210 to degree requirements +3
U.BA.POLS	Psychology, B.A.	BA +3cr	Add ENGL 210 to degree requirements +3
U.BS.POLS	Psychology, B.S.	BS +3/+5cr	Add ENGL 210 to degree requirements and +2 potential for MATH courses plus prerequisites
U. BA.POLS-EDUC	Political Science (B.A.) with Secondary Education Certification	BA -15	Add ENGL 210 to degree requirements +3 and remove required minor - 18cr

Program Code	Program Description	Impacted Credits	New degree-specific requirement (include course prefix + number combinations)
U.BS.POLS-EDUC	Political Science (B.S.) with Secondary Education Certification	BS -15	Add ENGL 210 to degree requirements +3 and remove required minor - 18cr
U.BA.PSYC	Psychology-Disaster Response, B.A.	BA +3cr	Add ENGL 210 to degree requirements +3
U.BS.PSYC	Psychology-Disaster Response, B.S.	BS +3/+5cr	Add ENGL 210 to degree requirements and +2 potential for MATH courses plus prerequisites
U.BA.PSYC-DISR	Philosophy-Ethics/Law/Society, B.A.	BA +3cr	Add ENGL 210 to degree requirements +3
U.BS.PSYC-DISR	Political Science, B.S.	BS +3	Add ENGL 210 to degree requirements +3
U.BA.SOC	Sociology, B.A.	BA +3cr	Add ENGL 210 to degree requirements +3
U.BS.SOC	Sociology, B.S.	BS +3/+5cr	Add ENGL 210 to degree requirements and +2 potential for MATH courses plus prerequisites
U.BA.SPAN	Spanish, B.A. (Double Major)	BA +3cr	Add ENGL 210 to degree requirements +3
U.BA.SPAN-EDUC	Spanish (B.A.) with Secondary Education Certification	BA -15	Add ENGL 210 to degree requirements +3 and remove required minor - 18cr
U.BA.SPMM	Sport Marketing & Media, B.A.	BA +3cr	Add ENGL 210 to degree requirements +3
U.BS.SPMM	Sport Marketing & Media, B.S.	BS +3/+5cr	Add ENGL 210 to degree requirements and +2 potential for MATH courses plus prerequisites
U.BA.SUST-NSCI	Sustainability-Natural Sciences, B.A. (Double Major)	BA +3cr	Add ENGL 210 to degree requirements +3
U.BS.SUST-NSCI	Sustainability-Natural Sciences, B.S. (Double Major)	BS +3/+5cr	Add ENGL 210 to degree requirements and +2 potential for MATH courses plus prerequisites
U.BA.SUST-SSCI	Sustainability-Social Sciences, B.A. (Double Major)	BA +3cr	Add ENGL 210 to degree requirements +3
U.BS.SUST-SSCI	Sustainability-Social Sciences, B.S. (Double Major)	BS +3/+5cr	Add ENGL 210 to degree requirements and +2 potential for MATH courses plus prerequisites

### University Approval

*To the Board of Regents and the Executive Director, I certify that:*

- *All listed programs were individually reviewed, and decisions were made in accordance with established university procedures*
- *The proposed changes were considered by me; I support them*
- *The proposed program modifications are truthful and precise; I vouch for their accuracy*



Vice President of Academic Affairs or President of the University

02/08/2017

Date

## NEW MAJOR REQUIREMENTS

The following programs will realize an increase in requirements attached to the degree itself:

Program Code	Program Description	Impacted Credits	New degree-specific requirement (include course prefix + number combinations)
U.BBA.ACCT	Accounting, B.B.A.	General Education (-9); Free Electives (+9 or +4); Major (0 to +5)	Pre-business core is moved into the major hours +22 (ACCT 210/211, BADM 101/220, ECON 201/202, MATH 121 or MATH 123; Added prerequisites to MATH 121/MATH 123 +0 to +5
U.BFA.ART	Art (B.F.A.)	Major +3	Add 3 hours to the Studio Specialization
U.BFA.ART-CERM	Art-Ceramics (B.F.A.)	Major +3	Add 3 hours to the Ceramics Studio Specialization
U.BFA.ART-GRDS	Art-Graphic Design (B.F.A.)	Major +3	Add 3 hours to the Graphic Design Studio Specialization
U.BFA.ART-PAIN	Art-Painting (B.F.A.)	Major +3	Add 3 hours to the Painting Studio Specialization
U.BFA.ART-PHOT	Art-Photography (B.F.A.)	Major +3	Add 3 hours to the Photography Studio Specialization
U.BFA.ART-PRNT	Art-Printmaking (B.F.A.)	Major +3	Add 3 hours to the Printmaking Studio Specialization
U.BFA.ART-SCUL	Art-Sculpture (B.F.A.)	Major +3	Add 3 hours to the Sculpture Studio Specialization
U.BS.BIOL-CBIO	Biology Conservation & Biodiversity, B.S.	Degree increases +3/+5; Major +1; General Education (-9); Free Electives (-2/+5)	ENGL 210 added to degree requirements and +2 additional prerequisite hours for MATH requirements; Major Remove BIOL 490 (1cr), Add BIOL 280/280L(2cr)
U.BS.BIOL-EDUC	Biology (B.S.)-Conservation & Biodiversity spec with Secondary Education Certification	Degree decreases 15; Major +1; General Education (-12); Free Electives no change	ENGL 210 added (+3) to degree requirements and remove required minor (-18) for this program; Major Remove BIOL 490 (1cr), Add BIOL 280/280L (2cr)
U.BS.BIOL-PCMB	Biology Physiology/Cell/Molecular, B.S.	Degree increases +3/+5; Major +1; General Education (-9); Free Electives (+2)	ENGL 210 added to degree requirements and +2 additional prerequisite hours for MATH requirements; Major Remove BIOL 490 (1cr), Add BIOL 280/280L(2cr)
U.BBA.BSAD	Business Administration, B.B.A.	General Education (-9); Free Electives (+9 or +4); Major (0 to +5)	Pre-business core is moved into the major hours +22 (ACCT 210/211, BADM 101/220, ECON 201/202, MATH 121 or MATH 123; Added prerequisites to MATH 121/MATH 123 +0 to +5
U.BS.CHEM-EDUC	Chemistry (B.S.)-Chemistry Coordinate with Secondary Education Certification	Degree decreases 15; Major -4; General Education (-12); Free Electives no change	ENGL 210 added (+3) to degree requirements and remove required minor (-18) for this program; Major -4 require 1 elective where 2 were required (4cr)
U.BS.DHYG	Dental Hygiene, B.S.	Major -6; GE +6	Remove ENGL 210; Remove Advance Comp, Aesthetic Experience IGR, and Humanities/Fine Arts requirement at program level and allow student to take Gen Ed requirements; Increase professional program electives by 6.



Program Code	Program Description	Impacted Credits	New degree-specific requirement (include course prefix + number combinations)
U.BSED.ELED/SPED	Elementary & Special Education, B.S.Ed. [EXCEPTION 126 CR HRS]	Major +17; GE -17	Add to major BIOL 104/L, CHEM 104/L, ESCI 104/L, PHYS 104/L, HIST 151, MATH 102, and POLS 100 to requirements.
U.BSED.ELED	Elementary Education (includes Early Childhood Emphasis & Kindergarten Education Emphases), B.S.Ed.	Major +17; GE -17	Remove ELED 492; Add to major BIOL 104/L, CHEM 104/L, ESCI 104/L, PHYS 104/L, EDFN 438, HIST 151, MATH 102, and POLS 100 to requirements.
U.BBA.FIN	Finance, B.B.A.	General Education (-9); Free Electives (+9 or +4); Major (0 to +5)	Pre-business core is moved into the major hours +22 (ACCT 210/211, BADM 101/220, ECON 201/202, MATH 121 or MATH 123; Added prerequisites to MATH 121/MATH 123 +0 to +5
U.BBA.HSAD	Health Services Administration, B.B.A.	General Education (-9); Free Electives (+9 or +4); Major (0 to +5)	Pre-business core is moved into the major hours +22 (ACCT 210/211, BADM 101/220, ECON 201/202, MATH 121 or MATH 123; Added prerequisites to MATH 121/MATH 123 +0 to +5
U.BBA.HRMGT	Human Resource Management, B.B.A.	General Education (-9); Free Electives (+9 or +4); Major (0 to +5)	Pre-business core is moved into the major hours +22 (ACCT 210/211, BADM 101/220, ECON 201/202, MATH 121 or MATH 123; Added prerequisites to MATH 121/MATH 123 +0 to +5
U.BBA.IENT	Innovation and Entrepreneurship, B.B.A.	General Education (-9); Free Electives (+9 or +4); Major (0 to +5)	Pre-business core is moved into the major hours +22 (ACCT 210/211, BADM 101/220, ECON 201/202, MATH 121 or MATH 123; Added prerequisites to MATH 121/MATH 123 +0 to +5
U.BBA.MGT	Management, B.B.A.	General Education (-9); Free Electives (+9 or +4); Major (0 to +5)	Pre-business core is moved into the major hours +22 (ACCT 210/211, BADM 101/220, ECON 201/202, MATH 121 or MATH 123; Added prerequisites to MATH 121/MATH 123 +0 to +5
U.BBA.MKTG	Marketing, B.B.A.	General Education (-9); Free Electives (+9 or +4); Major (0 to +5)	Pre-business core is moved into the major hours +22 (ACCT 210/211, BADM 101/220, ECON 201/202, MATH 121 or MATH 123; Added prerequisites to MATH 121/MATH 123 +0 to +5
U.BS.MATH-EDUC	Mathematics (B.S.) with Secondary Education Certification	Degree decreases (-12) General Education (-11); Free Electives (-9); Major (-4)	ENGL 210 added (+3) to degree requirements, remove natural science course double count (-3), and remove required minor (-18) for this program; Major -4 require remove elective credits (4cr)
U.BA.MJRN-JOUR	Media & Journalism-Journalism, B.A.	Major +0-3, General Education (-9); Free Electives (+3 or +3); Degree +3	Add ENGL 203 or grammar placement; ENGL 210 Added to degree requirements.

Program Code	Program Description	Impacted Credits	New degree-specific requirement (include course prefix + number combinations)
U.BS.MJRN-JOUR	Media & Journalism-Journalism, B.S.	Major +0-3, General Education (-9); Free Electives (+1 or +6); Degree +3to5	Add ENGL 203 or grammar placement; ENGL 210 Added to degree requirements.
U.BA.MJRN-STCM	Media & Journalism-Strategic Communication, B.A.	Major +0-3, General Education (-9); Free Electives (+3 or +3); Degree +3	Add ENGL 203 or grammar placement; ENGL 210 Added to degree requirements.
U.BS.MJRN-STCM	Media & Journalism-Strategic Communications, B.S.	Major +0-3, General Education (-9); Free Electives (+1 or +6); Degree +3to5	Add ENGL 203 or grammar placement; ENGL 210 Added to degree requirements.
U.BSN.NURS	Nursing, B.S.N.	Major -10, General Education (+6); Free Electives (+4)	Remove STAT 281, CHEM 107/L, ENGL 210, MATH 102 (move to GE), Aesthetic Experience, Add PSYC 451 and choice HSC 250 or CLHU 101
U.BSN.NURS-RN	Nursing (RN), B.S.N.	Major -15, General Education (+9); Free Electives (+6)	Remove STAT 281, 10 electives, Add PSYC 451, CHEM 106/L, MICR 230. Remove ENGL 210, MATH 102 (use Gen Ed), Humanities, Aesthetic Experience
U.BSN.NURS-LPN	Nursing (LPN), B.S.N.	Major -10, General Education (+6); Free Electives (+4)	Remove STAT 281, CHEM 107/L Add PSYC 451, CHEM 106/L, MICR 230. Remove ENGL 210, MATH 102 (use Gen Ed), Aesthetic Experience
U.BBA.OPAN	Operational Analytics, B.B.A.	General Education (-9); Free Electives (+9 or +4); Major (0 to +5)	Pre-business core is moved into the major hours +22 (ACCT 210/211, BADM 101/220, ECON 201/202, MATH 121 or MATH 123; Added prerequisites to MATH 121/MATH 123 +0 to +5
U.BS.PHYS	Physics, B.S. , B.S.	Major +3; General Education (-9); Free Electives (+14 or +21);Degree -8-15	Add additional MATH course above 102; Add ENGL 210 to degree
U.BS.PHYS-APPH	Physics-Applied Physics, B.S.	Major +3; General Education (-9); Free Electives (+14 or +21);Degree -8-15	Add additional MATH course above 102; Add ENGL 210 to degree
U.BS.PHYS-EDUC	Physics (B.S.) with Secondary Education Certification	Degree decreases (-15) General Education (-9); Free Electives (-1); Major (-13)	ENGL 210 added (+3) to degree requirements and remove required minor (-18) for this program; Major -13 Remove PHYS 471 (4cr), CSC 155/L removed (4cr) and reduce elective credits (5cr)
U.BSED.BIOED	Secondary Education Biology Education, B.S.Ed.	Major +3; GE -3	Add ENGL 210
U.BSED.HSED	Secondary Education History Education, B.S.Ed.	Major +3; GE -3	Add ENGL 210
U.BSED.MTED	Secondary Education Math Education, B.S.Ed.	Major +3; GE -3	Add ENGL 210

Program Code	Program Description	Impacted Credits	New degree-specific requirement (include course prefix + number combinations)
U.BS.SOCW	Social Work, B.S.	Major +0-1; General Education -9-10; Free Electives +9	Remove ATHN 210/HSC 380, add variable to Science requirement from 3 to 3-4 hours, Add choice of ADS 412, REL 250, PHIL 220; <b>[ADD waiver of 18 hr minor if double major or associate degree]</b>
U.BS.SOCW-CWLF	Social Work-Child Welfare, B.S.	Major +0-1; General Education -9-10; Free Electives +9	Remove ATHN 210/HSC 380, add variable to Science requirement from 3 to 3-4 hours, Add choice of ADS 412, REL 250, PHIL 220; <b>[ADD waiver of 18 hr minor if double major or associate degree]</b>
U.BFA.THEA-ACT	Theatre-Acting (B.F.A.)	Major +3; General Education -9; Free Electives +6	Add ENGL 210
U.BFA.THEA-DNTT	Theatre-Design Theatre/Technology (B.F.A.)	Major +3; Free Electives -3	Add THEA 403
U.BFA.THEA-MUST	Theatre-Musical Theatre (B.F.A.)	Major +3; General Education -9; Free Electives +6	Add ENGL 210
U.BFA.THEA-THEA	Theatre-Theatre (B.F.A.)	Major +3; General Education -9; Free Electives +6	Add ENGL 210

#### University Approval

*To the Board of Regents and the Executive Director, I certify that:*

- *All listed programs were individually reviewed, and decisions were made in accordance with established university procedures*
- *The proposed changes were considered by me; I support them*
- *The proposed program modifications are truthful and precise; I vouch for their accuracy*



\_\_\_\_\_  
Vice President of Academic Affairs or President of the University

02/08/2017

\_\_\_\_\_  
Date

## NEW SPECIALIZATION REQUIREMENTS

The following programs will realize an increase in requirements attached to the degree itself:

Program Code	Program Description	Impacted Credits	New degree-specific requirement (include course prefix + number combinations)
U.BS.KSS-EXSC	Kinesiology & Sport Science-Exercise Science, B.S.	+3	Move KSM 244 from core to specialization; remove option for KSS 385
U.BS.KSS-SPMG	Kinesiology & Sport Science-Sport Management, B.S.	-3	Remove KSM 244 from core; Remove HLTH 370

### University Approval

*To the Board of Regents and the Executive Director, I certify that:*

- *All listed programs were individually reviewed, and decisions were made in accordance with established university procedures*
- *The proposed changes were considered by me; I support them*
- *The proposed program modifications are truthful and precise; I vouch for their accuracy*



\_\_\_\_\_  
Vice President of Academic Affairs or President of the University

02/08/2017

\_\_\_\_\_  
Date

**SOUTH DAKOTA BOARD OF REGENTS**

**Academic and Student Affairs**

**AGENDA ITEM: 6 – O**

**DATE: March 28-30, 2017**

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**SUBJECT: College Application Week**

At the October board meeting, the Board received an update on the plans for the 2016 College Application Week (Attachment I). The 2016 campaign took place from October 31-November 4, 2016. 40 schools were invited to participate, and 33 schools of those invited had students submit applications to Regental institutions. The technical institutes, private institutions, and Black Hills Beauty College also participated as partners. This year's campaign resulted in 800 applications to Regental institutions from 354 students across the state. Table 1 illustrates the distribution of applications from participating high schools.

Schools used many of the same activities as in years prior. In addition to the College Decision Map and essay practice questions, many schools chose to do their FAFSA workshops with Great Lakes in the weeks following College Application Week. Others chose to hold off until the spring for FAFSA programming with Great Lakes' schedule for the fall filling up quickly with the new filing dates. New this year, schools were encouraged to take pictures and share them on social media or with the central office via email. Activities at Cheyenne-Eagle Butte and Tripp-Delmont were featured on the Board of Regents Facebook page.

Following the October report, the Board asked for an update on the first two cohorts of College Application Week students. The first two cohorts of College Application Week are now first and second year students at postsecondary institutions across the country. Using the National Student Clearinghouse and data from the South Dakota Department of Education, staff were able to do an analysis of postsecondary enrollment trends for students from high schools that have participated in College Application Week (Attachment II).

For the 2017 campaign, we are planning to double the number of participating schools, bringing the total to 80 high schools. Participating schools will be identified by a number of factors including but not limited to historic matriculation patters, population of free/reduced lunch eligible students, and expressed interest.

(Continued)

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**INFORMATIONAL ITEM**

**Table 1**  
**South Dakota College Application Week 2016 Applications by High School and Institution**

	BHSU	DSU	NSU	SDSM&T	SDSU	USD
<i>Bon Homme</i>			1		2	1
<i>Chamberlain</i>	1			1	3	
<i>Cheyenne-Eagle Butte</i>	26		7	4	24	18
<i>Crazy Horse</i>			1			1
<i>Crow Creek</i>	3		3		1	3
<i>Dupree</i>	1		1		1	
<i>Flandreau</i>		1		1	3	1
<i>Flandreau Indian School</i>	3	2	1	1	10	3
<i>Hamlin</i>	2	6	6	2	13	12
<i>Hot Springs</i>	1	1			1	1
<i>Kadoka</i>	11		2	4	11	6
<i>Lead-Deadwood</i>	2		1		3	2
<i>Little Wound</i>	23	7	1	7	30	25
<i>Lyman</i>	5	4	5	2	11	11
<i>McIntosh</i>	3	1			5	2
<i>McLaughlin</i>	5				6	1
<i>Mobridge-Pollock</i>				1	1	
<i>Pine Ridge</i>	19			4	13	14
<i>Rapid City</i>	16	1	1	4	13	6
<i>Red Cloud</i>	8	1	3		7	4
<i>Saint Francis</i>	17	4	3	4	14	17
<i>Sisseton</i>			1		1	1
<i>Stanley County</i>	2	1	8	1	12	6
<i>Sully Buttes</i>	9	1	6	1	13	12
<i>Takini</i>	1					1
<i>Timber Lake</i>	1				1	1
<i>Tiospa Zina</i>	8		7	2	15	10
<i>Todd County</i>	5			1	3	6
<i>Tripp-Delmont</i>					4	2
<i>Wagner</i>	7		2		6	4
<i>Wakpala</i>	1				1	
<i>White River</i>	3	2			2	3
<i>Winner</i>	13	2	10	4	24	20
<i>Total</i>	196	35	77	44	254	194



**SOUTH DAKOTA BOARD OF REGENTS****Academic and Student Affairs****AGENDA ITEM: 6 – F****DATE: October 4-6, 2016**

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**SUBJECT: College Application Week 2016-17AY**

In November 2014, South Dakota joined the American College Application Campaign and piloted South Dakota College Application Week. The pilot included nine schools served by the College Access Challenge Grant program. During the week of November 10-14, students at the nine pilot high schools had the opportunity to apply to up to three regental institutions of their choosing and had the application fee waived. 234 students participated and submitted 404 individual applications to regental institutions. A detailed report on the 2014 campaign was presented to the Board of Regents during their [April 2015](#) meeting, and AAC was updated numerous times during the initial year of involvement.

In November of last year, an expanded pilot of the College Application Campaign took place with nineteen high schools participating. These nineteen include the nine pilot high schools from 2014 plus ten other schools from across the state. The dates for the 2015 campaign were November 2-6. Overall, 385 students participated and submitted 895 individual applications to Regental institutions. A detailed report on the 2015 campaign can be found in the agenda item from the [March/April 2016](#) Board Meeting

October 31-November 4 of this year will mark the third year of the College Application Campaign. Around 40 schools are expected to participate. Participating schools will include returning, most GEAR UP, tribal, and Jump Start schools. Invited schools have an average college matriculation rate of 48.9% as compared to the statewide average of 66.5%. Training for school counselors will once again be conducted via site visit for new schools and new site coordinators. Returning sites and coordinators will have their training conducted via phone. The resources for site coordinators, students, and their families including a college decision map, practice essay questions, and month-by-month checklists. The materials outline decision points for students and families for each month beginning with September of their senior year through the summer when they arrive on campus for orientation. Student/Parent/Counselor resources are now available on the [Select Dakota](#) website to improve access for participating districts. This also makes the resources available to anybody who might find them beneficial. AAC representatives should be prepared to raise any questions they have for continued engagement in this project through the Regental system. In many instances, campus admission staff have assisted in providing support at local school districts to facilitate application activities.

(Continued)

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**INFORMATIONAL ITEM**

College Application Week 206-17AY  
October 4-6, 2016

<i>Table 1</i>	
<i>Anticipated High Schools Participating in College Application Week Campaign Expanded Pilot in 2016</i>	
<i>High School</i>	<i>Anticipated Senior Class Size</i>
<i>Cheyenne-Eagle Butte*</i>	72
<i>Rapid City High School*</i>	84
<i>Pine Ridge High School*</i>	73
<i>Red Cloud High School*</i>	53
<i>Winner High School *</i>	59
<i>White River High School*</i>	30
<i>Saint Francis Indian School*</i>	46
<i>Kadoka Area High School*</i>	26
<i>Lyman High School*</i>	34
<i>Lead Deadwood High School**</i>	53
<i>Flandreau Public School**</i>	37
<i>Flandreau Indian School**</i>	53
<i>Crow Creek High School**</i>	30
<i>Stanley County High School**</i>	29
<i>Andes Central High School**</i>	10
<i>Wagner High School**</i>	54
<i>Tiospa Zina High School**</i>	45
<i>Sisseton High School**</i>	49
<i>Sully Buttes High School**</i>	25
<i>Todd County High School</i>	76
<i>McIntosh High School</i>	8
<i>Wakpala High School</i>	6
<i>Marty Indian School</i>	23
<i>Crazy Horse High School</i>	20
<i>Takini High School</i>	7
<i>Lower Brule High School</i>	24
<i>Little Wound High School</i>	64
<i>Hot Springs High School</i>	68
<i>Dupree High School</i>	18
<i>McLaughlin High School</i>	21
<i>Mobridge High School</i>	58
<i>Oelrichs High School</i>	12
<i>Timber Lake High School</i>	12
<i>Bennett County High School</i>	40
<i>Chamberlain High School</i>	56
<i>Hamlin High School</i>	49
<i>Bon Homme High School</i>	33
<i>Tripp-Delmont High School</i>	11

\* Denotes 2014 College Application Week Pilot High School

\*\*Denotes 2015 Expansion High School

\*\*\*Anticipated class size based on 2015-2016 11<sup>th</sup> grade enrollment



\*\*\* Special Data Analysis \*\*\*

## College Application Week

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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 40 schools. This report provides an in-depth look at student matriculation for the first two 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. Postsecondary enrollment trends prior to the implementation of College Application Week for participating high schools can be seen in Table 1. 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 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. 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.

**Table 1**  
**Postsecondary Enrollment Trends for the 2013 Graduates for Second Cohort of South Dakota**  
**College Application Week Schools Within 6 Months of Graduation**

<b>High School</b>	<b>% Enrolled SDBOR</b>	<b>% Enrolled Any SD</b>	<b>% Not Enrolled</b>
<i>Flandreau Indian</i>	5.6%	8.3%	86.1%
<i>Saint Francis</i>	11.4%	11.4%	85.7%
<i>Pine Ridge</i>	0.0%	24.2%	68.2%
<i>Rapid City HS</i>	5.3%	13.3%	68.2%
<i>Cheyenne-Eagle Butte</i>	8.7%	24.6%	71.0%
<i>Crow Creek</i>	17.4%	26.1%	65.2%
<i>Stanley County</i>	25.0%	42.9%	46.4%
<i>Red Cloud</i>	17.9%	28.2%	41.0%
<i>Sully Buttes</i>	17.4%	52.2%	39.1%
<i>Andes Central</i>	20.8%	58.3%	37.5%
<i>Lead-Deadwood</i>	37.2%	41.9%	37.2%
<i>Wagner</i>	40.9%	59.1%	36.4%
<i>White River</i>	50.0%	50.0%	35.7%
<i>Kadoka</i>	38.1%	57.1%	33.3%
<i>Flandreau Public</i>	41.0%	59.0%	30.8%
<i>Lyman</i>	36.7%	56.7%	30.0%
<i>Sisseton</i>	26.8%	42.9%	28.6%
<i>Winner</i>	57.8%	77.8%	18.8%
<i>Tiopia Zina</i>	0.0%	0.0%	0.0%

Table 1 illustrates the enrollment trends for the cohort prior to the pilot of College Application Week within six months of graduation from high school.<sup>1</sup> Many of these schools have postsecondary participation rates much lower than the state average of 66%.<sup>2</sup> Some schools, like in the cases of Sisseton High School, Flandreau Indian School, and Red Cloud High School, have historically sent a disproportionate amount of students to out-of-state institutions.

During the pilot College Application Week in 2014, 234 students submitted 405 applications to Regental institutions resulting in 72 students enrolling at a Regental institution in

<sup>1</sup> Source: Source: National Student Clearinghouse (NSC); South Dakota Department of Education

Notes: Data reflect enrollments in NSC-reporting institutions only, which are believed to comprise roughly 97 percent of all postsecondary enrollments in the United States. Data reflect both full-time and part-time enrollments. It should be noted that several institutions in South Dakota – notably, National American University – do not report enrollment data to NSC. Consequently, the dashboard likely underestimates total continuation to college.

<sup>2</sup> Source: SDBOR College Matriculation Dashboard, <https://www.sdbor.edu/dashboards/Pages/College-Matriculation.aspx>

the first six months following graduation, and an addition 57 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.

**Table 2**  
***Postsecondary Enrollment Trends for the 2016 Graduates for Second Cohort of South Dakota College Application Week Schools Within 6 Months of Graduation***

<b>High School</b>	<b>% Enrolled SDBOR</b>	<b>% Enrolled Any SD</b>	<b>% Not Enrolled</b>
<i>Crow Creek</i>	7.4%	11.1%	81.5%
<i>Tiospa Zina</i>	16.1%	16.1%	80.6%
<i>Rapid City HS</i>	6.6%	16.4%	80.3%
<i>Pine Ridge</i>	7.1%	16.1%	79.6%
<i>Flandreau Indian</i>	5.2%	5.2%	75.9%
<i>White River</i>	10.3%	24.1%	69.0%
<i>Cheyenne-Eagle Butte</i>	19.3%	24.6%	57.9%
<i>Lyman</i>	31.3%	43.8%	50.0%
<i>Lead-Deadwood</i>	22.6%	39.6%	47.2%
<i>Wagner</i>	30.6%	46.9%	44.9%
<i>Sisseton</i>	20.0%	35.0%	40.0%
<i>Andes Central</i>	0.0%	53.8%	38.5%
<i>Red Cloud</i>	24.5%	35.8%	34.0%
<i>Flandreau Public</i>	29.0%	48.4%	33.3%
<i>Winner</i>	43.2%	63.6%	31.8%
<i>Stanley County</i>	42.3%	65.4%	23.1%
<i>Kadoka</i>	36.8%	68.4%	22.1%
<i>Sully Buttes</i>	45.5%	77.3%	13.6%
<i>Saint Francis</i> <sup>3</sup>	--	--	--

Two cohorts after the initial implementation a number of high schools have seen growth in the percentage of their students staying in South Dakota and enrolling at Regental institutions. Cheyenne-Eagle Butte High School went from a 39.0% matriculation rate with 8.7% enrolling at Regental institutions to 42.1% and 19.3%, respectively. Flandreau Indian School's postsecondary participation rate went from 13.9% to 24.1%, and Pine Ridge High School went from 0% of their students matriculating to Regental institutions to 7.1%. Stanley County and Sully Buttes High Schools also saw incredible growth with Stanley County going from 53.6% matriculation and 25%

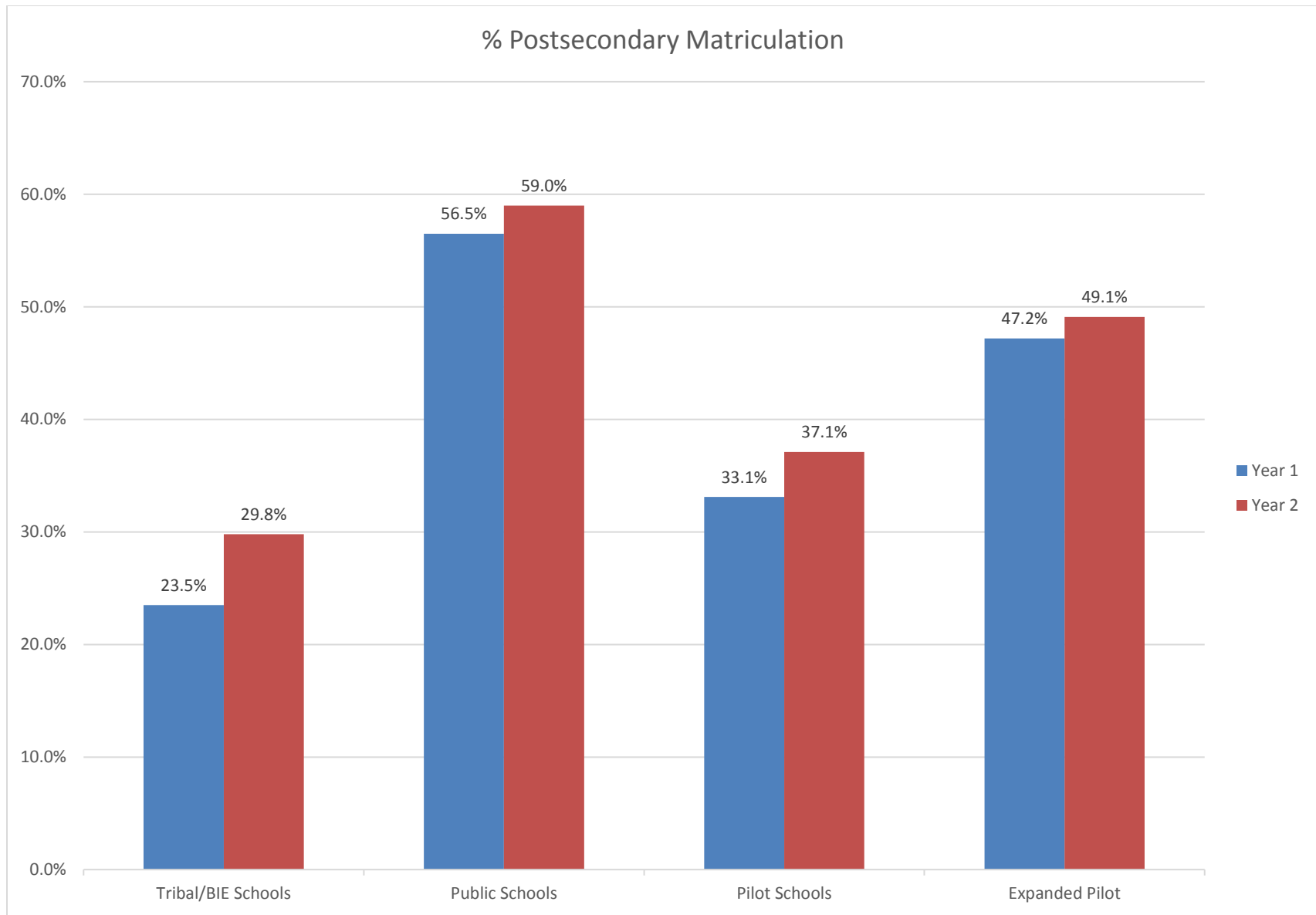
<sup>3</sup> Data for Saint Francis were not available.

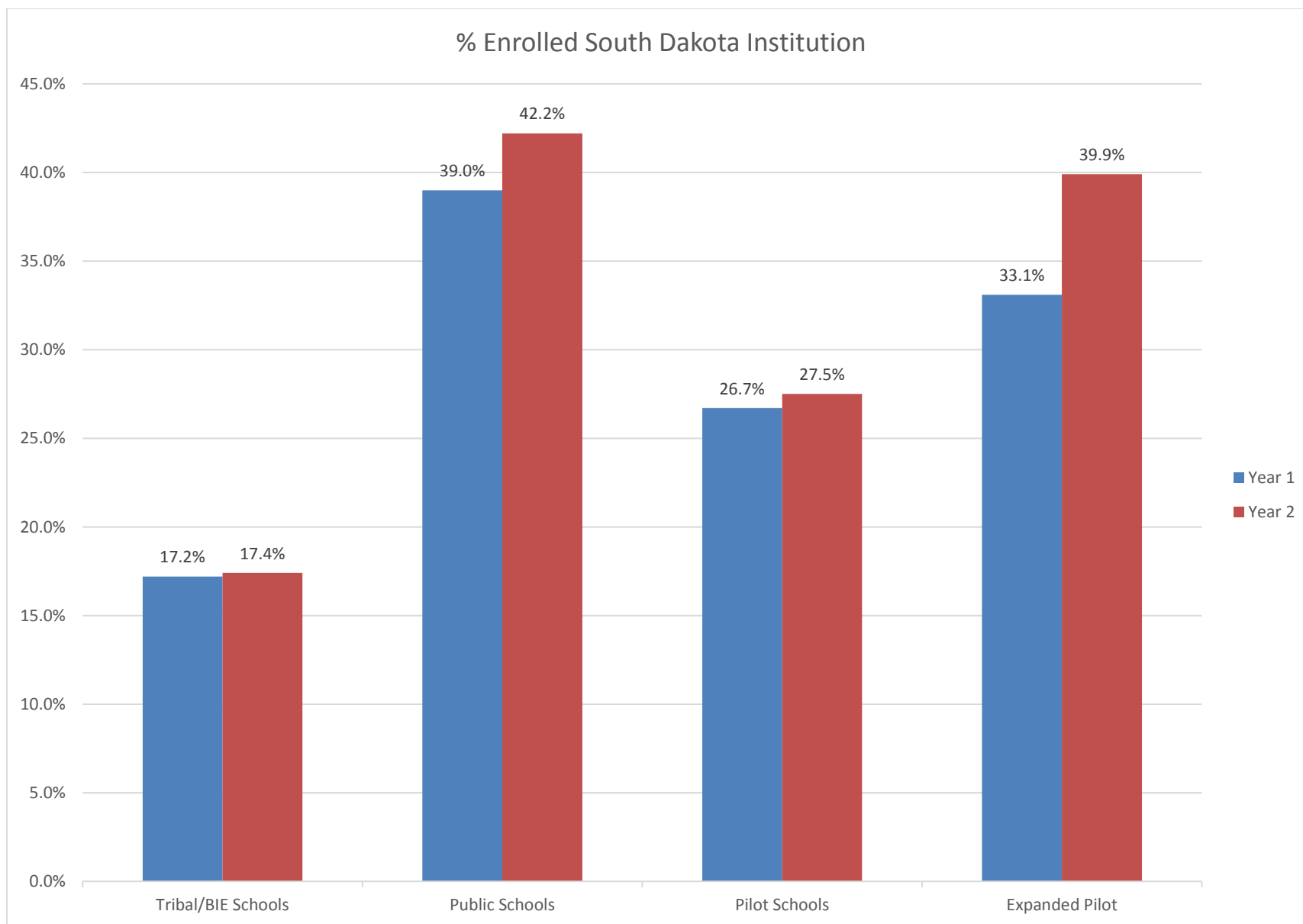
Regental enrollment to 76.9% and 42.3%. Sully Buttes has seen matriculation increase from 60.9% to 86.4%, and Regental enrollment increase from 17.4% to 45.5%. Tiospa Zina went from a 0% overall matriculation rate to 19.4% postsecondary participation and 16.1% Regental enrollment.

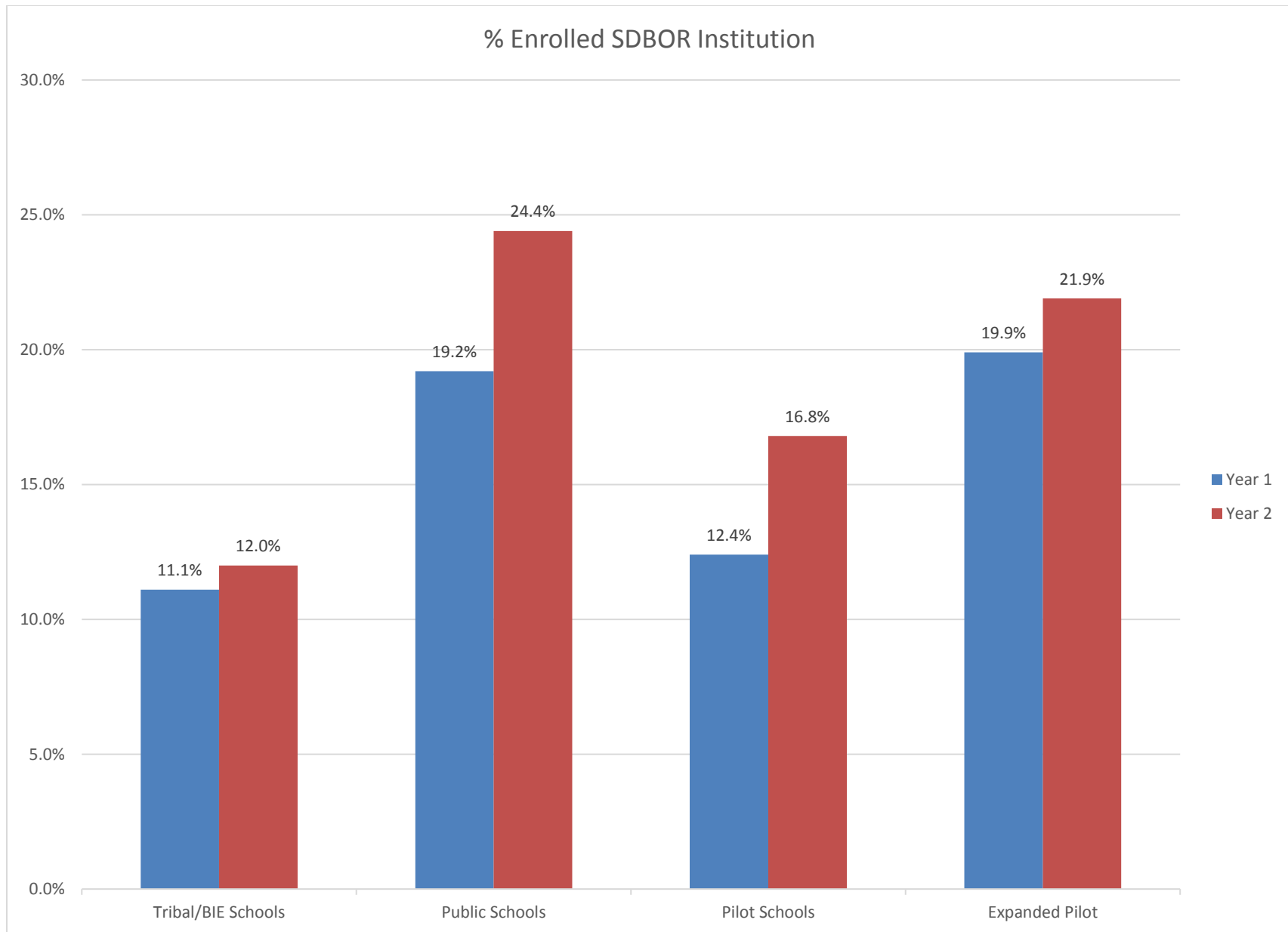
While some high schools have seen a decrease in enrollments at Regental institutions, they have seen growth in the percentage of their students that stay in state for school. Kadoka, for example, went from 66.7% postsecondary participation with only 37.1% staying in South Dakota to 78.9% matriculation with 68.4% enrolling at South Dakota institutions. Red Cloud High School, which has a historical matriculation rate much higher than other high schools serving large numbers of students from underrepresented/underserved populations saw their matriculation rate grow from 59% to 66%, in-state enrollment grew from 28.2% to 35.8%, and Regental enrollment grew from 17.9% to 24.5%. There are schools whose in-state postsecondary enrollment increased while their Regental enrollment decreased or remained flat. This trend can likely be attributed, at least in part, to the availability of the Build Dakota scholarship and the increased emphasis on technical education state-wide.

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.









# **SOUTH DAKOTA BOARD OF REGENTS**

## **Academic and Student Affairs**

**AGENDA ITEM: 6 – P**

**DATE: March 28-30, 2017**

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### **SUBJECT: Proactive Admissions**

In 2011, AAC discussed the option of establishing an alternate approach to admission that would grant provisional admission to students as a mechanism to both better facilitate application processing and encourage students to eliminate any remedial deficiencies they might have before they complete their first semester. Despite considerable discussion, the proposal was set aside due to the adverse implications it might have on student enrollment interests. However, more recently states have begun to explore an alternative model of proactive admission that does not place any barriers on students once they have been admitted. For instance, in 2015 the state of Idaho began a process for directly admitting students from Idaho high schools into its public colleges and universities without them needing to fill out an application (see Attachments I, II, & III). With the first group of students to benefit from the program on campus, Idaho's institutions saw an overall enrollment growth of 3.1% and the number of first-time, instate first year students who enrolled immediately following graduation grew 6.7%.<sup>1</sup> Since the fall, central office staff have been engaged in discussions with the South Dakota Department of Education on making a similar program work for South Dakota.

Staff at the Department of Education are very supportive of these efforts, as are the technical institutes. The nature of the discussions have evolved from determining the functionality for the program and the necessary data agreements that would need to be in place to make the project feasible. The Department of Education is planning to move forward with making plans, and is currently working with Infinite Campus to make sure all of the technical pieces are in place to make proactive admissions possible as well as working to identify programmers to be able to develop a customized ad hoc report within Infinite Campus to pull additional data elements.

Proactive admissions decisions would be made by using a combination of ACT and SBAC scores as well as GPA and class rank as available through Infinite Campus, though the DOE needs new data agreements with districts to be able to utilize all of the necessary data fields. DOE is also working with Infinite Campus to add an "Opt Out" box for directory information if parents do not want their students' information shared for this purpose. Based on the number of pieces that need to be in place, DOE is proposing a staggered roll-out wherein proactive admissions letters would

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<sup>1</sup> <https://www.insidehighered.com/news/2016/11/23/idaho-universities-see-enrollment-rise-after-killing-admissionsapplication#.WDWc7y2V4ts.twitter>

(Continued)

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### **INFORMATIONAL ITEM**

be sent based on SBAC and ACT data only in Fall 2017. Additional data elements such as courses taken (course codes), GPA, and class rank would be incorporated for Fall 2018 as DOE needs time to work out the details with Infinite Campus and the STARS system. There would likely be at least two variations of the proactive admission letter sent to students. One would tell a student that they were fully admitted and which institutions they were admitted to (see Attachment IV). The other would be for students whose SBAC and ACT scores indicate that they need remediation, encouraging them to take that coursework during their senior year. It is important to note that this would be for general admission purposes, not admission into specific programs. As work towards implementation progresses, we may need to consider developing a separate section in the admissions policy (BOR Policy 2:3) specific to proactive admission.

Following the discussion regarding the Proactive Admissions project at the January 2017 AAC meeting, central office staff organized a meeting with representatives from campus admissions offices to discuss the project, answer questions, and identify any concerns they had moving forward. The need to be very clear in communications to students and parents was discussed at length, including adding bullet points that outline specific steps students need to take upon receiving their proactive admit letter to secure their admission at their desired institution. The option of having three tiers of letters sent was discussed with letters indicating admission to associate or bachelor degree seeking or identifying specific tasks that students would need to address prior to gaining admission.

Campuses also addressed the desire to include GPA ranges if no actual GPA is provided in the data received from the DOE to better identify students for proactive admission noting that high school GPA in combination with test scores tend to be more indicative of preparedness and future success than test scores alone. Given the low rate of rejections, there was little concern expressed regarding granting proactive admission without first receiving transcripts as students would still need to submit their formal application and transcripts for review to gain full admission.

The other topic of conversation regarded coding in the system was also discussed, specifically whether it would be warranted to add a distinct code for those students granted proactive admission so they would move through the system from proactive admit to applicant to student making them easier to track throughout the process. As the project continues to move forward, admissions offices and Enrollment Services Center staff will remain involved and active in the process.

**INSTRUCTION, RESEARCH, AND STUDENT AFFAIRS  
AUGUST 13, 2015**

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**SUBJECT**

Direct Admissions Benchmark

**REFERENCE**

June 2015

The State Board received an overview of the Direct Admissions proposal.

**BACKGROUND/DISCUSSION**

Direct Admissions is a proposal to develop a statewide system for proactively admitting high school seniors and enrolling them into Idaho public postsecondary institutions to increase education attainment levels among Idaho students.

Using the Statewide Longitudinal Data System, a list of high school seniors meeting a predetermined minimum Grade Point Average (GPA) and/or college entrance exam score will receive a letter from the State Board of Education congratulating them on being conditionally admitted to any of the state's eight (8) public higher education institutions. Full admission will be based on successful completion of high school. Those students not meeting the minimum GPA and college entrance exam criteria will receive a different letter conditionally admitting them to Idaho State University College of Technology and Lewis-Clark State College as part of their community college function, as well as Eastern Idaho Technical College and the three (3) community colleges. Students will also be encouraged to look at the admission requirements of the individual four-year institutions to see if there may be an opportunity for admittance. For the 2015-2016 school year the SAT scores will be used.

The Board received a presentation during the June 18 Board meeting outlining the initiative. At that time, the benchmark GPA and SAT criteria had not yet been determined. Board staff has since worked with the Council on Academic Affairs and Programs (CAAP) to develop the following benchmark:

- All students with a GPA of 3.0 or higher will be conditionally admitted to any of the state's eight (8) public higher education institutions, regardless of the SAT score. For students with a GPA below 3.0, admission will be based on a multiple of their GPA and SAT score. Students with a multiple totaling 2835 or greater will be admitted to the state's eight (8) public higher education institutions. An example is as follows:

GPA	SAT	Multiple
2.0	1418	2835
2.7	1050	2835
2.9	990	2835

- Students with a multiple below 2835 will be conditionally admitted to Idaho State University College of Technology and Lewis-Clark State College as part of their community college function, as well as Eastern Idaho Technical College and the three (3) community colleges.



**INSTRUCTION, RESEARCH, AND STUDENT AFFAIRS  
AUGUST 13, 2015**

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**IMPACT**

If approved, the Direct Admissions will be implemented in Fall 2015 for college admission during the Fall 2016 semester. Based on the Statewide Longitudinal Data System, 8,720 students meet or exceed the benchmark.

**ATTACHMENTS**

Attachment 1 - Direct Admissions Matrix

Page 3

**STAFF COMMENTS AND RECOMMENDATIONS**

The benchmark was developed in partnership with the CAAP committee. As such, staff recommends approval.

**BOARD ACTION**

I move to approve the Direct Admissions benchmark of a GPA of 3.0 or higher or a GPA/SAT multiple of 2835 or higher for conditional admission to the state's eight (8) public higher education institutions, with all other students conditionally admitted to Idaho State University College of Technology and Lewis-Clark State College as part of their community college function, as well as Eastern Idaho Technical College, College of Western Idaho, North Idaho College, and College of Southern Idaho.

Moved by \_\_\_\_\_ Seconded by \_\_\_\_\_ Carried Yes \_\_\_\_\_ No \_\_\_\_\_

# INSTRUCTION, RESEARCH, AND STUDENT AFFAIRS

## AUGUST 13, 201

Total Students: 21,313  
 Students with SAT: 14,707  
 Total Credits: >= 12  
 Students with 2835 or GPA >=3: 8,720

Group of 6 Group of 8

### SAT Math and Reading

	900	920	940	960	980	1000	1020	1040	1060	1080	1100	1120	1140	1160	1180	1200
2.25	2,025	2,070	2,115	2,160	2,205	2,250	2,295	2,340	2,385	2,430	2,475	2,520	2,565	2,610	2,655	2,700
2.30	2,070	2,116	2,162	2,208	2,254	2,300	2,346	2,392	2,438	2,484	2,530	2,576	2,622	2,668	2,714	2,760
2.35	2,115	2,162	2,209	2,256	2,303	2,350	2,397	2,444	2,491	2,538	2,585	2,632	2,679	2,726	2,773	2,820
2.40	2,160	2,208	2,256	2,304	2,352	2,400	2,448	2,496	2,544	2,592	2,640	2,688	2,736	2,784	2,832	2,880
2.45	2,205	2,254	2,303	2,352	2,401	2,450	2,499	2,548	2,597	2,646	2,695	2,744	2,793	2,842	2,891	2,940
2.50	2,250	2,300	2,350	2,400	2,450	2,500	2,550	2,600	2,650	2,700	2,750	2,800	2,850	2,900	2,950	3,000
2.55	2,295	2,346	2,397	2,448	2,499	2,550	2,601	2,652	2,703	2,754	2,805	2,856	2,907	2,958	3,009	3,060
2.60	2,340	2,392	2,444	2,496	2,548	2,600	2,652	2,704	2,756	2,808	2,860	2,912	2,964	3,016	3,068	3,120
2.65	2,385	2,438	2,491	2,544	2,597	2,650	2,703	2,756	2,809	2,862	2,915	2,968	3,021	3,074	3,127	3,180
2.70	2,430	2,484	2,538	2,592	2,646	2,700	2,754	2,808	2,862	2,916	2,970	3,024	3,078	3,132	3,186	3,240
2.75	2,475	2,530	2,585	2,640	2,695	2,750	2,805	2,860	2,915	2,970	3,025	3,080	3,135	3,190	3,245	3,300
2.80	2,520	2,576	2,632	2,688	2,744	2,800	2,856	2,912	2,968	3,024	3,080	3,136	3,192	3,248	3,304	3,360
2.85	2,565	2,622	2,679	2,736	2,793	2,850	2,907	2,964	3,021	3,078	3,135	3,192	3,249	3,306	3,363	3,420
2.90	2,610	2,668	2,726	2,784	2,842	2,900	2,958	3,016	3,074	3,132	3,190	3,248	3,306	3,364	3,422	3,480
2.95	2,655	2,714	2,773	2,832	2,891	2,950	3,009	3,068	3,127	3,186	3,245	3,304	3,363	3,422	3,481	3,540
3.00	2,700	2,760	2,820	2,880	2,940	3,000	3,060	3,120	3,180	3,240	3,300	3,360	3,420	3,480	3,540	3,600

> 60% 50-60% 40-50% < 40%

### SAT Math and Reading

	900	920	940	960	980	1000	1020	1040	1060	1080	1100	1120	1140	1160	1180	1200
2.25	11,089	10,888	10,684	10,478	10,253	10,025	9,779	9,591	9,378	9,195	8,940	8,718	8,472	8,257	8,032	7,816
2.30	10,888	10,682	10,464	10,240	9,993	9,759	9,564	9,341	9,140	8,895	8,659	8,425	8,198	7,976	7,729	7,536
2.35	10,684	10,464	10,235	9,980	9,743	9,545	9,317	9,115	8,861	8,623	8,368	8,160	7,924	7,679	7,475	7,247
2.40	10,478	10,240	9,980	9,734	9,537	9,308	9,098	8,832	8,596	8,340	8,113	7,878	7,631	7,415	7,173	6,966
2.45	10,253	9,993	9,743	9,537	9,299	9,092	8,818	8,564	8,316	8,078	7,841	7,607	7,367	7,127	6,916	6,705
2.50	10,025	9,759	9,545	9,308	9,092	8,817	8,547	8,309	8,054	7,816	7,585	7,346	7,088	6,882	6,662	6,415
2.55	9,779	9,564	9,317	9,098	8,818	8,547	8,301	8,038	7,782	7,567	7,328	7,052	6,846	6,634	6,348	6,117
2.60	9,591	9,341	9,115	8,832	8,564	8,309	8,038	7,775	7,556	7,315	7,038	6,821	6,598	6,326	6,069	5,833
2.65	9,378	9,140	8,861	8,596	8,316	8,054	7,782	7,556	7,310	7,033	6,807	6,579	6,311	6,054	5,797	5,593
2.70	9,195	8,895	8,623	8,340	8,078	7,816	7,567	7,315	7,033	6,804	6,570	6,295	6,033	5,780	5,541	5,294
2.75	8,940	8,659	8,368	8,113	7,841	7,585	7,328	7,038	6,807	6,570	6,290	6,028	5,765	5,520	5,261	5,014
2.80	8,718	8,425	8,160	7,878	7,607	7,346	7,052	6,821	6,579	6,295	6,028	5,759	5,512	5,250	4,989	4,779
2.85	8,472	8,198	7,924	7,631	7,367	7,088	6,846	6,598	6,311	6,033	5,765	5,512	5,246	4,983	4,758	4,509
2.90	8,257	7,976	7,679	7,415	7,127	6,882	6,634	6,326	6,054	5,780	5,520	5,250	4,983	4,757	4,492	4,262
2.95	8,032	7,729	7,475	7,173	6,916	6,662	6,348	6,069	5,797	5,541	5,261	4,989	4,758	4,492	4,255	4,041
3.00	7,816	7,536	7,247	6,966	6,705	6,415	6,117	5,833	5,593	5,294	5,014	4,779	4,509	4,262	4,041	3,839



## IDAHO STATE BOARD OF EDUCATION

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August 17, 2015

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### **STATE BOARD OF EDUCATION APPROVES DIRECT ADMISSIONS PLAN TO ADMIT STUDENTS INTO IDAHO COLLEGES AND UNIVERSITIES**

(Boise). The Idaho State Board of Education has approved a new admissions initiative to provide more Idaho students with the opportunity to obtain a postsecondary certificate or degree. The initiative, called Direct Admissions, will proactively admit Idaho public high school seniors to the state's public higher education institutions based on each student's grade point average (GPA) and college entrance exam score.

At its meeting last week, the Board approved the benchmark GPA and college entrance exam score that will determine a student's admission eligibility. Students at or above the benchmark will be conditionally admitted to Idaho's eight public universities and colleges: Boise State University, Idaho State University, the University of Idaho, Lewis-Clark State College, Eastern Idaho Technical College, College of Southern Idaho, College of Western Idaho and North Idaho College.

Students not meeting the benchmark will be conditionally admitted to the six public higher education institutions that offer certificate or associate degree programs: Idaho State University College of Technology, Lewis-Clark State College, Eastern Idaho Technical College, College of Southern Idaho, College of Western Idaho and North Idaho College.

"This is an initiative that provides graduating high school students with access to a postsecondary certificate, associate or bachelor degree program," said Don Soltman, President of the State Board of Education.

Each Fall, high school seniors and their parents or guardians will be notified of their admittance and encouraged to research the academic and professional-technical programs offered throughout the state's community colleges and four-year institutions. They will also be provided with financial aid information and facts regarding benefits of higher education. Students will be required to complete an admission application to the institution of their choice as a next step in the admissions process.

-more-

## Direct Admissions 2

Direct Admissions takes advantage of two features of Idaho's public education system. First, the State Board of Education supervises and governs public education in Idaho from elementary to higher education. As a result, the administrative structure is in place to identify where high school students can be admitted and send them an admissions packet.

Second, Idaho State University (ISU) and Lewis-Clark State College (LCSC) offer two-year technical and academic associate degree programs, as well as four-year bachelor degree programs. These institutions can consider the interests and academic achievement of incoming students and advise them on the most appropriate route to meet their higher education goals. "Students in an associate degree program at LCSC may want to continue on in pursuit of a bachelor's, and they will be at a campus that already provides that opportunity. Students in the same scenario at ISU may decide to continue studies in the undergraduate and eventually graduate programs that a research institution can offer," Soltman said

In 2010, the Board set a goal that 60 percent of Idaho citizens between the age of 25 and 34 will have a postsecondary degree or certificate by the year 2020. The Direct Admissions initiative has been developed to support this goal, as well as in support of the Board's vision of an accessible, seamless public education system that results in a highly educated citizenry. "We want our students to attend our great Idaho colleges and universities. The Direct Admissions initiative can help our state reach the 60% goal and better prepare our students to enter the workforce," Soltman said.

The State Board of Education is charged with the general supervision, governance and control of the public educational institutions and the public school system of the State of Idaho. To learn more about the Idaho State Board of Education, please visit [www.boardofed.idaho.gov](http://www.boardofed.idaho.gov).

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650 W. State Street • Room 307 • Boise, ID • 83702  
P.O. Box 83720 • Boise, ID • 83720-0037

*You've Worked Hard. You're Prepared. You're Ready for College.*

Dear [Name],

September 1, 2016

***Congratulations!*** You have been accepted to the following Idaho public higher education institutions for the fall 2017 semester.



This acceptance is based upon your academic achievements through your junior year of high school. Your grades, college entrance exam scores (ACT or SAT), and other college preparatory activities during your senior year may qualify you to be admitted to the state's other public universities based on their individual admission requirements. We encourage you to discuss this possibility with your college and career advisor and your college of interest.

Now that you have been accepted, please visit [NextSteps.Idaho.gov](http://NextSteps.Idaho.gov), where you can learn more about the institutions and degree programs offered, find contact information for the institutions listed above and review other helpful information. Even though you have been accepted, you will still need to submit an admissions application along with your official high school transcript to the college or university of your choice in order to enroll for classes next fall. You will also need to graduate from high school this school year.

*Your Next Steps*

You can find the admissions applications for all of Idaho's public colleges and universities online at [NextSteps.Idaho.gov](http://NextSteps.Idaho.gov). If a college or university to which you are applying charges an application fee, the fee you pay will be credited to your tuition bill when you arrive on campus in the fall. You may apply to as many colleges and universities as you would like, but your application fee will only be credited back by the institution you attend. Your application *must be completed by February 15, 2017*, in order to take advantage of this opportunity. If you miss the February 15<sup>th</sup> deadline, you may still submit an application, but your admission is no longer guaranteed.

You may be eligible for free financial aid - up to \$5,815 of federal aid and up to \$7,000 of state scholarships for college per year. Learn more about Idaho's scholarship offerings, federal student financial aid and how to apply at [NextSteps.Idaho.gov](http://NextSteps.Idaho.gov).

On behalf of the Idaho State Board of Education, we welcome you to college and look forward to having you on one of our campuses next fall.

Sincerely,



Emma Atchley, President  
Idaho State Board of Education



[NextSteps.Idaho.gov](http://NextSteps.Idaho.gov)



Idaho State  
UNIVERSITY





September 1, 2017

Dear [Name],

***Congratulations!*** You have been accepted to all of South Dakota's public higher education institutions for the fall 2017 semester.

*Regental Institutions*



*Technical Institutes*



Now that you have been accepted, please visit [website], where you can learn more about the institutions and degree programs offered, find contact information for the institutions listed above, and review other helpful information. Even though you have been accepted, you will still need to submit an admissions application, the application fee, as well as your official high school transcript to the technical institute or university of your choice in order to enroll for classes next fall. This acceptance is for general admission. You will still need to meet any program specific admissions requirements. You will also need to graduate from high school this school year.

You can find the admissions applications online at the respective institution's website. Your application must be completed by [date], in order to take advantage of this opportunity. If you miss the deadline, you may still submit an application, but your admission is no longer guaranteed.

You may be eligible for financial aid to help cover the costs for your education. Do not forget to fill out your FAFSA.

On behalf of the South Dakota Board of Regents and the South Dakota Board of Education, we welcome you to college and look forward to having you on one of our campuses next fall.

Sincerely,

**SOUTH DAKOTA BOARD OF REGENTS**

**Budget and Finance**

**AGENDA ITEM: 7 – A**

**DATE: March 28-30, 2017**

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**SUBJECT: Building Committee Report**

On December 1, 2016, the building committee for the SDSU South Campus Neighborhood Redevelopment Public-Private Contemporary Housing Project, represented by Regent Roberts, selected South Dakota Housing Unlimited, LLC to provide a proposal for the project.

On December 2, 2016, the building committee for the SDSU Performing Arts Center, represented by Regent Morgan, approved the project's Guaranteed Maximum Price of \$38,887,737 for construction with a Total Project Cost of \$48,391,807.

On December 4, 2016, the building committee for the BHSU Lyle Hare Stadium, represented by Regent Johnson, selected the team of MSH Architects and Convergence Design to serve as the architect engineer.

On December 6, 2016, the building committee for the DSU Mad Labs project, represented by Regent Schaefer, selected the team of JLG AECOM to serve as the architect engineer.

On February 16, 2017, the building committee for the SDSU South Campus Neighborhood Redevelopment Public-Private Contemporary Housing Project, represented by Regent Roberts, recommended to reject the proposal submitted by South Dakota Housing Limited LLC.

On February 16, 2017, the building committee for the NSU New Residence Halls 2 West & 2 East, represented by Regent Jewett, approved the Facility Design Plan for the project with a Total Project Cost of \$22,886,000 and a Guaranteed Maximum Price for construction of \$19,572,071.

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**INFORMATIONAL ITEM**

# **SOUTH DAKOTA BOARD OF REGENTS**

## **Budget and Finance**

**REVISED  
AGENDA ITEM: 7 – B**

**DATE: March 28-30, 2017**

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### **SUBJECT: Capital Project List**

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.
- 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.

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## **INFORMATIONAL ITEM**

## South Dakota Board of Regents Capital Improvement Projects - March 2017

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>								
<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 <u>\$1,500,000</u> \$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 <u>\$500,000</u> \$4,500,000	May-12 Exempt	Construction	2017	Bastian
Lyle Hare Stadium Renovation					Jun-16 Facility Stmt	Planning	2024	Johnson
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
Information Systems Building AKA Beacom Institute of Techno	FY12 10 Yr Plan	HB1051-2012 SB19-2014 SB110-2015	HEFF (Bonded) Private	\$6,000,000 <u>\$5,400,000</u> \$11,400,000	Dec-15 Design Plan	Construction	2017	Schaefer
Madison Cyberlabs (MadLabs)					Oct-16 Facility Stmt	A/E Selection		Schaefer
<b><u>Northern State University</u></b>								
New Regional Science Education Center		HB1010-2017	Private	\$25,175,000	Dec-16 Program Plan	Planning	2019	Morgan
<b><u>South Dakota School of Mines and Technology</u></b>								
Chemistry/Chemical Engineering Building Repair & Renovatio	FY12 10 Yr Plan	HB1021-2015	HEFF M&R HEFF	\$519,000 <u>\$6,040,000</u> \$6,559,000	Apr-15 Design Plan	Final Inspection		Sutton
Mineral Industries Bulding			Private		Jun-14 Facility Stmt	A/E Selection		Johnson
Music Center (Old Gym) Renovation			Private		Oct-14 Facility Stmt	Planning		Johnson
South Dakota Advanced Materials & Manufacturing Institute					Oct-16 Facility Stmt	Planning		Bastian
Student Innovation Center			Private		Jun-14 Facility Stmt	A/E Selection		Sutton

## South Dakota Board of Regents Capital Improvement Projects - March 2017

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.
South Dakota State University								
Animal Disease Research & Diagnostic Lab (ADRDL) - Addition & Renovations		HB1080-2016	Livestock Disease	\$1,575,000	Oct-16	Design	2020	Morgan
		SB172-2017	Emergency Bonded	\$50,100,000	Design Plan			
			Ag Future Fund	\$2,662,000				
			Local	\$6,000,000				
		Planning	ADRDL Fees	\$1,105,000				
				\$61,442,000				
Harding Hall - Renovation & Addition		SB10 - 2016	HEFF M&R Tuition	\$3,300,000	Oct-16 Program Plan (revised)	Design	2018	Morgan
				<u>\$5,000,000</u>				
				\$8,300,000				
McFadden Northern Plains BiostressLab HVAC Repairs			HEFF M&R	\$1,581,398	Apr-15 Exempt	Construction	2016	Schieffer
New Headhouse New Greenhouse	FY12 10 Yr Plan	HB1051-2012	HEFF (Bonded) Private/Local	\$1,000,000	Oct-14	Final Inspection	2015	Morgan
				<u>\$3,414,000</u>	Oct-14	Construction	2016	
				\$4,414,000	Design Plan			
Performing Arts Center-Theater & Music Education Addition	FY12 10 Yr Plan	HB1051-2012 HB1016-2016	HEFF Bonds (Committed)	\$13,000,000	Dec-16 (Revised Funding)	Construction	2018	Morgan
			Private	\$29,349,807				
			Local	<u>\$6,042,000</u>				
Plant Science Research Support Facility		SB27-2015	Local	\$2,400,000	Mar-16 Design Plan	Construction	2017	Morgan
			Grant	\$1,100,000				
			Private	<u>\$500,000</u>				
Precision Agricultural Classroom & Laboratory Building	FY12 10 Yr Plan		HEFF	\$7,500,000	Dec-16	Planning		Morgan
(Redirected Visual Arts \$)	Facility Stmt							
South Dakota Art Museum Addition and Renovation			Private		Dec-15 Facility Stmt	A/E Selection		Morgan
Stanley Marshall Center - Additions & Renovations		SB18-2017	Private	\$15,000,000	Dec-16	Design	2018	Roberts
					Program Plan			
Utility Tunnel (North), Steam/Condensate Infrastructure Repair & Modernization	FY12 10 Yr Plan	HB1051-2012	HEFF Bonds	\$7,000,000	Apr-14 Design Plan	Construction	2019	Jewett
			HEFF M&R	\$10,202,000				
			M&R	<u>\$232,000</u>				
Utility Repairs & Upgrades - Water, Sanitary Sewer, Storm Sew	FY12 10 Yr Plan	HB1051-2012	HEFF 2021 Bonds	\$5,000,000	Mar-16 Program Plan	Phased Project Design & Construction	2022	Jewett
			HEFF M&R	<u>\$5,043,000</u>				

## South Dakota Board of Regents Capital Improvement Projects - March 2017

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>University of South Dakota</b>								
Dakota Hall	FY12 10 Yr Plan	HB1051-2012	HEFF Bonds	\$7,500,000	Aug-13 Program Plan	Planning	2022	
Facilities Management Building - New			Unknown		Oct-15 Facility Stmt	Planning		
Graduate Education & Applied Research (GEAR) Bldg Expansion					Aug-14 Facility Stmt	Planning		
Science, Health and Research Lab Building	FY12 10 Yr Plan	HB1051-2012	HEFF (Bonded) HEFF M&R Private Local	\$8,695,000 \$1,500,000 \$2,983,795 \$2,100,000 \$15,278,795	Dec-13 Design Plan	Construction	2017	Sutton

### REVENUE FACILITIES

BHSU	University Wellness Center Addition		Private		Dec-16 Facility Stmt			Bastian
DSU	Trojan Center Student Union Renovation		GAF (Bonded) Local Private	\$5,000,000 \$835,229 \$2,500,000 \$8,335,229	Oct-16 Design Plan	Construction	Fall 2017	Schaefer
DSU	Hospital Renovation (Residence Hall - Student Services)		Rents (Bonded) Grant/Local HEFF M&R	\$7,000,000 \$464,366 \$420,357 \$7,884,723	Oct-16 Design Plan	Construction	2017	Schaefer
NSU	New Residence Hall		Rent Bonds Local	\$7,000,000 \$350,000 \$7,350,000	Mar-16 Design Plan	Construction	2017	Jewett
NSU	New Residence Halls (Jerde Replacement)		Private Aramark Local	\$22,725,000 \$150,000 \$11,000 \$22,886,000	Feb-17 Design Plan	Design	2018	Jewett
SDSMT	Surbeck Center Addition		Private		Apr-14 Facility Stmt	A/E Selection		Johnson
SDSU	Student Wellness Center Addition		Bonded GAF	\$12,400,000 \$2,000,000 \$14,400,000	Dec-16 Design Plan	Design	2018	Morgan

#### 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 28-30, 2017**

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**SUBJECT: BOR Policy 4:47 – Background Checks (First Reading)**

IRS publication 1075 was issued in September 2016. The new guidelines create specific policy and background check requirements for organizations that receive Federal Tax Information (FTI) directly from the IRS, or a secondary source (SS Administration, Federal Office of Child Support Enforcement, etc.). In the Regental system, some employees working with financial aid information are impacted by this new regulation because of the information that is received through the financial aid verification process from the Department of Education, and also through the receipt of tax transcripts.

For most new hires, institutions are likely already completing the criminal background check through our third party vendor, however, will now need to implement processes to have FBI fingerprinting completed on employees with access to that information as well. The employees will have to have fingerprinting done at the local police or sheriff departments to be sent in to DCI for processing; the price is \$43.24 per check (\$19.25 for the FBI, \$24.00 for DCI), plus any charges by the local offices that physically take the fingerprints.

Kayla Bastian and Dave Hansen have been working with the enrollment services center and financial aid experts on campuses to evaluate the impact of this, determine what data we receive from the IRS or a secondary source, and where that information is housed in our student system. We have identified a set of colleague forms we believe will be impacted by this change and have sent the user lists out to campuses to validate whether or not those employees are still active and/or still need access to that information. As we begin to better understand the scope, this issue will be taken forward to the appropriate councils and/or committees to determine how to proceed with implementation.

IRS publication 1075 requires that employer policies include specific requirements. In Attachment I you will find the proposed revisions to BOR Policy 4:47 to comply with the IRS regulation. As you will see, most changes are language cleanup, however, Section C (3) has been added to address the new IRS requirements. Essentially the changes require that any employee, contractor or subcontractor who has access to FTI undergo a criminal history check, including FBI

(Continued)

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**DRAFT MOTION 20170328\_7-C:** I move to approve the first reading of the revisions to BOR Policy 4:47 as presented in Attachment I.

fingerprinting, and will have to do so every ten years. In addition, any convictions of crimes related to identity theft, misuse, misappropriation or mishandling of funds would preclude an individual from getting security access to FTI.

# SOUTH DAKOTA BOARD OF REGENTS

## Policy Manual

**SUBJECT:** Background Checks

**NUMBER:** 4:47

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### **A. PURPOSE**

~~It is the policy of the Board of Regents, to~~ To promote a safe and secure environment for its faculty, staff, students, volunteers, and visitors by establishing minimum standards for the verification of credentials, criminal history, credit status, and other information related to employment decisions made by an institution. ~~Therefore, the system will take reasonable steps to ensure hiring decisions effectively contribute to lessening unnecessary risk. The system has established this background check policy and minimum standards to accomplish this purpose.~~

### **~~B.~~**

~~Furthermore, this policy is intended to support the verification of credentials, criminal history, credit status, and other information related to employment decisions that assist the University, Special School, or Board of Regents in meeting its commitments.~~

### **~~C.~~B. DEFINITIONS**

1. **Applicant:** Any person who submits an employment application to be considered for an open position at an institution.
2. **Background Check:** ~~is~~ The process of acquiring or verifying records or information regarding an applicant for employment or a consultant ~~final candidate~~ that are used in the process of ~~to~~ determining suitability for employment. Components of a background check may include, but are not limited to, the following: credit history, civil and criminal history, Social Security verification, motor vehicle records, sex offender registry, violent offender registry, education verification, employment verification, and licensure verification.
  - 2.1. ~~"Credit history check" means checking the credit history of the selected applicant or employee. (Federal laws prohibit discrimination against an applicant or employee as a result of bankruptcy.)~~
  - 2.2. ~~"Criminal history check" means verifying that the selected applicant or employee does not have any undisclosed criminal history in every jurisdiction where the applicant or employee currently resides, has resided, or has been employed.~~
  - 2.3. ~~"Educational verification" means ensuring that the selected applicant or employee possesses the educational credentials beyond high school listed on the application, resume, or cover letter or otherwise cited by the candidate that qualify the individual for the position sought.~~
  - 2.4. ~~"Employment verification" means ensuring that the selected applicant or employee actually worked in the positions listed on the application, resume, or cover letter or otherwise cited by the candidate that qualify the individual for the position sought, as~~

~~well as all employment during a period of at least seven (7) years immediately preceding application. This verification should include dates of employment and reasons for leaving each position.~~

~~2.5. "License verification" means ensuring that the selected applicant or employee possesses all the licenses listed on the application, resume, or cover letter or otherwise cited by the candidate that qualify the individual for the position sought and verification of any license required for the position, including verification of the disposition of such licenses. This includes any motor vehicle drivers licenses required for the associated position.~~

~~2.6. "Limited criminal history check" means verifying that the selected applicant or employee does not have any undisclosed criminal history in the jurisdiction where the applicant or employee currently resides or has been previously employed, or where the applicant or employee last resided, if the applicant or employee only recently moved to a location near the institution or location working.~~

~~2.7. "Limited sex and violent offender registry check" means verifying that the selected applicant or employee does not have undisclosed convictions of certain sex and violent crimes in the jurisdiction where the applicant or employee currently resides, or where the applicant or employee last resided, if the applicant or employee only recently moved to a location near the institution or location working.~~

~~2.8. "Sex and violent offender registry check" means verifying that the selected applicant or employee does not have undisclosed convictions of certain sex and violent crimes in every jurisdiction where the applicant or employee currently or has resided.~~

3. **Contractor:** Any individual, including a subcontractor, who provides services to an institution, and who is not an employee of an institution.
4. **"Employee" is defined:** as any Any person employed by the Regental system an institution,; whether full or part-time.
5. **Fair Credit Reporting Act:** ~~is~~ the federal law that regulates the collection, dissemination, and use of consumer credit information (15 U.S.C. § 1681, as amended).
6. **Federal Tax Information or FTI:** Tax return or tax return information received directly from the IRS or obtained through an authorized secondary source, such as Social Security Administration (SSA), Federal Office of Child Support Enforcement (OCSE), Bureau of the Fiscal Service (BFS), or Centers for Medicare and Medicaid Services (CMS), or another entity acting on behalf of the IRS pursuant to an IRC 6103(p)(2)(B) Agreement. FTI includes any information created by the recipient institution that is derived from federal tax return or tax return information received directly from the IRS or obtained through an authorized secondary source. FTI does not include information provided to the institution directly from an applicant.
7. **Final Candidate** ~~includes:~~ the ~~internal or external a~~ applicant identified as the finalist for the position.
8. **Human Resources:** The human resources office of the institution or other department designated by the institution to comply with the requirements of this policy.

9. Institution: The Office of the Executive Director and any SDBOR-University, University Center, or Special School governed by the Board of Regents or the Office of the Executive Director.

## **D.C. POLICY**

### **1. General Policy and Applicability**

As a condition of employment, It is the policy that certain positions require the verification of credentials, and the review of criminal, and other background information, verified as a condition of employment. Background checks may be conducted by law enforcement agencies, credit reporting agencies, and by the institutions using its own employees or using vendor(s) approved by the Executive Director. by Board personnel.—Law enforcement agency checks are required by statute and federal regulations for certain positions. The Board or ~~institutions~~ institutions may require credit, criminal, education, employment reporting, ~~etc or any other applicable verifications for other~~ for applicable positions, ~~in which case, a reporting agency selected or approved by the Executive Director will be used.~~ Independent of any requirement that a background check be conducted ~~Whether or not a law enforcement or reporting agency background check is required,~~ the Board and institutions reserves the prerogative right to conduct ~~independent~~ background checks of prospective ~~employee~~ employees ~~using Board or institutional personnel,~~ and such ~~checks~~ background checks may include the review of information accessible by the public ~~through the Internet.~~

Each ~~University, Special School, and the Board Office~~ institution will identify positions ~~needing requiring~~ a background check background check consistent with. ~~Because each institution has different needs, there are no system standards established to identify core or applicable positions. This responsibility will be held at the institution level. Each institution shall identify the positions for which background checks are deemed appropriate in their~~ the institution's hiring practices and affirmative action plans.

### **2. Policy Provisions**

- 2.1. Each institution must conduct a background check for all positions requiring such background check by this policy. Additionally, each institution shall develop criteria to determine other positions that require a background check as a condition for employment, unless it is otherwise required by this policy. Background checks must be conducted ~~on all positions with certain responsibilities identified at the local University, Special School or Board of Regents~~ in compliance with applicable laws, regulations, and standards. Where an institution ~~institution~~ requires ~~utilizes a third party to conduct~~ that a background check ~~background check be conducted by a consumer credit agency,~~ human resources will contract for such services through ~~the~~ a third party vendor(s) identified approved by the Regental system Executive Director.
- 2.2. ~~Notices and advertisements~~ Position postings ~~for open positions~~ must contain ~~provide notification notice~~ that final candidates are subject to a background check consistent with this policy.
- 2.3. Human Resources may determine the need to conduct ~~background check~~ background checks on final candidates for positions that are not designated by the institution as

requiring a ~~background check~~background check ~~listed at their University, Special School, or the Board Office.~~ When ~~doing so~~conducting such background checks, the ~~institution~~institution must comply with Minimum Standards for Conducting Background Checks and this policy. ~~perform the check with the Regental system approved vendor(s).~~

- 2.4. All offers of employment are contingent upon successful completion of the ~~background check~~background check. All offers of employment, oral or written, must include a statement ~~as follows:~~that notifies the applicant that ~~“This offers of employment are offer is~~ contingent on the ~~institution~~university’s verification of credentials and other information required by law and/or ~~university~~institutional policies, including but not limited to a ~~criminal background check~~ background check.” ~~–The YourFuture-BOR applicant tracking system has been~~shall be set up to identify conditional offers of employment.
- 2.5. The Background Check Disclosure, Authorization, and Release form as well as the Summary of Your Rights under the Fair Credit Reporting Act must be used for any background checks.

### 3. Individuals with Access to Federal Tax Information (FTI)

- 3.1. As required by the Internal Revenue Service (IRS) guidelines, employees and contractors with access to FTI are required to undergo criminal background checks, including Federal Bureau of Investigation (FBI) fingerprinting. At a minimum, the criminal history verification will include a check of local law enforcement agencies where the applicant, employee, or contractor has lived, worked, or attended school within the last five (5) years. Employees and contractors with access to FTI will have a reinvestigation conducted every ten (10) years thereafter.
- 3.2. Convictions of identity crimes as outlined in South Dakota Codified Law (SDCL) Chapter 22-40 (identity crimes), or crimes relating to the misuse, misappropriation or mishandling of funds, will preclude an employee or contractor from gaining access to FTI. The institution will have discretion regarding convictions outside of those identified in this section that are severe or pervasive enough to warrant restriction of access, discipline or termination of an employee or contractor, or the withdrawal of a contingent offer of employment to an applicant.

### 4. Responsibilities

#### 4.1. Human Resources ~~Office or Other Designated Department by the Institution~~

- 4.1.1. The human resources office at each ~~institution~~ University, Special School, and Board Office will determine which ~~of the~~ components of the background check it will perform based on job duties. ~~HR- Human resources~~ will work directly with the department and vice presidents to determine such ~~on the~~ components if not ~~defined~~ identified by institutional policy. ~~at their institution.~~
- 4.1.2. ~~All offers of employment (if a background check is used), oral and written, shall include a statement as follows: “This offer is contingent on the university’s verification of credentials and other information required by law and/or university policies, including, but not limited to, a criminal background check.”~~ All written or oral offers of employment for positions requiring a



background check will be contingent upon the institution's verification of credentials and other information required by law and/or institutional policies, including, but not limited to, a background check.

- 4.1.3. If the background check indicates that there are no convictions, ~~or other~~ indications of misleading information, or adverse information, ~~the third-party vendor will inform human resources of the request results, human resources will then notify the applicant that the offer of employment is confirmed, who in turn will inform the applicant that the employment offer is confirmed.~~
- 4.1.4. If the background check indicates that there are pending criminal charges, convictions, discrepancies, or other ~~anomalies~~adverse records information, ~~the third-party vendor will inform human resources. The approved third-party vendor will~~ inform the applicant and also shall supply the applicant with the reported information to the applicant.
- 4.1.5. If the background check reveals convictions which the ~~individual~~applicant disclosed in the application, human resources will review the report in light of the position duties. Human resources and the hiring department will evaluate each incident, including any additional information that the ~~individual~~applicant provides, before the offer of employment is confirmed or withdrawn. The existence of a conviction does not automatically disqualify an ~~individual~~applicant from employment. Relevant considerations may include, but are not limited to, the nature and number of the convictions, the dates of convictions, and the relationship that a conviction has to the duties and responsibilities of the position. Any decision to accept or reject an ~~individual~~applicant with a conviction is solely at the discretion of the ~~University, Special School, or Board of Regents~~institution. ~~(All related information will be treated as confidential, and protected as such.)~~
- 4.1.6. If unreported convictions are revealed in the background check, the offer of employment may be withdrawn from the applicant and, if employed, the ~~individual~~employee could be subject to discipline or termination, unless the ~~individual~~applicant or employee shows that the report ~~is in error~~is not accurate. The decision to reject ~~or discipline an individual applicant or discipline an employee~~ with an unreported conviction is solely at the discretion of the institution. ~~University, Special School, or Board of Regents. (All related information will be treated as confidential, and protected as such.)~~
- 4.1.7. In the event that the results of the background check influences a decision to withdraw an employment offer or terminate employment, human resources will inform the hiring department and the ~~individual~~applicant or employee.
- 4.2. The ~~University, Special School, or Board of Regents~~institution will be responsible for any fees associated with any of the components of the background check process. ~~(Institutions will decide how to fund the cost of associated fees.)~~

## 5. Confidentiality

Records gathered as a result of a background check will be maintained in a confidential and secure database. Records gathered as a result of a background check are part of an

employee's personnel file; however, if a third party vendor is used, the ~~approved~~ third party vendor will keep such records in files segmented by the individual's name separately from the individual's personnel file held at the ~~University, Special School, or the Board Office.~~institution. ~~These records will be maintained in a secure vendor on-line database.~~

## 6. Sanctions for Violations

Violations of policies, including providing false or misleading information used for any ~~of the above background~~ background checks, will be handled in accordance with applicable ~~institution~~ institutional or BOR policies and procedures, which may include disciplinary actions up to and including termination from employment.

## 7. Appeals

If ~~the~~ an offer of employment is withdrawn as the result of a background check or if ~~the~~ an employee is terminated as the result of an unreported conviction, the applicant or employee may appeal the withdrawal of the offer, or the termination pursuant to applicable Board of Regents policy and procedures (BOR Policy 4.7, BOR Policy 4.8, BOR Policy 4.9, ~~BOR Policy 4.7~~, or the Collective Bargaining Agreement as applicable to the classification of the position/employee).

## FORMS/APPENDICES:

None

## SOURCE:

BOR December 2010; BOR October 2011

**SOUTH DAKOTA BOARD OF REGENTS**

**Budget and Finance**

**AGENDA ITEM: 7 – D**

**DATE: March 28-30, 2017**

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**SUBJECT: SDSM&T Math Initiative**

The Board requested \$303,500 for the South Dakota School of Mines and Technology (SDSM&T) Math at Mines Initiative as part of the Innovation and Institutional Initiatives request for FY18. A comparable program for SDSU was also included in the request at \$245,434. The Mines program was funded with private money in FY16 and one-time state funds in FY17 in the amount of \$250,000.

In FY17, the Board requested a broader math initiative for the system at a cost of \$2.0M; that request was not recommended by the Governor. A special bill eventually was approved during session that authorized \$250,000 from the Workforce Education Fund to fund the SDSM&T program for a second year. For FY18, likely because of the revenue situation, the only items recommended by the Governor were adjustments to existing base programs including South Dakota Opportunity Scholarship, Postsecondary Scholarship, special schools teacher salaries, and maintenance and repair. In the end, our operating base budgets were cut, the maintenance and repair base was cut, and there was no money for the Math Initiative.

At one point during this session there was an attempt to cut the Board office general funds budget by \$303,500 and give the money to SDSM&T. The cut removed \$250,920 appropriated in FY17 to fund new routers for the universities. Upon explaining that the funds were already committed to reimburse the Bureau of Information for the new routers, the Joint Committee on Appropriation put the money back and put other funds of \$250,000 into the SDSM&T's budget. Prior to the final action, a meeting between Senator Tidemann, Representative Anderson, Senator Partridge, Dr. Rush and Dr. Kramer was held to discuss options for funding the program. It was agreed that the Board and SDSM&T would pursue private funds or identify one-time funds within BOR that could be used for FY18, and to bring the program request back in FY19.

The FY18 budget request narrative for the program is included as Attachment I. The Math Initiative results analysis is included as Attachment II.

(Continued)

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**DRAFT MOTION 20170328\_7-D:** I move to approve the Executive Director to allocate up to \$250,000 from the tuition reserve pool to SDSM&T on a one-time basis to fund the SDSM&T Math at Mines Initiative for FY18.

The only system funds available that have not been committed are the dollars in the tuition reserve fund. The fund is projected to have \$4,393,241 at the end of FY17, or 3.87% of the annual tuition revenue. The goal for the fund is 5% of on-campus tuition or an estimated \$5,670,863. By the end of FY18, when Mines pays back the balance of their loan, the fund will be at 4.76%. Using \$250,000 of tuition reserve funds would bring the projected balance to \$5,143,241 or 4.53%. A condition statement for the fund is included as Attachment III.

School of Mines took their share of the base budget reduction for FY18. If we do not continue to fund the Math Initiative, Mines essentially takes another \$250,000 reduction. Funding the program for FY18 will keep the program alive and provide one more year to collect solid data results.

# South Dakota School of Mines & Technology

## **Math at Mines Initiative** \$303,500 base funding and 3.5 FTE

SD Mines began a pilot project to improve student success in math using donated funds in FY16 for the freshman class that entered in the fall of 2015. Based on initial promising results, the legislature funded a one year continuation of the pilot project for FY17 in the amount of \$250,000. The Math at Mines pilot is now in its second year. This request is for base funds to continue the math pilot and to provide funds in the amount of \$53,500 for middle school math collaboration.

The South Dakota School of Mines and Technology sees a compelling need to raise student achievement in and preparation for the challenging college mathematics needed for engineering and science. South Dakotans aspiring to STEM careers struggle or fail at rates that are unacceptably high.

This pilot project has intensified instruction, improved processes for providing enrolled students with targeted interventions, created new programs to engage students in math practice before they arrive on campus, and revisited and improved teaching practices in key foundational college math courses. The Math @ Mines pilot is also studying the impact of revisions in order to continue improving and be accountable for results.

The benefits to the state include meeting very high demand for engineering and science professionals and reducing the human cost of underachievement and failure.

The first year of the pilot project has shown significant results. (See Table.)

- Fewer students earned a D, F or withdrew from their first math class.
- Students repeating a course did much better in every class.
- Even though the 2015 freshman class came in less well prepared for Algebra and Trig based on ACT scores, they did significantly better in math.

This program is making a difference, and SD Mines proposes that it be continued and funding for it be added to the base funding for the university.

The activities that would be made permanent with on-going base funding include the following:

*Online pre-Semester Preparation:* All entering students can prepare for the specific math classes they will be taking at SD Mines the summer before they start college.

*Distance Pre-Semester Mentoring from Mines Faculty:* All entering students can access a mentored summer distance-coaching and assistance program for math preparation and skill reinforcement.

*Improved Placement Processes:* Students entering SD Mines will be able to do their testing online for placement into Algebra, Trigonometry, Calculus I, or Calculus II.

*Math Labs:* These labs support and supplement instruction in foundational classes cost effectively and offer additional student-centered teaching.

*Professional Development:* Instructors will be trained in best practices in mathematics instruction and emerging teaching innovations proven by research to be effective.

*Study of Impact and Further Improvement:* SD Mines will continue to study the effectiveness of the program to continue innovation and improvement.

## **Middle School Math Collaboration**

Success in mathematics must start at an earlier age.

SD Mines has developed a proposed partnership that would employ a middle school math teacher during the summer and part of the time of a math faculty member at the School of Mines to significantly expand the number of middle students engaged in co-curricular math activities in South Dakota. The Partnership would:

- Collaborate with Technology and Innovation in Education (TIE) to develop extracurricular programs and supplemental materials that engage middle school students in mathematics.
- Help establish more middle school math clubs by supporting and training MATHCOUNTS coaches -- a national math competition for students in middle school.
- Increase the number of middle school math competitions hosted at SD Mines from one a year to four each year.
- Enhance the West River Math Contest – an annual contest that attracts over 350 students in middle school and high school.
- Start a Math Circle that is focused on engaging middle school students in mathematics <http://www.mathcircles.org/>
- Coordinate guest visits of mathematicians to local middle school classrooms.
- Coordinate mentors from the School of Mines student body for math research projects that feed into local science fairs.
- Develop workshops and provide additional participation opportunities in the American Mathematical Competitions.  
Support seminars and workshops on the William Lowell Putnam Mathematics Competition -- a national collegiate competition.



**First Year Results: Math @ Mines**

	Semester	2014 Freshman Cohort Pass Rate	2015 Freshman Cohort Pass Rate	Change
Algebra	Fall	72% AVG Math ACT: 26.4	81% AVG Math ACT: 20.2	+9%
	Spring	42%	50%	+8%
	Spring Repeat after Fall D/F/Withdraw	45%	67%	+22%
Trigonometry	Fall	72% AVG Math ACT: 26.4	77% AVG Math ACT: 25.6	+5%
	Spring	65%	70%	+5%
	Spring Repeat after Fall D/F/Withdraw	55%	74%	+19%
Calculus 1	Fall	69% AVG Math ACT: 25.2	81% AVG Math ACT: 27.1	+12%
	Spring	72%	76%	+4%
	Spring Repeat after Fall D/F/Withdraw	59%	75%	+16%
Calculus 2	Fall	77% AVG Math ACT: 29.42	78% AVG Math ACT: 29.39	+1%
	Spring	71%	74%	+3%
	Spring Repeat after Fall D/F/Withdraw	29%	81%	+52%

\*\*Even though the 2015 freshman class came in less well prepared for Algebra and Trig based on ACT scores, they did significantly better than last year's class.

\*\*The small numbers of students that repeat in a cohort make the numbers more sensitive to small changes. However, the students repeating a course did much better in **every class**.

# SDSM&T Math Initiative 2016

Mathematics Faculty of the Department of  
Mathematics and Computer Science

January 23, 2016

Available Online via <http://www.mcs.sdsmt.edu/rwjohnso/>

**Background:**

In April 2016 the South Dakota Legislature and Governor Dennis Daugaard approved \$250,000 to support the math readiness skills of incoming freshman to the South Dakota School of Mines & Technology (SDSM&T). The effort was spearheaded by SDSM&T President Dr. Heather Wilson in cooperation with members the Department of Mathematics and Computer Science. An earlier summer 2015 pilot program for incoming freshmen – called ‘MathSpark,’ which included the use of online self-study review materials and faculty mentorship, had shown some success in terms of improved pass rates of these freshman in their College Algebra, Trigonometry and Calculus classes as compared to the previous year’s (2014) incoming freshman class (see Appendix A). (*Note:* The report below is limited to efforts on the SDSM&T campus and does not comment, for example, on current outreach to middle schools or high schools.)

**Goals:**

The overall goal is to increase student success rates in introductory (i.e. 100-level) mathematics courses, specifically:

- Increase the student *pass rates* (meaning C or better) in College Algebra, Trigonometry, Calculus I and Calculus II
- Increase student retention of fundamental skills from one such class to the next

Here are the pass rates for all enrollments starting fall 2010, when the latest admission standards were put into place, through spring 2016<sup>1</sup>:

College Algebra	Trigonometry	Calculus I	Calculus II
<b>66%</b> (674/1015)	<b>67%</b> (1532/2288)	<b>63%</b> (1829/2917)	<b>61%</b> (1532/2495)

**Areas Targeted to Achieve these Goals (Brief Overview):**

- Improve student study skills (“soft skills”) including skills in effective time management, note-taking, active studying and exam preparation
- Improve student core mathematics skills

**The key components in the effort to help students in these two areas:**

- Summer Program for incoming SDSM&T freshmen – Students were provided with online resources and were supported and engaged (virtually) with SDSM&T mathematics faculty prior to fall enrollment. (Student participation was voluntary.)
- Recitation Sections for Trigonometry, Calculus I and Calculus II led by SDSM&T mathematics faculty – Students, in classes of limited size, discussed study skills and improved mathematical skills working with SDSM&T mathematics faculty and with their classmates. (A subset of students in the lecture classes for Trigonometry, Calculus I, and Calculus II self-selected into these recitation sections.)
- Gateway Exams for Trigonometry, Calculus I and Calculus II – In each class students had two to three gateway exams to pass. These gateway exams focused on fundamental skills

<sup>1</sup> Excludes summer session enrollments.

deemed critical for success in later, not just mathematics, courses. While each gateway could be retaken, perfection or near perfection was required for a student to pass any given gateway. (Gateways were required of all students in Trigonometry, Calculus I and Calculus II.)

**Major Findings:** The discussion below primarily concerns student pass rate performance in the introductory courses of College Algebra, Trigonometry, Calculus I and Calculus II.

### A. Fall 2016 Pass Rates Compared to Earlier Rates

We begin by examining first-time (non-transfer), full-time (12 or more credits) college freshman (i.e. ‘cohorts’) at SDSM&T. Students entering with AP mathematics credit were excluded. The Fall 2015 cohort, compared to the Fall 2014 cohort, showed near<sup>2</sup> uniform improvement in pass rates for College Algebra, Trigonometry, Calculus I and Calculus II across both semesters and for those repeating a mathematics course spring term after failing to pass this course in the previous fall semester.

**Table 1: Pass Rates for Freshman Cohorts 2014-2016**

Course	Semester	Pass Rates (Fall Average Math ACT)		
		2014 Freshman Cohort	2015 Freshman Cohort	2016 Freshman Cohort
College Algebra	Fall	65% (ACT 23.4)	↑ 71% (ACT 22.8)	↑ 75% (ACT 24.4)
	Spring	42%	↑ 53%	*
	Spring Repeat <sup>3</sup>	39%	↑ 53%	*
Trig	Fall	71% (ACT 27.0)	↑ 77% (ACT 26.5)	↓ 67% (ACT 26.2)
	Spring	65%	↑ 71%	*
	Spring Repeat	69%	↑ 74%	*
Calculus I	Fall	68% (ACT 27.4)	↑ 81% (ACT 28.3)	↓ 76% (ACT 28.6)
	Spring	72%	↑ 75%	*
	Spring Repeat	70%	↓ 67%	*
Calculus II	Fall	77% (ACT 30.2)	↑ 79% (ACT 29.7)	↑ 84% (ACT 28.1)
	Spring	72%	↑ 75%	*
	Spring Repeat	56%	↑ 78%	*

<sup>2</sup> See the opening remarks of Appendix A.

<sup>3</sup> A repeat implies a D/F/W in the previous attempt.

For the most recent Fall 2016 cohort, pass rates increased for College Algebra (+4%) and Calculus II (+5%) but decreased for Trigonometry (-10%) and Calculus I (-5%). (The arrows indicate increases/decreases with respect to the previous year.)

Pass rates and, more generally, grades for Trigonometry and possibly Calculus I Fall 2016 may have been affected by a change in the placement process for these courses. See the discussion in the narrative below under “A Few Reflections.”

- **Pass Rates and Recitation Enrollment/Performance**

On a space-available basis, all students (not just the 2016 frosh cohort) were allowed to join a Trigonometry, Calculus I or Calculus II recitation section, provided they were enrolled in the corresponding lecture course. While the sample sizes are small, the pass rates for students enrolled in the recitations were uniformly higher than the historic pass rates – especially for those who performed the great majority of the work in the recitation (and were deemed to “pass”).

**Table 2: Pass Rates – Historic vs. Recitation Students Fall 2016**

<b>Course</b>	<b>Historic Pass Rates Fall 2010 – Spring 2016</b>	<b>All Students Enrolled in Associated Recitation</b>	<b>Students who Passed Associated Recitation</b>
Trigonometry	67%	75% (18/24)	88% (14/16)
Calculus I	63%	64% (25/39)	67% (18/27)
Calculus II	61%	78% (25/32)	91% (19/21)

It is illuminating to look at the lecture course grade distributions for the recitation students according to whether they passed or failed the associated recitation. The great percentage of A and B course grades, for example, occurred among those who passed the recitation – 100% (12/12) for Trigonometry, 78% (14/18) for Calculus I, and 79% (15/19) for Calculus II.

**Full Grade Distributions for Recitations Fall 2016**

**Table 3a: Trigonometry Grade Distribution for Trigonometry Recitation Students**

<b>Passed Recitation?</b>	<b>Trigonometry Course Grade</b>				
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>F</b>
No	0	0	4	2	2
Yes	8	4	2	2	0
Totals	8	4	6	4	2

**Table 3b: Calculus I Grade Distribution for Calculus I Recitation Students**

<b>Passed Recitation?</b>	<b>Calculus I Course Grade</b>				
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>F</b>
No	0	4	3	1	4
Yes	8	6	4	2	7
Totals	8	10	7	3	11

**Table 3c: Calculus II Grade Distribution for Calculus II Recitation Students**

<b>Passed Recitation?</b>	<b>Calculus II Course Grade</b>				
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>F</b>
No	2	2	2	3	2
Yes	7	8	4	0	2
Totals	9	10	6	3	4

**B. Introductory Mathematics Students 2010-2016**

The analysis was chosen to begin starting Fall 2010 as this is when more stringent mathematics admission standards were put in place at the South Dakota School of Mines and Technology.

- **Pass Rates**

The statements below were found to be true regardless of whether the analysis was done with respect to cohorts or all enrollments.

- Statistically, there was no difference in the pass rates between students with South Dakota as their home state and other students (see Appendix B).
- There was a significant statistical difference in the year-to-year pass rates of students in College Algebra, Trigonometry and Calculus I. There was generally not a significant statistical difference in the year-to-year pass rates of students in Calculus II. (See Appendix C.)



**Table 4: Pass Rates for Freshman Cohorts since Academic Year 2010**

Course	Semester	Pass Rates for Freshman Cohorts						
		2010	2011	2012	2013	2014	2015	2016
College Algebra	Fall	73%	80%	67%	62%	65%	71%	75%
	Spring	52%	29%	53%	68%	42%	53%	*
	Spring Repeat	48%	36%	47%	68%	39%	53%	*
Trig	Fall	83%	88%	78%	64%	71%	77%	67%
	Spring	81%	72%	55%	53%	65%	71%	*
	Spring Repeat	86%	45%	50%	40%	69%	74%	*
Calc I	Fall	68%	74%	77%	70%	68%	81%	76%
	Spring	62%	57%	84%	76%	72%	75%	*
	Spring Repeat	69%	55%	81%	77%	70%	67%	*
Calc II	Fall	87%	89%	81%	82%	77%	79%	84%
	Spring	76%	81%	66%	66%	72%	75%	*
	Spring Repeat	67%	80%	67%	47%	56%	78%	*

**Table 5: Student Pass Rates, All Enrollments, Since Fall 2010**

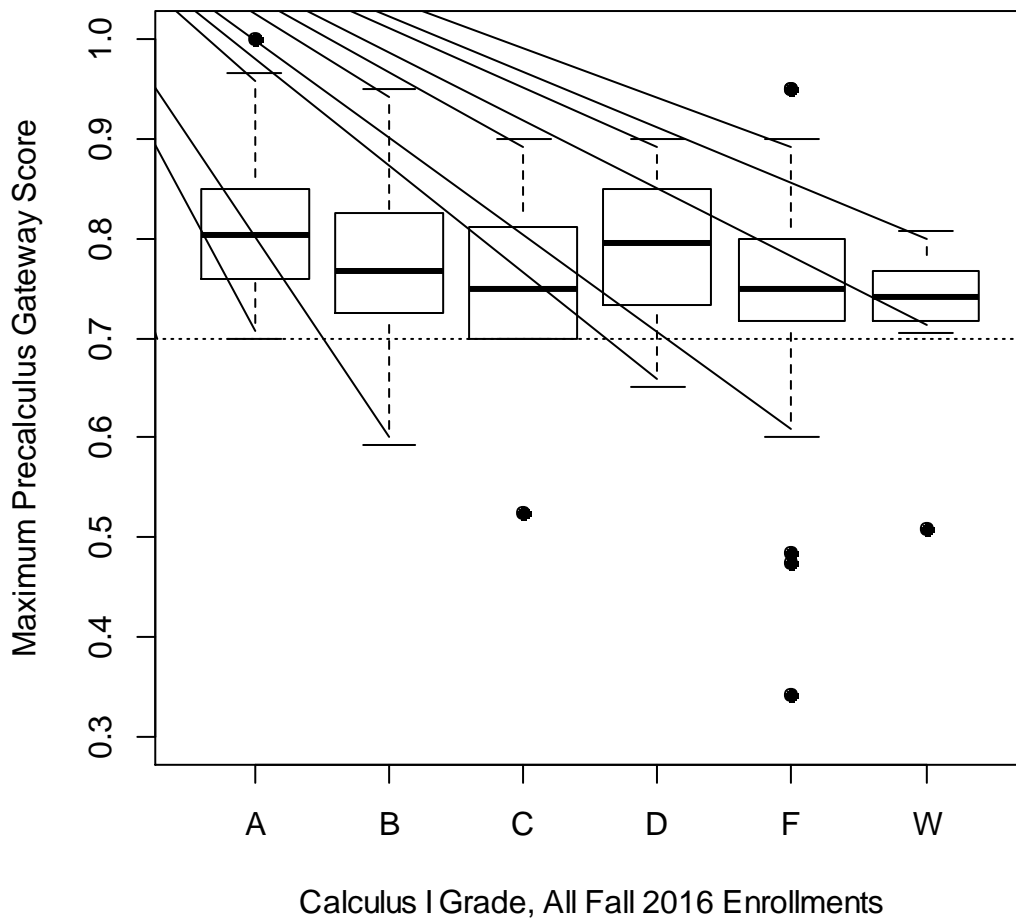
Course	Semester	Student Pass Rates by Calendar Year						
		2010	2011	2012	2013	2014	2015	2016
College Algebra	Fall	73%	83%	65%	57%	63%	67%	75%
	Spring	*	66%	57%	64%	78%	53%	52%
Trig	Fall	78%	80%	69%	55%	64%	71%	59%
	Spring	*	81%	72%	54%	50%	61%	68%
Calc I	Fall	55%	57%	64%	60%	64%	71%	63%
	Spring	*	54%	53%	78%	72%	67%	64%
Calc II	Fall	56%	60%	57%	63%	60%	62%	60%
	Spring	*	66%	74%	58%	60%	62%	62%

See Appendix E for a graphical display of the results in the above two tables.

### C. Precalculus Gateway Score and Course Grade in Calculus I Fall 2016

The mathematics faculty strongly believe that precalculus skills have an important influence on student performance in calculus classes. The first gateway in Calculus I Fall 2016, implemented through the Pearson MyMathTest software, focused on precalculus skills. This gateway could be retaken, up to a deadline, until successfully passed at a 70% level or higher. Failure to pass at at least the 70% level by the deadline resulted in a drop of one letter grade in the course.

The boxplot<sup>4</sup> display below shows the maximal precalculus gateway score obtained by course grade, for all Calculus I enrollments Fall 2016.



**Figure 1: Maximal Precalculus Gateway Score by Calculus I Course Grade**

<sup>4</sup> The top of each box displays the 75<sup>th</sup> percentile, the bottom the 25<sup>th</sup> percentile, the horizontal line within the box the 50<sup>th</sup> percentile (or median). Extreme, individual observations ('outliers') appear as dots. The 'whiskers' extend to the most extreme data values that are not outliers.

While the pattern to the side-by-side boxplots does generally show that better grades correspond to higher maximal gateway scores, the gateway scores by students with D grades are a bit of surprise. The median gateway scores for A and D students, in fact, were identical.

The process of repeating the gateway until passed no doubt causes a homogenization of best gateway scores across course grades. Also, only a fairly small number of students (20, or about 7%) earned a D in Calculus I.

**Table 6: Maximal Precalculus Gateway Score by Calculus I Course Grade**

	Calculus I Course Grade					
	A	B	C	D	F	W
Number	53	64	55	20	65	18
Mean	82	78	76	79	75	73
Minimum	70	59	53	65	34	51
25 <sup>th</sup> Percentile	76	73	70	73	72	72
Median	80	77	75	80	75	74
75 <sup>th</sup> Percentile	85	82	81	85	80	77
Maximum	100	95	90	90	95	81

**Reactions:**

- **Student Reaction**

- Summer program students (Summer 2016):
  - About 87% (94 of 108) found the program to be helpful
  - About 95% (103 of 108) would recommend the summer program for future incoming students.
- Recitation students (Fall 2016):
  - About 60% (44 of 72) believed that the recitation improved their performance in their corresponding class.
  - About 80% (57 of 72) would recommend their recitation class to peers.
  - When surveyed about the most useful and least useful topics in the recitation<sup>5</sup>, the MathSpark soft-skills videos<sup>6</sup> were much more commonly included in the “most useful” category rather than the “least useful” category.
  - Recitation discussion on learning styles<sup>7</sup> and ‘grit’<sup>8</sup> (i.e. perseverance or determination) were much more commonly included in the “least useful” category than in the “most useful” category.

- **Faculty Reaction**

- Smaller class sizes in College Algebra and Trigonometry led to less student reticence in class participation and, in particular, asking questions during class.
- Diagnostic testing often indicated a wide gap between prerequisite material instructors expected students to know and the proficiency students demonstrated in working problems in this material. Fortunately, the diagnostic tests using the Pearson software helps instructors identify areas students have difficulty with. These tests also provide students an early alert regarding holes in their preparation.

<sup>5</sup> Full surveys may be viewed online at <http://www.mcs.sdsmt.edu/rwjohnso/> - look for a link about two-thirds of the way down the page.

<sup>6</sup> <https://www.youtube.com/playlist?list=PLN2ZOd-6ns4Q5dOe5aC03ZBtLgiVi4fba>.

<sup>7</sup> <http://www.engr.ncsu.edu/learningstyles/ilsweb.html>.

<sup>8</sup> The survey from Duckworth, A.L., Peterson, C., Matthews, M.D., & Kelly, D.R. (2007). Grit: Perseverance and passion for long-term goals. *Journal of Personality and Social Psychology*, 9, 1087-1101 that was used in the recitations may be found at <https://www.sas.upenn.edu/~duckwort/images/12-item%20Grit%20Scale.05312011.pdf>.

### **A Few Reflections:**

The last few months have been a busy and exciting time for mathematics faculty at SDSM&T making use of the South Dakota Legislature funding to provide additional support to our students in our College Algebra, Trigonometry, Calculus I and Calculus II classes. We are grateful for this support. The curricular discussion among mathematics colleagues fueled by the math initiative support will continue and, in fact, will be reenergized by our investigation of student performance over the last few months.

First, some elaboration on some of the findings mentioned above.

Consider again the students who enrolled in the recitation sections and, in particular, those who did the great majority of the work – in large part focused on the development of ‘soft’ skills such as study skills, time management, note-taking and exam preparation – thereby earning a ‘pass’ in the recitation course. An optimistic view of the general success of these students (recall Table 2 and Tables 3a,b,c) is to think of a causal relation being in place; that success in the recitation led to success in the corresponding lecture class. While this may be true in some cases (we certainly hope so!) the truth of the matter is that students self-selected into these recitations. So it may have been commonly the case that those who enrolled in the recitations were among the most highly motivated students. Such students, of course, would tend to perform well both in the recitation and in the lecture. So, for now, we can make the suggestive statement that student recitation success is *strongly associated* with student lecture course success.

The variability in pass rates over the last few years in College Algebra, Trigonometry and Calculus I is undoubtedly due to a number of factors. Three that immediately come to mind are changes to the curriculum, year-to-year variability in student readiness and year-to-year variability in instructor assessment standards. The curriculum in College Algebra and Calculus I has been fairly stable over the last several years with, Calculus I in particular, having a department-wide agreed core of topics and minimal standard use of technology (Maple software) dating back to 2006. Noting student weakness in fundamental algebra skills, our Trigonometry courses over the last couple of years have incorporated a greater amount of this material. The SDSM&T admission process seems to bring, at least in terms of ACT Mathematics score, students with roughly the same average readiness year-to-year (see Appendix D). The above suggests, then, the possibility of some year-to-year differences in instructor assessment standards.

A fourth factor affecting student success, at least for Trigonometry and Calculus I during Fall 2016, concerns changes to the placement process in these courses. In the fall semester we adopted the placement process common to the state system. In previous semesters the cut score on the placement exam to enroll in Trigonometry was higher than the rest of the South Dakota BOR system. This change in placement could certainly be a contributing reason, then, to lower pass rates in Trigonometry Fall 2016. Turning to Calculus I, the “Accuplacer” placement tool is now used across the state system rather than the “COMPASS” exam. Also, as a local change to just

SDSM&T, Trigonometry is now a prerequisite rather than a corequisite for Calculus I. It is a bit unclear how these two changes may have affected grades and the pass rate in Calculus I.

An innovation this semester with respect to our Trigonometry, Calculus I and Calculus II courses is our use of a *uniform* implementation of gateways across all sections – and, so, necessarily – across all instructors, of these three courses. A basic core of fundamental topics was agreed upon for each of these three courses. Using in-department LaTeX mathematical typesetting skills we now have the ability to randomly generate gateway exams which include questions from each fundamental topic area. So the types of questions and their difficulty were uniform across all sections of these three courses Fall 2016. Also, moving forward, the mathematics faculty will certainly want to look back at student performance on these gateway exams to see what refinement, if any, is needed as we continue to use these gateways.

Prior to Fall 2016, by the way, gateways had been in use in all Calculus I sections, but were designed by each instructor for her/his own sections. Gateways had been used by some, but not all instructors, in the Trigonometry and Calculus II sections.

We believe that the fruits of the gateway work will appear in later student coursework in the form of better student skills in the fundamentals. The strong penalty in place Fall 2016 – a drop in letter grade for each failure to pass a gateway – was strong motivation for mastering these fundamental skills.

Second, we present some additional comments on student perspectives with respect to their lower-level mathematics courses. (Please forgive a bit of repetition from earlier in this document.) These perspectives are gleaned from a handful of student surveys and supplement the important, but limited information provided by grade alone. By tracking the response to survey questions over time we may obtain a better sense of how students come to demonstrate mastery in mathematics.

With respect to students enrolled in the Fall 2016 recitations, about 80% would recommend the recitation class to their peers and about 60% believed that the recitation improved their performance in their associated mathematics course. Students in these recitations found the most useful topics to focus on time management and study skills and strategies.

An earlier Spring 2016 electronic survey of students in College Algebra, Trigonometry, Calculus I and Calculus II<sup>9</sup> indicated that students very strongly felt that more active learning (and less lecturing) and smaller class sizes have the greatest potential in promoting student success in mathematics<sup>10</sup>. To a lesser extent, supplemental instruction – including the availability of online materials, was also mentioned. Strategies<sup>11</sup> overwhelmingly mentioned by these students as ‘highly recommended’ for new students planning on joining our campus were attending class,

<sup>9</sup> 138 students, out of 592, fully responded to this survey. About 15% were in Trigonometry, about 30% were in Calculus I, just over 50% were in Calculus II and the remainder in College Algebra. The full survey may be found online at <http://www.mcs.sdsmt.edu/rwjohnso/html/mathinitsurveys.html>.

<sup>10</sup> See the results of question 13 at the site given in the footnote above.

<sup>11</sup> Question 10 in this spring survey.



starting assignments early and taking careful notes and regularly reviewing such after each class. To a lesser extent – in the ‘recommended’ category, asking questions in class, making use of instructor office hours, making use of supplemental instruction and instructional materials and forming study groups, were mentioned.

Finally, a few thoughts about motivation and ‘grit.’

As already mentioned, the 2016 grant brought about a number of additional resources for student success. These included increased opportunities for supplemental instruction and tutoring – with both undergraduate supplemental instructors and faculty. A wealth of online materials, including diagnostic and practice materials, were also available for student use. The *Field of Dreams* model for providing resources would suggest that “if you build it, [t]he[y] will come.” Many of our students did indeed make use of many of these additional resources. Unfortunately, many of our students failed to fully engage with these resources, bringing to mind the old adage “you can lead a horse to water, but you can’t make it drink.” Part of our job as teachers, of course, is to motivate our students to learn new material and – for mathematics teachers in particular, to show how such material will be used in their science and engineering disciplines.

A large part of student motivation, however, must be self-motivation and students also need commitment and perseverance (‘grit’) to master new material. This is the reason for having the discussion on grit within the various recitation sections. While most of the recitation students didn’t have a high opinion of the grit discussion in class, it did resonate with some – especially as individual instructors shared their personal stories of when grit was needed to achieve various goals. The gateway tests, by the way, provided a great exercise machine for grit. Here, a clear goal was established in which multiple attempts were allowed. Students needed to persevere and master fundamental skills to pass each such gateway. Resources aside, a key – if not *the* key for student success, was stated by a student completing the Spring 2016 survey:

*“My success in math has been more related to my commitment to learn than to any supplemental things.”*

## More Detail on How Resources were Provided for Student Success:

### Summers 2015 and 2016<sup>12</sup>

- Online materials from Pearson<sup>13</sup>, tailored to each course by SDSM&T mathematics faculty, were made available to selected incoming freshman students for the purpose of practice and assessment of mathematics skills<sup>14</sup>. The interactive software provided suggested study plans for students based upon their performance.
- A handful of mathematics faculty each mentored groups of 20-30 students by actively emailing and calling them (including via text using SignalVine) as they progressed through the online materials<sup>15</sup>. Communication also occurred through social media (Facebook and Blackboard, for virtual help sessions).
- College Algebra and Trigonometry review sessions – “Digging in2 Math,” primarily geared toward local and regional incoming students, were held by mathematics faculty just prior to fall 2016 orientation.
- For the summer 2015 program: As percentages of fall 2015 enrollments, 30% of the College Algebra students, 22% of Trigonometry students, 31% of Calculus I students and 24% of Calculus II students were enrolled in the summer program.
- The subsequent summer 2016 program had a higher percentage of student participation: As percentages of fall 2016 enrollments, 61% of the College Algebra students, 28% of Trigonometry students, 96% of Calculus I students and 38% of Calculus II students were enrolled in the summer program.

### Fall 2016

- Two additional mathematics instructors were hired to reduce class sizes to at most 40 in all 100-level classes – one to help with College Algebra and Trigonometry (previous recent class sizes ranged from 60 to 100 students) and one to help with Calculus I.
- Recitation sections were added – two sections each for Trigonometry, Calculus I and Calculus II (typically 15 to 20 students per section)
  - These recitation sections focused on developing both study skills and math skills. In particular, with some slight variation between sections:
    - Students watched, and then discussed in class, MathSpark videos<sup>16</sup> on time management, writing-up homework, note-taking, active studying and exam preparation.
    - Students spent time, with help from their instructor and classmates, using the Maple computer algebra system as a tool to check their mathematical work and explore mathematical concepts.

<sup>12</sup> 243 students were enrolled in the 2015 summer program, this increased to 467 students in the 2016 program.

<sup>13</sup> MyMathTest was freely provided from Pearson Publishing at <http://www.pearsonmylabandmastering.com/northamerica/mymathtest/>.

<sup>14</sup> Technical logistics of faculty and student interaction with the online system were resolved courtesy of Prof. Michelle Richard-Greer.

<sup>15</sup> The Pearson software includes an “Ask your instructor” option which directed email to faculty members.

<sup>16</sup> Developed by Dr. Travis Kowalski summer 2015, available at <https://www.youtube.com/playlist?list=PLN2ZOd-6ns4Q5dOe5aC03ZBtLgiVi4fba>.

- Instructors assessed student learning preferences and attitudes with surveys in learning styles<sup>17</sup> and determination (“grit”).
  - Instructors gathered feedback from students as to what they most valued in the recitation in anticipation of future offerings of such.
  - Substantial time – including most of the second-half of the semester, was devoted to students working with faculty and classmates on solving mathematics problems.
- A uniform “gateway” testing structure was set-up across Trigonometry, Calculus I and Calculus II<sup>18</sup>. These gateways were written entirely by SDSM&T mathematics faculty so as to contain essential, basic material needed for a student to continue to be successful in their mathematics course as well as future science and engineering classes for which their mathematics course is prerequisite<sup>19</sup>. Multiple attempts were allowed for each gateway, but with a final deadline for the last attempt. For any gateway not passed a subsequent attempt could not be made by a student until a recertification process was completed. To be recertified students practiced problems, under the direction of their professor or supplementary instructor (see below), in those areas in which they were found to be deficient. A heavy penalty was put in place for not passing any one gateway. In particular, the cost for not passing any one gateway was a drop in one letter grade for the course.
  - Trigonometry gateways:
    - Basic Trigonometry
    - Inverse Trigonometric Functions
  - Calculus I gateways:
    - Pre-Calculus
    - Differentiation
    - Integration
  - Calculus II gateways:
    - Differentiation
    - Integration
- Upper-level undergraduate supplemental instructors (SIs), two each for Trigonometry, Calculus I and Calculus II were hired. These SIs held scheduled office hours both day and the evening, some at the Tech Learning Center, to assist students with learning mathematics.

<sup>17</sup> <http://www.engr.ncsu.edu/learningstyles/ilsweb.html>.

<sup>18</sup> Two undergraduate students were hired to assist in the proctoring of these gateway exams.

<sup>19</sup> The gateway test questions were randomly generated with the help of the LaTeX mathematical typesetting program.

### Appendix A: Initially Reported Pilot Program Results

The information below was generated by the Department of Mathematics and Computer Science and presented by Dr. Heather Wilson during the SDSM&T fall 2016 faculty/staff convocation. The values in the pass rates columns below differ somewhat from the results presented elsewhere in this report, such as those appearing in Table 1 and Table B.1. This is most likely due to Advanced Placement students being included in Table A.1 but being excluded in Tables 1, B.1. Similar positive improved pass rates from the 2014 cohort to the 2015 cohort, however, are still seen in Tables 1, B.1.

**Table A.1: Pass Rates Before and After ‘MathSpark’ Summer 2015**

Course	Semester	Pass Rates		Change
		2014 Freshman Cohort	2015 Freshman Cohort	
College Algebra	Fall	72%	↑ 81%	+ 9%
	Spring	42%	↑ 50%	+ 8%
	Spring Repeat	45%	↑ 67%	+22%
Trigonometry	Fall	72%	↑ 77%	+ 5%
	Spring	65%	↑ 70%	+ 5%
	Spring Repeat	55%	↑ 74%	+19%
Calculus I	Fall	69%	↑ 81%	+12%
	Spring	72%	↑ 76%	+ 4%
	Spring Repeat	59%	↑ 75%	+16%
Calculus II	Fall	77%	↑ 78%	+ 1%
	Spring	71%	↑ 74%	+ 3%
	Spring Repeat	29%	↑ 81%	+52%

Average ACT Math score, by cohort and course, in the above:

Course	Fall 2014	Fall 2015
Algebra	26.4	20.2
Trigonometry	26.4	25.6
Calculus I	25.2	27.1
Calculus II	29.4	29.4

## Appendix B: South Dakota Students versus Other Students

When examining student *cohorts*, there is essentially no difference in pass-rate performance between South Dakota students and other students.

**Table B.1: Pass Rates for Freshman Cohorts**  
**All Cohort Students Compared with South Dakota Cohort Students<sup>20</sup>, 2010-2015**

Course	Semester	Pass Rates for Freshman Cohorts - South Dakota Subset in Parentheses					
		2010	2011	2012	2013	2014	2015
College Algebra	Fall	73% (73%)	80% (79%)	67% (64%)	62% (61%)	65% (71%)	71% (73%)
	Spring	52% (83%)	29% (22%)	53% (33%)	68% (64%)	42% (45%)	53% (56%)
	Spring Repeat	48% (78%)	36% (33%)	47% (25%)	68% (64%)	39% (45%)	53% (56%)
Trig	Fall	83% (79%)	88% (83%)	78% (81%)	64% (57%)	71% (70%)	77% (83%)
	Spring	81% (80%)	72% (65%)	55% (51%)	53% (56%)	65% (57%)	71% (69%)
	Spring Repeat	86% (91%)	45% (25%)	50% (43%)	40% (41%)	69% (63%)	74% (50%)
Calc I	Fall	68% (59%)	74% (72%)	77% (80%)	70% (73%)	68% (62%)	81% (82%)
	Spring	62% (68%)	57% (50%)	84% (79%)	76% (70%)	72% (65%)	75% (72%)
	Spring Repeat	69% (67%)	55% (53%)	81% (73%)	77% (60%)	70% (65%)	67% (63%)
Calc II	Fall	87% (88%)	89% (94%)	81% (76%)	82% (79%)	77% (73%)	79% (81%)
	Spring	76% (75%)	81% (83%)	66% (66%)	66% (61%)	72% (76%)	75% (79%)
	Spring Repeat	67% (67%)	80% (0%) <sup>21</sup>	67% (60%)	47% (50%)	56% (71%)	78% (71%)

<sup>20</sup> As determined from the XH.FE.HOME.STATE field (also used in subsequent tables to determine home state).

<sup>21</sup> 0 out of 1.

**Table B.2: Pass Rates for Freshman Cohorts – Raw Data and Statistical Tests  
Not South Dakota vs South Dakota Students, 2010-2015**

Course	Semester	Pass Rates for Freshman Cohorts - Home State: Not South Dakota (Top) vs South Dakota (Bottom)					
		2010	2011	2012	2013	2014	2015
College Algebra	Fall	40/55 41/56 $p=0.954$	33/40 37/47 $p=0.786$	35/50 30/47 $p=0.518$	42/67 34/56 $p=0.823$	27/47 48/68 $p=0.146$	23/34 30/41 $p=0.601$
		3/13 10/12 $p=0.005$	2/5 2/9 $p=0.578$	7/10 3/9 $p=0.180$	12/17 7/11 $p=1.000$	5/13 5/11 $p=1.000$	4/8 5/9 $p=1.000$
	Spring Repeat	3/12 7/9 $p=0.030$	2/5 2/6 $p=1.000$	6/9 2/8 $p=0.154$	12/17 7/11 $p=1.000$	4/12 5/11 $p=0.681$	4/8 5/9 $p=1.000$
	Trig	76/89 62/78 $p=0.315$	72/78 58/70 $p=0.129$	61/80 58/72 $p=0.520$	69/99 42/74 $p=0.079$	86/119 74/105 $p=0.767$	72/99 52/63 $p=0.151$
		41/50 41/51 $p=1.000$	30/38 28/43 $p=0.220$	28/48 19/37 $p=0.521$	33/65 27/48 $p=0.564$	36/47 39/68 $p=0.033$	29/40 22/32 $p=0.728$
		9/11 10/11 $p=1.000$	3/3 2/8 $p=0.061$	8/15 3/7 $p=0.680$	10/25 7/17 $p=1.000$	16/21 15/24 $p=0.354$	15/19 2/4 $p=0.540$
Calc I	Fall	72/95 51/86 $p=0.018$	64/84 55/76 $p=0.580$	77/103 63/79 $p=0.428$	89/131 58/80 $p=0.484$	105/144 60/97 $p=0.070$	96/120 50/61 $p=0.751$
		23/41 28/41 $p=0.255$	26/42 17/34 $p=0.298$	31/35 22/28 $p=0.316$	46/59 16/23 $p=0.569$	41/53 30/46 $p=0.181$	31/40 21/29 $p=0.779$
	Spring Repeat	13/18 18/27 $p=0.752$	9/16 8/15 $p=1.000$	13/15 8/11 $p=0.619$	30/37 6/10 $p=0.213$	19/26 11/17 $p=0.737$	11/16 5/8 $p=1.000$
	Calc II	16/19 23/26 $p=1.000$	27/32 30/32 $p=0.426$	39/45 31/41 $p=0.268$	53/63 38/48 $p=0.501$	46/58 29/40 $p=0.434$	47/61 43/53 $p=0.594$
		61/79 43/57 $p=0.810$	56/70 45/54 $p=0.653$	53/80 48/73 $p=0.948$	66/94 39/64 $p=0.225$	82/117 51/67 $p=0.379$	75/103 46/58 $p=0.360$
		2/3 2/3 $p=1.000$	4/4 0/1 $p=0.199$	4/5 6/10 $p=0.601$	4/9 4/8 $p=1.000$	4/9 5/7 $p=0.358$	9/11 5/7 $p=1.000$

Small p-values – a commonly used threshold is 0.05 – provide evidence that the two population proportions are different.



## Table B.2 Technical Notes:

1. The large-sample test of equality of proportions was used with suitable sample sizes (at least 10 successes and 10 failures in each category). For the small sample case a resample test was used. The corresponding p-values in the small sample case are *italicized*.
2. P-values less than 0.05 are in **bold**. (A lower threshold should probably be used because of the multiple comparison problem. Using a cutoff of 0.05 divided by the number of tests, or 0.05/72, on the *individual* tests guarantees an *overall* Type I error of at most 0.05.)
3. Technically, it is invalid to conduct hypothesis tests on populations (they are conducted on samples to make inference back to the populations).

When examining *all student enrollments*, there is essentially no difference in pass-rate performance between South Dakota students and other students.

**Table B.3: Student Pass Rates – All Enrollments**  
**All Students Compared with South Dakota Students, 2010-2015**

Course	Semester	Student Pass Rates by Calendar Year - South Dakota Subset in Parentheses					
		2010	2011	2012	2013	2014	2015
<b>College Algebra</b>	Fall	73% (73%)	83% (83%)	65% (64%)	57% (57%)	63% (66%)	67% (65%)
	Spring		66% (83%)	57% (58%)	64% (63%)	78% (78%)	53% (61%)
<b>Trig</b>	Fall	78% (75%)	80% (76%)	69% (69%)	55% (46%)	64% (63%)	71% (73%)
	Spring		81% (83%)	72% (68%)	54% (57%)	50% (50%)	61% (57%)
<b>Calc I</b>	Fall	55% (49%)	57% (54%)	64% (67%)	60% (59%)	64% (57%)	71% (73%)
	Spring		54% (58%)	53% (51%)	78% (79%)	72% (74%)	67% (63%)
<b>Calc II</b>	Fall	56% (53%)	60% (60%)	57% (51%)	63% (61%)	60% (58%)	62% (62%)
	Spring		66% (61%)	74% (76%)	58% (61%)	60% (58%)	62% (64%)

**Table B.4: Student Pass Rates – All Enrollments – Raw Data and Statistical Tests  
Not South Dakota vs South Dakota Students, 2010-2015**

Course	Semester	Student Pass Rates by Calendar Year - Home State: Not South Dakota (Top) vs South Dakota (Bottom)					
		2010	2011	2012	2013	2014	2015
College Algebra	Fall	47/64 61/83 <i>p=0.994</i>	36/43 59/71 <i>p=1.000</i>	40/60 44/69 <i>p=0.730</i>	44/78 41/72 <i>p=0.947</i>	34/59 53/80 <i>p=0.299</i>	27/39 37/57 <i>p=0.659</i>
	Spring		7/18 24/29 <b><i>p=0.004</i></b>	6/11 14/24 <i>p=1.000</i>	13/20 15/24 <i>p=1.000</i>	17/22 21/27 <i>p=1.000</i>	6/15 14/23 <i>p=0.320</i>
Trig	Fall	88/109 92/123 <i>p=0.279</i>	82/98 77/101 <i>p=0.191</i>	66/97 75/108 <i>p=0.829</i>	80/128 57/123 <b><i>p=0.010</i></b>	96/148 97/153 <i>p=0.791</i>	85/124 80/109 <i>p=0.417</i>
	Spring		52/66 79/95 <i>p=0.484</i>	39/50 58/85 <i>p=0.223</i>	31/61 42/74 <i>p=0.491</i>	41/82 39/78 <i>p=1.000</i>	48/71 58/102 <i>p=0.154</i>
Calc I	Fall	91/151 74/151 <i>p=0.049</i>	92/154 87/161 <i>p=0.307</i>	98/160 118/175 <i>p=0.238</i>	104/172 82/139 <i>p=0.792</i>	140/202 87/152 <b><i>p=0.019</i></b>	128/181 95/131 <i>p=0.728</i>
	Spring		36/73 56/97 <i>p=0.276</i>	49/88 51/100 <i>p=0.521</i>	50/65 63/80 <i>p=0.792</i>	64/90 49/66 <i>p=0.665</i>	58/81 59/94 <i>p=0.216</i>
Calc II	Fall	54/90 52/98 <i>p=0.338</i>	55/92 62/103 <i>p=0.953</i>	74/117 52/103 <i>p=0.056</i>	99/150 89/147 <i>p=0.329</i>	94/152 81/139 <i>p=0.535</i>	100/159 81/131 <i>p=0.853</i>
	Spring		91/131 73/119 <i>p=0.177</i>	87/121 84/111 <i>p=0.514</i>	76/140 97/159 <i>p=0.240</i>	88/141 73/127 <i>p=0.410</i>	109/180 85/132 <i>p=0.490</i>

Small p-values – a commonly used threshold is 0.05 – provide evidence that the two population proportions are different.

Table B.4 Technical Notes:

1. The large-sample test of equality of proportions was used with suitable sample sizes (at least 10 successes and 10 failures in each category). For the small sample case a resample test was used. The corresponding p-values in the small sample case are *italicized*.

2. P-values less than 0.05 are in **bold**. (A lower threshold should probably be used because of the multiple comparison problem. Using a cutoff of 0.05 divided by the number of tests, 0.05/44, on the *individual* tests guarantees an *overall* Type I error of at most 0.05.)

3. Technically, it is invalid to conduct hypothesis tests on populations (they are conducted on samples to make inference back to the populations).

### Appendix C: Pass Rates across Years

Going back to Fall 2010, there has been a lack of uniformity in fall term pass rates in College Algebra, Trigonometry and Calculus I. Likewise there has been a lack of uniformity in spring term pass rates in Trigonometry and Calculus I (insufficient data for conclusions on College Algebra for spring term). Calculus II pass rates, however, seem uniform over fall terms and – ignoring one outlier (Spring 2012), over spring terms as well.

**Table C.1: Testing Equality of Pass Rates across Years<sup>22</sup>**

Class	Term	Years	Cohort Analysis	All Enrollments
College Algebra	Fall	2010 - 2016	p = 0.040	p = $2.44 \times 10^{-5}$
	Spring			
Trigonometry	Fall	2010 - 2016	p = $7.20 \times 10^{-7}$	p = $6.23 \times 10^{-10}$
	Spring	2011 - 2016		p = $1.50 \times 10^{-9}$
Calculus I	Fall	2010 - 2016	p = 0.014	p = $1.43 \times 10^{-4}$
	Spring	2011 - 2016		p = $4.57 \times 10^{-7}$
Calculus II	Fall	2010 - 2016		p = 0.590
	Spring	2010 - 2015	p = 0.276	
	Spring <sup>23</sup>	2011 - 2016		p = $1.82 \times 10^{-3}$

Small p-values – a commonly used threshold is 0.05 – provide evidence that the pass rates vary across years, for the term in question.

Table C.1 Technical Notes:

A generalized likelihood ratio test was used:

$$-2 \ln \Lambda = -2 \sum_{i=1}^y \left[ x_i \ln \left( \frac{\hat{p}}{\hat{p}_i} \right) + (n_i - x_i) \ln \left( \frac{1 - \hat{p}}{1 - \hat{p}_i} \right) \right] \chi^2_{y-2}$$

(y = number of years,  $\hat{p}$  = pooled passing rate,  $\hat{p}_i$  = passing rate year i)

<sup>22</sup> If the sample samples were small, then asymptotic theory could not be used and a p-value was not computed. Blank cells correspond to this small sample size situation.

<sup>23</sup> The p-value for all Spring Calculus II enrollments increases to 0.277 if the outlier in Spring 2012 (a high pass rate) is omitted.

### Appendix D: Pass Rates and Average ACT Math Score

The following two tables show a fairly stable average mathematics ACT score for any fixed course and term. *Cohorts* are examined in Table D.1, *all enrollments* are examined in Table D.2.

**Table D.1: Pass Rates and Average Math ACT  
for Freshman Cohorts, Academic Years 2010-2016**

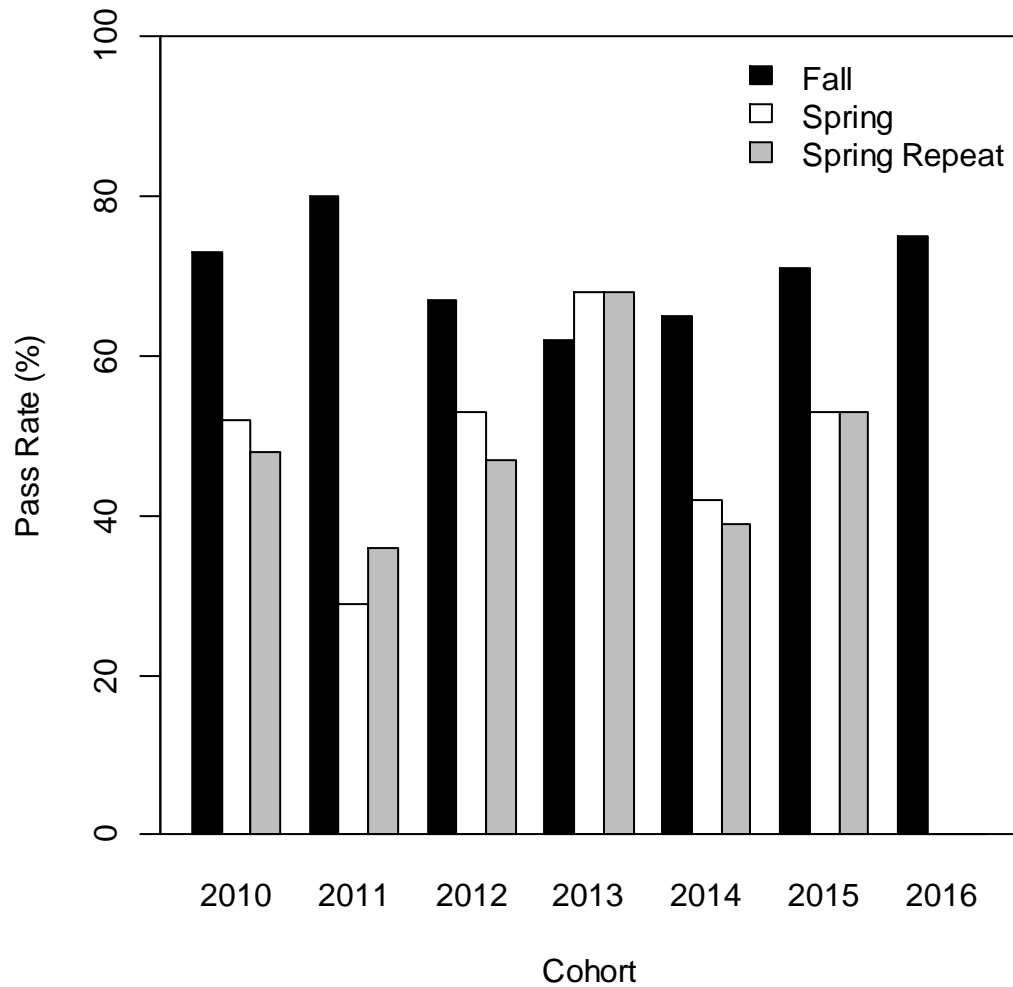
Course	Semester	Pass Rates and Average Math ACT for Freshman Cohorts						
		2010	2011	2012	2013	2014	2015	2016
College Algebra	Fall	73% (22.4)	80% (23.4)	67% (23.0)	62% (23.5)	65% (23.4)	71% (22.8)	75% (24.4)
	Spring	52% (22.0)	29% (21.9)	53% (23.9)	68% (22.8)	42% (22.9)	53% (22.2)	*
	Spring Repeat	48% (22.6)	36% (22.9)	47% (23.7)	68% (22.8)	39% (22.8)	53% (22.2)	*
Trig	Fall	83% (27.2)	88% (26.8)	78% (27.5)	64% (26.3)	71% (27.0)	77% (26.5)	67% (26.2)
	Spring	81% (23.8)	72% (23.7)	55% (23.9)	53% (25.0)	65% (24.7)	71% (23.6)	*
	Spring Repeat	86% (26.7)	45% (26.6)	50% (25.9)	40% (25.8)	69% (25.7)	74% (24.7)	*
Calc I	Fall	68% (28.6)	74% (27.2)	77% (27.4)	70% (26.9)	68% (27.4)	81% (28.3)	76% (28.6)
	Spring	62% (27.0)	57% (26.5)	84% (26.1)	76% (26.4)	72% (26.7)	75% (24.5)	*
	Spring Repeat	69% (27.0)	55% (26.5)	81% (25.8)	77% (26.1)	70% (26.5)	67% (25.7)	*
Calc II	Fall	87% (30.2)	89% (30.3)	81% (30.0)	82% (29.0)	77% (30.2)	79% (29.7)	84% (28.1)
	Spring	76% (28.7)	81% (27.2)	66% (27.7)	66% (27.7)	72% (27.5)	75% (28.2)	*
	Spring Repeat	67% (29.7)	80% (26.6)	67% (28.5)	47% (27.9)	56% (28.3)	78% (29.7)	*

**Table D.2: Pass Rates and Average Math ACT  
All Enrollments, Since Fall 2010**

Course	Semester	Pass Rates & Average Math ACT by Calendar Year						
		2010	2011	2012	2013	2014	2015	2016
College Algebra	Fall	73% (22.6)	83% (23.5)	65% (22.8)	57% (23.4)	63% (23.1)	67% (22.9)	75% (23.3)
	Spring	*	66% (22.2)	57% (22.6)	64% (22.9)	78% (22.8)	53% (22.0)	*
Trig	Fall	78% (24.9)	80% (24.1)	69% (25.6)	55% (23.9)	64% (24.2)	71% (24.7)	59% (23.0)
	Spring	*	81% (24.2)	72% (23.4)	54% (22.6)	50% (24.3)	61% (24.2)	*
Calc I	Fall	55% (23.5)	57% (23.1)	64% (23.1)	60% (23.3)	64% (22.7)	71% (24.6)	63% (23.8)
	Spring	*	54% (23.3)	53% (23.5)	78% (23.6)	72% (23.9)	67% (23.1)	*
Calc II	Fall	56% (24.0)	60% (25.3)	57% (24.5)	63% (24.3)	60% (24.4)	62% (24.7)	60% (23.7)
	Spring	*	66% (24.5)	74% (24.5)	58% (23.5)	60% (23.6)	62% (24.4)	*

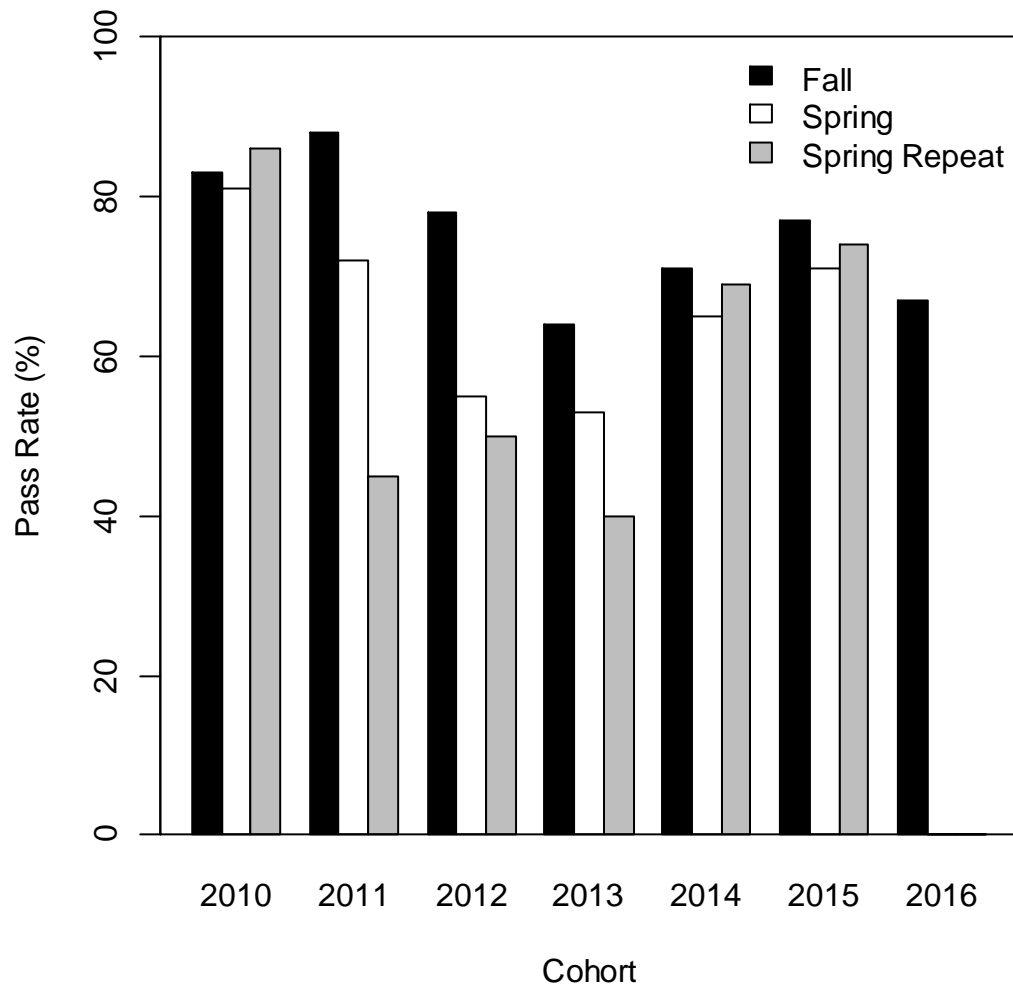
## Appendix E: Visual Display of Pass Rates by Course

### Part I: Cohort Pass Rates

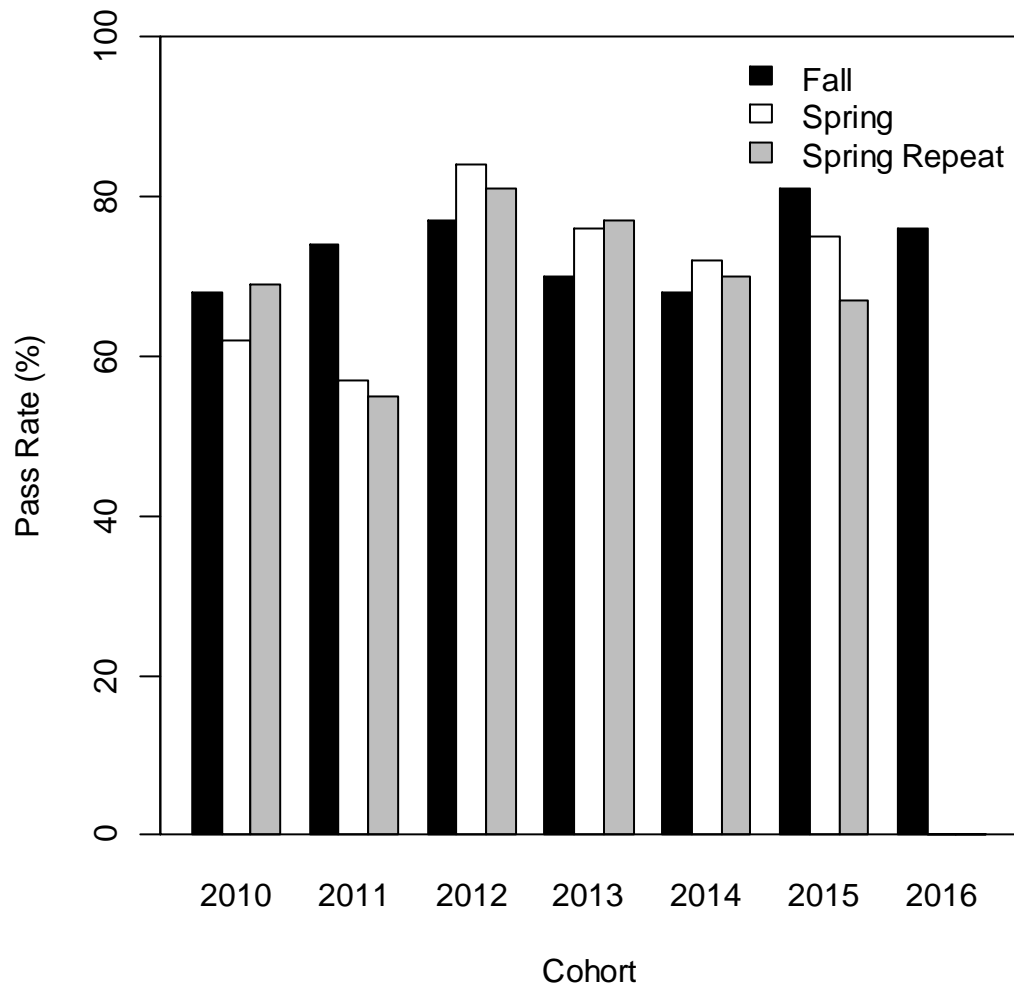


**Figure E.1: College Algebra Pass Rate by Frosh Cohort**

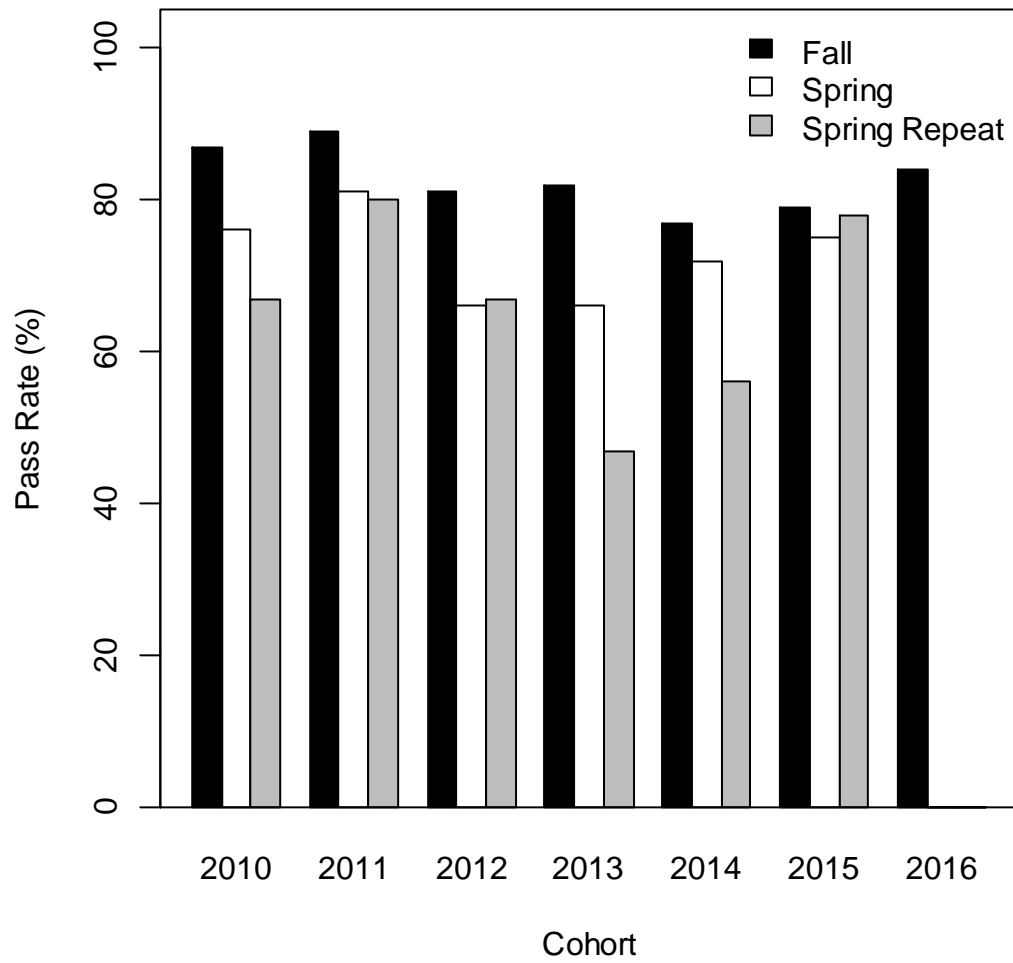




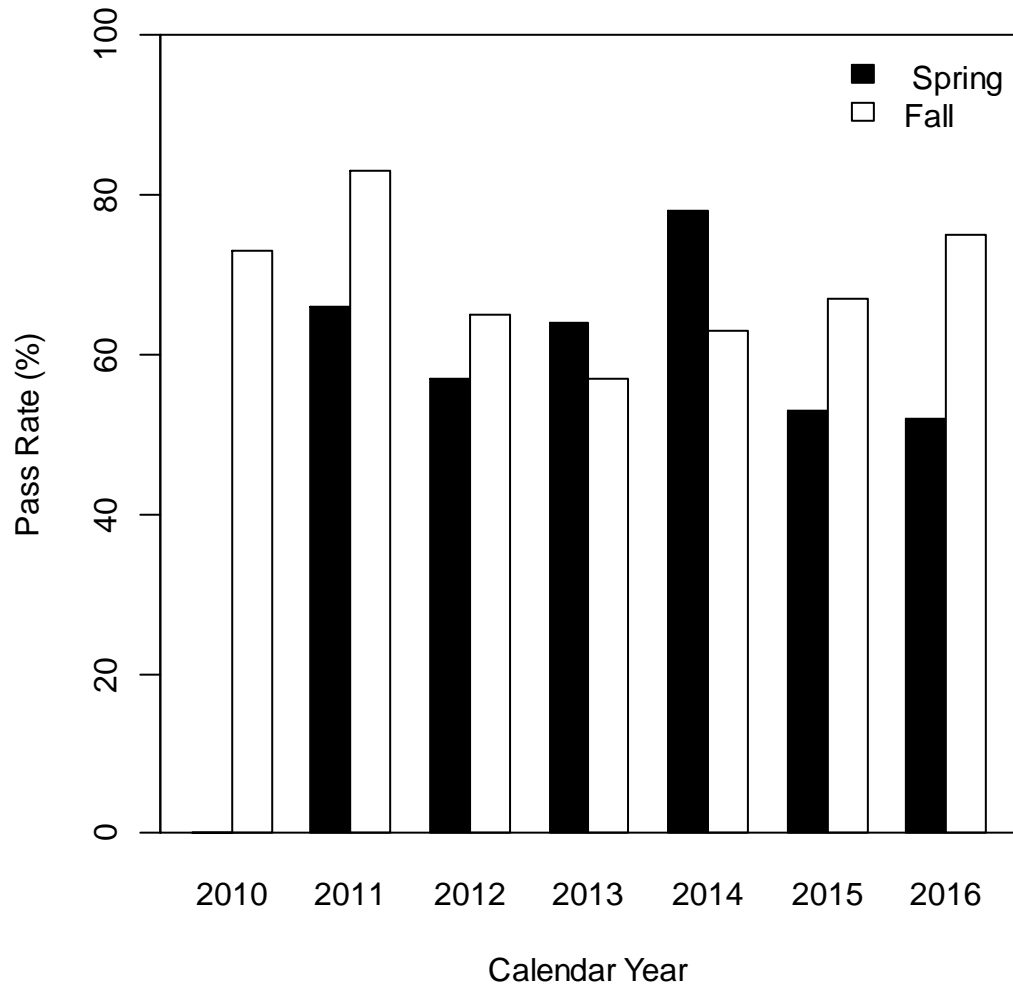
**Figure E.2: Trigonometry Pass Rates by Frosh Cohort**

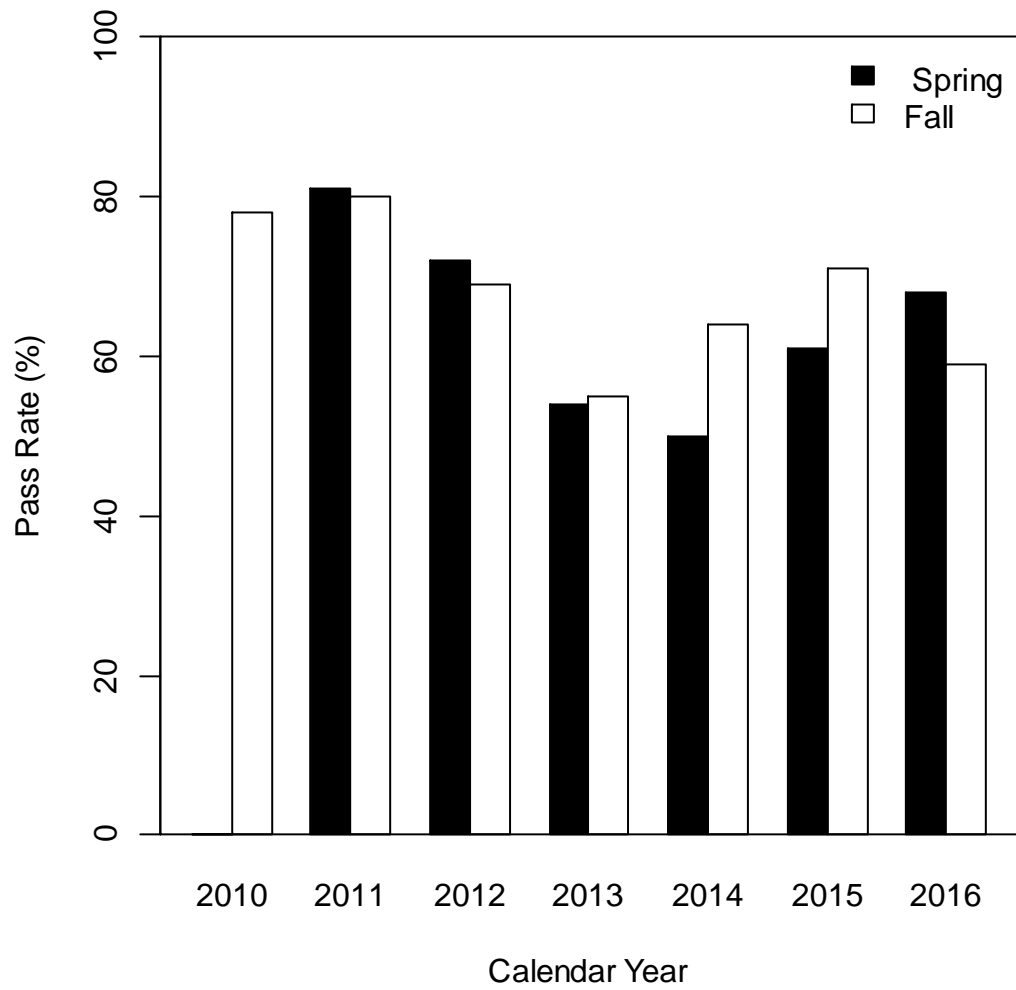


**Figure E.3: Calculus I Pass Rates by Frosh Cohort**

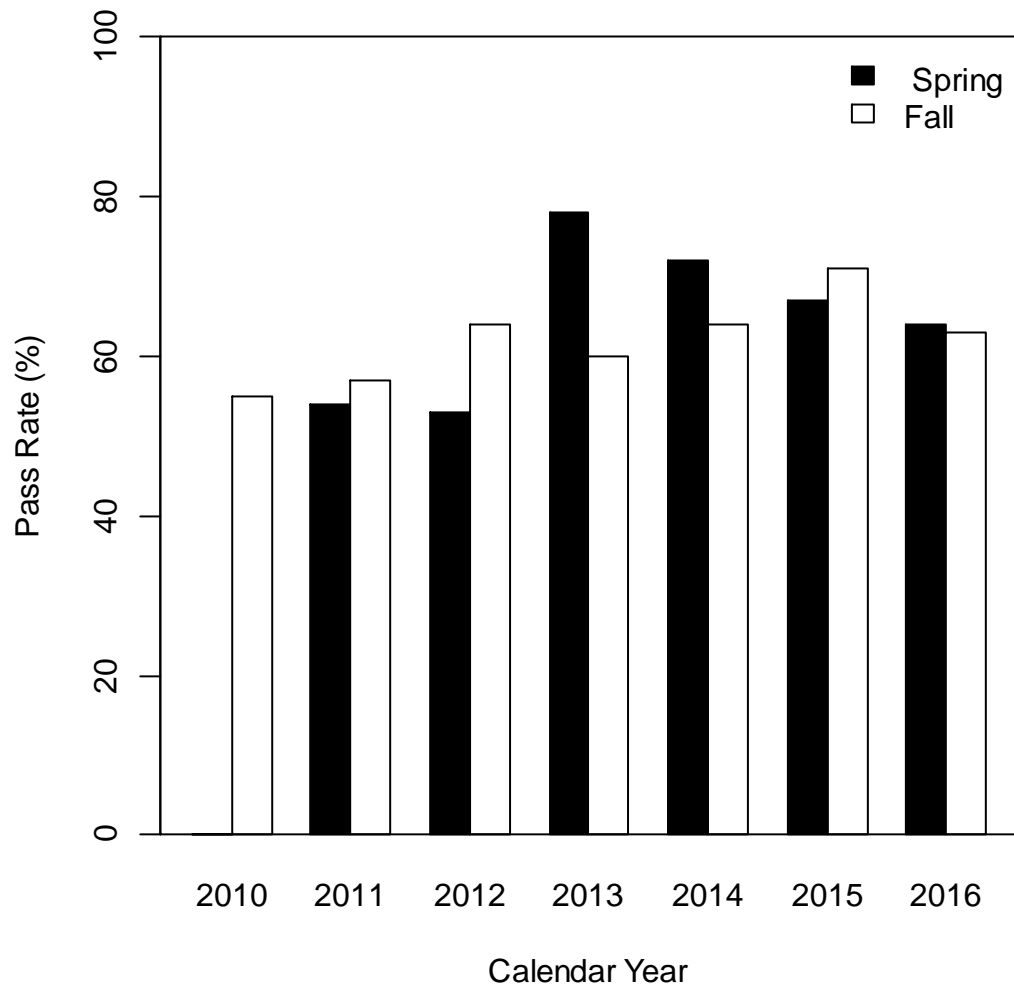


**Figure E.4: Calculus II Pass Rates by Frosh Cohort**

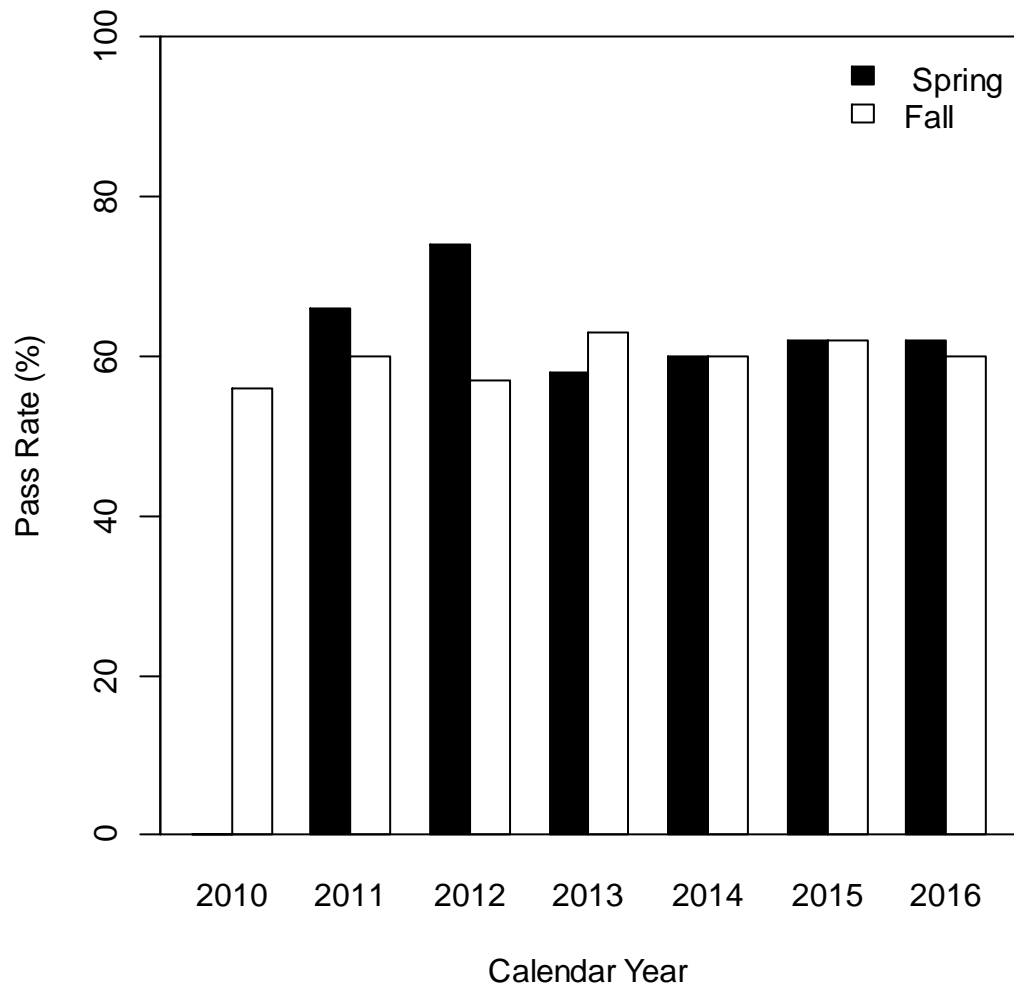
**Part II: All Enrollment Pass Rates****Figure E.5: College Algebra Pass Rates, all Enrollments, by Calendar Year**



**Figure E.6: Trigonometry Pass Rates, all Enrollments, by Calendar Year**



**Figure E.7: Calculus I Pass Rates, all Enrollments, by Calendar Year**



**Figure E.8: Calculus II Pass Rates, all Enrollments, by Calendar Year**



**Acknowledgments:**

None of this grant work could have been done without the willingness, talent and dedication of all of the mathematics faculty. A big thank you to President Wilson for being such a strong champion of this project.

As far as the generation of this report is concerned, thanks are due to:

- Deb Renken for extracting the data from Colleague/Datatel
- Christer Karlsson for working with Deb to provide the data
- Anthony Morast for developing and implementing R code to produce data summaries

Roger Johnson wrote this report, with input from Dr. Riley and Department colleagues, and performed the various statistical analyses.

**South Dakota Board of Regents  
Tuition Condition Statement  
June 30, 2016**

***FY17 Projected***

<u>Beginning Cash Balance</u> <sup>(1)</sup> :	\$3,183,372
<u>Revenue:</u>	
Actual Interest Earnings (on FY16 money)	\$209,869
Installments for SDSM&T Loan	\$1,000,000
<u>Ending Cash Balance and Reserve</u>	<u>\$4,393,241</u>
% of On-Campus Tuition Revenue	3.87%
<u>Goal of Reserve</u>	\$5,670,863
% of On-Campus Tuition Revenue	5.00%

***FY18 Projected***

<u>Beginning Cash Balance:</u>	\$4,393,241
<u>Revenue:</u>	
Interest Earnings (on FY17 money)	\$250,000
Final Installments for SDSM&T Loan	\$750,000
<u>Ending Cash Balance and Reserve</u>	<u>\$5,393,241</u>
% of On-Campus Tuition Revenue	4.76%
<u>Goal of Reserve</u>	\$5,670,863
% of On-Campus Tuition Revenue	5.00%

**SOUTH DAKOTA BOARD OF REGENTS**

**Budget and Finance**

**AGENDA ITEM: 7 – E**

**DATE: March 28-30, 2017**

\*\*\*\*\*

**SUBJECT: FY17 HEFF M&R Allocation Adjustment**

It has been the practice to present the HEFF maintenance and repair (M&R) allocation in December for the upcoming fiscal year to allow the campuses the ability to plan the projects for the coming year and to move forward with planning and design. In December of 2015, the Board approved the FY17 HEFF M&R allocation. The additional HEFF funding is a result of the dollars generated from the increased nonresident tuition and self-support.

The additional dollars will be allocated to the campuses to fund an additional project(s) or to supplement an existing project. The change in the allocation for each campus follows:

	Initial FY17 Allocation	Revised FY17 Allocation	Increase
BHSU	\$1,357,735	\$1,393,133	\$35,398
DSU	\$767,977	\$788,000	\$20,023
NSU	\$1,466,786	\$1,505,027	\$38,241
SDSM&T	\$1,510,518	\$1,549,900	\$39,382
SDSU	\$5,590,324	\$5,736,074	\$145,750
USD	\$4,321,675	\$4,434,349	\$112,674
SSOM	\$215,230	\$220,841	\$5,611
BHSU-RC	\$163,340	\$167,599	\$4,259
UC-SF	\$376,431	\$386,245	\$9,814
	\$15,770,016	\$16,181,168	\$411,152

Attachment I provides the detail by campus on how they will use the additional funds. The policy provides for funding realignments and transfers between approved projects.

\*\*\*\*\*

**DRAFT MOTION 20170328\_7-E:** I move to approve the revised FY17 HEFF M&R allocation and the project lists as presented in Attachment I.

**Additional FY17 HEFF Maintenance & Repair Projects**

Project #	Building Name	Project Name	M&R Category	M&R Class	Cost Estimate
Black Hills State University		Initial FY17 HEFF M&R Allocation	Energy & Utility Savings	Alteration	\$1,357,735
	BHSU Campus	Building Automation System			<u>\$35,398</u>
		Total FY17 HEFF M&R Allocation			\$1,393,133
Dakota State University		Initial FY17 HEFF M&R Allocation	Public Health, Safety, and Compliance	Renovation	\$767,977
8H1704	Campus Wide	Landscape, Grounds Improvements			<u>\$20,023</u>
		Total FY17 HEFF M&R Allocation			\$788,000
Northern State University		Initial FY17 HEFF M&R Allocation	Campus Infrastructure	Repair	\$1,466,786
	East Campus	Sidewalk Drainage Improvement			<u>\$38,241</u>
		Total FY17 HEFF M&R Allocation			\$1,505,027
South Dakota School of Mines & Technology		Initial FY17 HEFF M&R Allocation	Programmatic Suitability	Alteration	\$1,510,518
4H1711	Civil Mechanical	HEFF Civ/Mech Building HVAC Upgrad			<u>\$39,382</u>
		Total FY17 HEFF M&R Allocation			\$1,549,900
South Dakota State University		Initial FY17 HEFF M&R Allocation	Public Health, Safety, & Compliance	Alteration Repair	\$5,590,324
	Agricultural Heritage Museum	Restroom ADA Improvemments			\$65,750
	Campus Utility Infrastructure	Storm Sewer Improvements - Phase 1 of Water, Sanitary Sewer, and Storm Sewer Repairs & Upgrades			<u>\$80,000</u>
		Total FY17 HEFF M&R Allocation	Campus Infrastructure		\$5,736,074
University of South Dakota		Initial FY17 HEFF M&R Allocation	Public Health, Safety & Compliance	Maintenance	\$4,321,675
	Campus	Hazardous Materials Abatement (asbestos, lead paint)			\$30,000
	Campus	Continuing Education and Commons Space Renovation			<u>\$82,674</u>
		Total FY17 HEFF M&R Allocation	Programmatic Suitability	Renovation	\$4,434,349
Sanford School of Medicine		Initial FY17 HEFF M&R Allocation	Energy and Utility Savings	Maintenance	\$215,230
	SSOM	Interior Lighting Upgrade to LED			<u>\$5,611</u>
		Total FY17 HEFF M&R Allocation			\$220,841
Black Hills State University - Rapid City		Initial FY17 HEFF M&R Allocation	Energy and Utility Savings	Maintenance	\$163,340
	Campus	Building Automation System Upgrade			<u>\$4,259</u>
		Total FY17 HEFF M&R Allocation			\$167,599
University Center - Sioux Falls		Initial FY17 HEFF M&R Allocation	Building Integrity	Maintenance	\$376,431
	GEAR	UC-SF GEAR Infrastructure Repairs			<u>\$9,814</u>
		Total FY17 HEFF M&R Allocation			\$386,245
Total Initial FY17 M&R Allocation					\$15,770,016
Total Additional HEFF M&R Allocation					<u>\$411,152</u>
Grand Total FY17 HEFF M&R Allocation					\$16,181,168

**SOUTH DAKOTA BOARD OF REGENTS**

**Budget and Finance**

**AGENDA ITEM: 7 – F**

**DATE: March 28-30, 2017**

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**SUBJECT: BOR Policy 5:5 – Tuition & Fees: General Procedures (Emergency Approval)**

Attached are the proposed changes to BOR Policy 5:5 Tuition and Fees: General Procedures. The significant change to this policy is the threshold for when a receivable hold (CAR HOLD) is placed on an overdue student account. BOR Policy 5:21 System Collection Policy set the hold amount for a delinquent account at \$250.00, per a request from academic affairs to increase it from \$50.00. This proposed policy change now adds that \$250.00 amount to all accounts past due.

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**DRAFT MOTION 20170328\_7-F:** I move emergency approval of the revisions to BOR Policy 5:5 – Tuition and Fee: General Procedures.

# SOUTH DAKOTA BOARD OF REGENTS

## Policy Manual

**SUBJECT:** Tuition and Fees: General Procedures

**NUMBER:** 5:5

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### A. PURPOSE

To outline the Board of Regents' tuition and fees provisions with respect to the procedures for setting rates, billing, and the collection of tuition, fees, housing, and food services plans.

### B. DEFINITIONS

1. **Charges:** Charges relate to an elected activity and cannot be mandated by the university. Miscellaneous field trip expenses and services from an outside vendor are the only acceptable charges related to courses.
2. **FACTS:** A third-party payment plan utilized by the students for paying tuition and fees.
3. **Fees:** The surcharge beyond tuition, whether per credit hour or annual, necessary to cover the costs associated with a course above and beyond tuition. There are four classes of fees: Mandatory Fees, Fees for Service, Discipline Fees, and Delivery Fees. All fees must have board approval.
4. **Non-Standard Term:** All other lengths of instructional time with beginning or ending dates that are different from the officially adopted Fall and Spring academic terms.
5. **Standard Term:** The officially adopted Fall and Spring academic terms.
6. **Tuition:** The charge, whether per credit hour, per semester, or annual, that is assessed to students for the support of instruction and administrative costs.

### C. POLICY

The Board of Regents shall determine all tuition rates, fees, ~~room-housing rates,~~ and ~~board food service plans.~~ The Board may alter any of these rates at its discretion. The approved rates can be found on the Board of Regents website and available at the Executive Director's office.

#### 1. **Tuition and Fee Approval Process**

- 1.1. Each year in March or April, following the close of the current legislative session, the Executive Director shall present recommended tuition and fee rates to the Board for action.
- 1.2. Tuition and fee rates become effective after the end of the spring term unless an alternative date is specifically approved by the Board.

- 1.3. The universities may request necessary increases to any fees previously approved.
- 1.4. If a university desires to add a new fee to the Board's fee schedule, the fee request should normally come through the annual budget request process. Exceptions to this process may include new programs approved by the Legislature.

## 2. Due and Payable

Students will be required to pay their bill according to established deadlines or make other financial arrangements, including but not limited to, payment plans, deferments for financial aid, or third party payments.

- 2.1. Any payment arrangement other than the FACTS payment plan must be documented on the Colleague restriction screen and the student must pay a charge equivalent to the FACTS payment plan charge. If the student does not meet the terms of the agreement, there will be an additional late fee charge added in accordance with the late fee schedule defined in BOR policy.
- 2.2. Students with at least one standard term course will be required to pay their full tuition and fee bill or make other financial arrangements no later than the day after census date for the standard term.
- 2.3. Students who are enrolled in only non-standard term classes, as defined in BOR policy 5:7, will be required to make payment or payment arrangements no later than the day after census date for the standard term. Students enrolled in only non-standard term classes will be able to make payment arrangements to defer payment of their account until the start day of their first non-standard term course.
- 2.4. Students that have a balance due after the established deadline and are not administratively withdrawn, will be assessed late fees. ~~and~~ If the account balance is \$250 or more will have a CAR-Hold student accounts receivable hold will be placed on their record the account until they pay the balance due is paid in full.

## 3. Billing Corrections

The institutions shall review billing tables and course charges prior to the billing cycle to insure bills are accurate. Corrections that would increase the billing amount are allowed up to three weeks after the start of the semester. Corrections where students have been over-billed should be made when identified and verified.

## 4. Centralized Billings for Fines and Charges

Wherever possible the universities will consolidate student fines and charges onto the student tuition and fee billing system such that the student has a comprehensive record of all amounts owed. Miscellaneous fines can be collected immediately when assessed in person for items such as, but not limited to laundry fines, lock changes or damages.

- 4.1. Parking fines that are delinquent and where the appeal process has expired will be added to the student tuition and fee bill. All fines will be moved to the student tuition and fee bill at least monthly.
- 4.2. Housing charges will be added to the student's tuition and fee billing as they are assessed.



- 4.3. Library fines will be moved to the student tuition and fee billing system after the library has exhausted its collection efforts, within a period not to exceed 60 days.
- 4.4. All other fines and charges are to be billed using the student tuition and fee billing system.
- 4.5. A statement will be made available to the student when a fine or charge is added to the student tuition and fee account. If the account balance is greater than ~~\$50.00~~ \$250 and the ~~Datatel~~ account is delinquent, a student accounts receivable hold will be placed on the account.

## 5. Late Charges

Late charges will be assessed to students if no payment or financial arrangement to pay is received on accounts that have been billed and a due date has been established.

- 5.1. If no payment or financial arrangement to pay is received by the established deadline, a late payment charge will be assessed on accounts of \$50.00 or more as follows:
  - \$10.00 on accounts with a balance of \$50.01 to \$750.00;
  - \$30.00 on accounts with a balance of \$750.01 to \$1,500;
  - \$50.00 on accounts with a balance of \$1,500.01 to \$4,000;
  - \$75.00 on accounts with a balance of \$4,000.01 to \$7,000; and
  - \$100.00 on accounts with a balance greater than \$7,000.00.
- 5.2. A late payment fee may be assessed each time payment is not received by the established due date noted on the bill or in a deferral agreement, but will not exceed four assessments.

## 6. Cancellation of Registration or Administrative Withdrawal

Students are expected to make full payment or make an arrangement to pay by the established deadlines or the student's enrollment will be:

- 6.1. Cancelled if they never attended a class within the term as verified by the faculty prior to the term due date, ~~or~~.
- 6.2. Administratively withdrawn if they did attend a class or classes within the term as verified by the faculty with a last date of academic activity prior to the term due date.
- 6.3. If a student's course enrollment for a term consists of all courses that have a begin date after the census date of the term, the university will not cancel the student's enrollment or assess a late fee until the end of the add/drop period for the course with the earliest start date.

## 7. Assumptions and Guidelines

The Board establishes tuition rates using the following assumptions and guidelines.

- 7.1. Qualified South Dakota students should have reasonable access to public higher education opportunities in South Dakota with proper consideration given to economically disadvantaged students and minorities.

- 7.2. Tuition rates in adjacent states are considered.
- 7.3. Non-residents should pay more than residents.
- 7.4. Graduates should pay more than undergraduates.
- 7.5. Reciprocity agreements have the potential to benefit South Dakotans.
- 7.6. The School of Medicine tuition rates should be comparable to rates charged on other medical schools with a community based hospital environment.
- 7.7. The Law School tuition rates should be comparable to regional law schools with a mission to attract students who want to practice law in their own state.
- 7.8. Low enrollment graduate programs, though high quality, must maintain a critical mass sufficient to offer a quality program, and enrollments are influenced by graduate tuition rates.

## **8. Setting Tuition and Fees**

- 8.1. The Consumer Price Index calculated by the Bureau of Finance and Management will be used as the inflationary measure that will be used to gauge the annual inflation on the cost of higher education. The CPI shall be used as a guide to limit the total annual fee calculation.
- 8.2. The Medical School tuition and fee rates shall be compared to community-based schools across the country. If the Medical School cost is below the community-based average, the tuition and fee rate will increase by the amount behind the average plus the average graduate tuition and fee rate increase. If the Medical School rates are above the community-based average, they will increase by the average graduate tuition and fee rate increase.
- 8.3. The Law School tuition and fee rates shall be compared to regional community-based schools, excluding Minnesota and Iowa. If the Law School cost is below the regional average, the tuition and fee rate will increase by the amount behind the average plus the average graduate tuition and fee rate increase. If the Law School rates are above the regional average, they will increase by the average graduate tuition and fee rate increase.
- 8.4. The increased cost of salary policy and benefit costs will be used as a guide to establish the annual adjustment to tuition.
- 8.5. Increases to fees that are not inflationary in nature shall be justified and approved on their own merits and will not be limited by the CPI or the established guide.

## **9. Classification of Students for Tuition Payment**

All students are classified as residents or non-residents (see Policy 3:2, Classification of Students) for payment of tuition for ~~state-supported on-campus~~ courses. ~~Except as provided elsewhere in this policy~~ Unless a special tuition rate is approved by the Board, non-resident students shall be charged the non-resident tuition rate.

## **10. Tuition Charged at the Course Level**

Students shall be ~~charged~~assessed tuition by the credit based on the course level, except for dual numbered courses. If a student is enrolled in a dual numbered course, he or she shall be charged according to the level for which he or she desires credit.

**FORMS AND APPENDICES:**

None

**SOURCE:**

BOR October 1988; March 1991; June 1991; May 1993; August 1993; October 1993; December 1993; May 1994; May 1995; June 1995; August 1995; March 1997; May 1997; June 1997; August 1997; October 1998; March 1999; December 2000; March 2001; August 2001; March 2002; August 2002; October 2002; December 2002; March 2003; June 2003; December 2003; June 2004; October 2004; May 2005; December 2009; December 2010; December 2011; May 2012; August 2016; March 2017.

**SOUTH DAKOTA BOARD OF REGENTS**

**Budget and Finance**

**AGENDA ITEM: 7 – G**

**DATE: March 28-30, 2017**

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**SUBJECT: BOR Policy 5:11 – Personal Dues and Subscriptions (Second Reading)**

Attached are proposed changes to BOR Policy 5:11 – Personal Dues and Subscriptions. This policy was last reviewed in 1990, yet the purpose and intent have not really changed. Definitions have been added to the policy and the policy has been reworded to clarify its intent.

The policy has been reviewed by the necessary councils and the Council of Presidents and Superintendents.

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**DRAFT MOTION 20170328\_7-G:** I move to approve the second and final reading of the revisions to BOR Policy 5:11 – Personal Dues and Subscriptions.

## SOUTH DAKOTA BOARD OF REGENTS

Policy Manual**SUBJECT:** Personal Dues and Subscriptions**NUMBER:** 5:11

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**A. PURPOSE**

To ensure financial resources are appropriately and equitably used for licensure fees, personal dues and subscriptions deemed essential to and necessary for South Dakota Board of Regents institutions and the executive director's office business needs-

**B. DEFINITIONS**

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1. **Individual Licensure Fees:** These fees are licensure fees of an individual.
  2. **Individual Memberships and Individual Professional Memberships:** These are for individual members in professional and business organizations.
  3. **Institutional Membership Representative:** A university, special school or the executive director's office holds the membership, but a named individual may be listed as a representative to that organization.

**C. POLICY**

It is the policy of the Board of Regents that no appropriated funds shall be expended to support memberships, licensure, dues or subscription payments where the primary beneficiary is an individual employee. This would include individual memberships and individual licensure fees.

1. For purposes of this policy, an ~~individual~~ employee shall not be deemed to be the primary beneficiary of individual licensure, membership, dues or subscription- payments where:
  - 1.1. payment of individual dues or subscriptions reduces the total cost to the Board employer of obtaining desired institutional access to an organization or to materials; or
  - 1.2. the essential responsibilities of the employee are such that the individual holding the position is required to maintain the licensure, membership or subscription as a condition of employment.
2. This policy is not intended to limit the prerogative of presidents, superintendents or the executive director to use state funds to support institutional members and institutional membership representatives in professional organizations whose activities relate directly to the operations of South Dakota Board of Regents office and institutions Higher Education or to subscribe to publications used in the ordinary course of institutional business operations.

**FORMS AND APPENDICES:**

None

**SOURCE:**

BOR December 1990; March 2017.

**SOUTH DAKOTA BOARD OF REGENTS**

**Budget and Finance**

**AGENDA ITEM: 7 – H**

**DATE: March 28-30, 2017**

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**SUBJECT: BOR Policy 5:25 – Auxiliary Revenue System (Second Reading)**

Attached are proposed changes to BOR Policy 5:25 – Auxiliary Revenue System. The revisions are minor but reflect reporting requirements in the current bond covenants.

The policy has been reviewed by the necessary councils and the Council of Presidents and Superintendents.

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**DRAFT MOTION 20170328\_7-H:** I move to approve the second and final reading of the revisions 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.

~~1.2.~~ **Board:** The Board means the South Dakota Board of Regents.

~~2.3.~~ **Bond or Bonds:** A series of housing and auxiliary facilities system revenue bonds.

~~3.4.~~ **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.

~~4.5.~~ **Capitalized Interest Subaccount:** A separate and special account must be created with each bond issue at each Institution into which an amount equal to the interest costs 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.

~~5.6.~~ **Construction Fund:** A separate and special account created with each bond issue at each institution in which the proceeds of the bond issue 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.

**6.7. Debt Service Reserve Account:** 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.

**7.8. 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:

- 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 ~~to the 2011 Bonds 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 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. ~~See Section C.1.4 below for the restrictions and uses of the Repair and Replacement Reserve account.~~

**18.19. Revenue Fund:** The fund of that name established for each institutional system pursuant to the requirements of a bond resolution. ~~See Section C.1.1 below for the restrictions and uses of revenue funds.~~

**19.20. 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.

## 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. Flow of Funds

#### 1.1. 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.

#### 1.2. 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. 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. 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. 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 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. 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. 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. 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. For any other lawful purpose of the related institutional system.

#### 1.6. 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. Continued Requirements**

- 2.1. 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. 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. 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. 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. The Board will provide the following via posting on the EMMA website:
- ~~No later than 270 days after the end of each fiscal year, demand and enrollment statistics including full and part time enrolment, full time equivalent students, applications, acceptance and matriculations, schedule of tuition and fee rates, student housing occupancy, and other relevant data,~~
  - A copy of any annual or period report with respect to the System prepared for the Board;
  - ~~No less than 30 days prior to the beginning of each fiscal year, a copy of the preliminary annual budget for the System for the fiscal year and a copy of the final budget when approved,~~
  - 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; ~~and~~
  - 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. If any part of the information described in ~~part D~~ 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. 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. Addition/Removal of Project from System**

- 3.1. 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. 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. 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. 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. No accounts receivable that are a source of net revenues may be sold, pledged, factored, or otherwise disposed of under any circumstances.

### **4. 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 AND APPENDICES:**

None

### **SOURCE:**

BOR June 2012; March 2017.

# **SOUTH DAKOTA BOARD OF REGENTS**

## **Budget and Finance**

**AGENDA ITEM: 7 – I**

**DATE: March 28-30, 2017**

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### **SUBJECT: Residence Hall Occupancy Report for Fall 2016/Spring 2017**

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 campus and put in the fact book. Last year the Board Office began collecting the information for the spring semester as well.

Attachment I is the detail that supports the fall 2016 numbers and Attachment II is the data that was collected for the spring.

The tables below and on the next page shows the utilization percentages for both 2016 and 2017 academic years. The first table shows a comparison of the two fall and spring percentages. The second table shows the change in the percentage from fall to spring.

<b>South Dakota Board of Regents Campus Housing Utilization Comparison of Prior Year to Current Year</b>						
	<b>Fall 2015</b>	<b>Fall 2016</b>	<b>Change</b>	<b>Spring 2016</b>	<b>Spring 2017</b>	<b>Change</b>
BHSU	84.08%	87.56%	3.48%	71.72%	80.31%	8.59%
DSU	93.59%	101.53%	7.94%	89.16%	91.15%	1.99%
NSU	76.94%	73.37%	-3.57%	70.02%	65.33%	-4.69%
SDSMT	99.55%	88.23%	-11.32%	92.16%	80.26%	-11.90%
SDSU	92.29%	95.27%	2.98%	84.61%	87.73%	3.12%
USD	98.43%	94.64%	-3.79%	90.02%	87.05%	-2.97%
System	92.48%	92.36%	-0.12%	84.57%	84.54%	-0.03%

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### **INFORMATIONAL ITEM**

<b>South Dakota Board of Regents</b> <b>Campus Housing Utilization</b> <b>Change from Fall to Spring Prior and Current Years</b>						
	Fall 2015	Spring 2016	Change	Fall 2016	Spring 2017	Change
BHSU	84.08%	71.72%	-12.36%	87.56%	80.31%	-7.25%
DSU	93.59%	89.16%	-4.43%	101.53%	91.15%	-10.38%
NSU	76.94%	70.02%	-6.92%	73.37%	65.33%	-8.04%
SDSMT	99.55%	92.16%	-7.39%	88.23%	80.26%	-7.97%
SDSU	92.29%	84.61%	-7.68%	95.27%	87.73%	-7.54%
USD	98.43%	90.02%	-8.41%	94.64%	87.05%	-7.59%
System	92.48%	84.57%	-7.91%	92.36%	84.54%	-7.82%

In the table above, the percentage drop from Fall 2015 to Spring 2016 of 7.91% for the system represents a total of 770 students who did not return to the residence halls the second semester. BHSU, SDSU and USD improved their fall to spring retention rates from FY16 to FY17.

It should be mentioned that when campuses prepare financial information for new residence halls, 90% is always the number used for occupancy. 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.

## Campus Housing Utilization

**Fall 2016**

<b>Black Hills State University - Current Capacity 772</b>							
<b>Room Type</b>	Singles	Doubles	Triples	Quads	Quints	Students	Utilization %
Traditional	36	197	10	0	0	382	83.04%
Suite-Style	0	96	0	0	0	187	97.40%
Apartments	40	40	0	0	0	107	89.17%
Overflow <sup>1</sup>						0	
<b>Totals</b>	76	333	10	0	0	676	87.56%
<b>Dakota State University - Current Capacity 655</b>							
<b>Room Type</b>	Singles	Doubles	Triples	Quads	Quints	Students	Utilization %
Traditional	41	271	0	0	0	575	98.63%
Suite-Style	0	0	0	0	0	0	0.00%
Apartments	0	0	0	0	0	0	0.00%
Leased Property <sup>2</sup>	0	0	0	8	8	76	105.56%
Overflow <sup>1</sup>						14	
<b>Totals</b>	41	271	0	8	8	665	101.53%
<b>Northern State University - Current Capacity 826</b>							
<b>Room Type</b>	Singles	Doubles	Triples	Quads	Quints	Students	Utilization %
Traditional	55	308	0	0	0	465	69.30%
Suite-Style	7	13	9	23	0	138	90.79%
Apartments	3	0	0	0	0	3	100.00%
Overflow <sup>1</sup>						0	
<b>Totals</b>	65	321	9	23	0	606	73.37%
<b>South Dakota School of Mines and Technology - Current Capacity 1079</b>							
<b>Room Type</b>	Singles	Doubles	Triples	Quads	Quints	Students	Utilization %
Traditional	30	215	3	0	0	410	87.42%
Suite-Style	5	3	0	38	0	144	88.34%
Apartments	0	0	0	0	0	0	0.00%
Leased Property <sup>2</sup>	335	56	0	0	0	398	89.04%
Overflow <sup>1</sup>						0	
<b>Totals</b>	370	274	3	38	0	952	88.23%
<b>South Dakota State University - Current Capacity 4359</b>							
<b>Room Type</b>	Singles	Doubles	Triples	Quads	Quints	Students	Utilization %
Traditional	530	1,480	0	0	0	3,368	96.50%
Suite-Style	0	231	0	0	0	421	91.13%
Apartments	71	8	0	80	0	364	89.43%
Overflow <sup>1</sup>						0	
<b>Totals</b>	601	1,719	0	80	0	4,153	95.27%
<b>University of South Dakota - Current Capacity 2224</b>							
<b>Room Type</b>	Singles	Doubles	Triples	Quads	Quints	Students	Utilization %
Traditional	154	687	16	0	0	1,475	93.59%
Suite-Style	0	53	0	77	0	403	97.34%
Apartments	0	21	0	48	0	227	97.01%
Overflow <sup>1</sup>						0	
<b>Totals</b>	154	761	16	125	0	2,105	94.65%

Current Capacity - Designed capacity adjusted for permanent changes, including changing rooms to alternate uses and offering doubles as singles.

<sup>1</sup>Overflow - Refers to students assigned to spaces not designed or planned as sleeping rooms to deal with over-crowding.

<sup>2</sup>Leased Property - This is property leased and managed by the campuses Residence Life staff.

## Campus Housing Utilization

### Spring 2017

Black Hills State University - Current Capacity 772							
Room Type	Singles	Doubles	Triples	Quads	Quints	Students	Utilization %
Traditional	32	197	10	0	0	367	80.48%
Suite-Style	4	96	0	0	0	160	81.63%
Apartments	40	40	0	0	0	93	77.50%
Leased Property*	0	0	0	0	0	0	0.00%
Overflow**						0	
<b>Totals</b>	76	333	10	0	0	620	80.31%
Dakota State University - Current Capacity 655							
Room Type	Singles	Doubles	Triples	Quads	Quints	Students	Utilization %
Traditional	41	271	0	0	0	519	89.02%
Suite-Style	0	0	0	0	0	0	0.00%
Apartments	0	0	0	0	0	0	0.00%
Leased Property*	0	0	0	8	8	67	93.06%
Overflow**						11	
<b>Totals</b>	41	271	0	8	8	597	91.15%
Northern State University - Current Capacity 825							
Room Type	Singles	Doubles	Triples	Quads	Quints	Students	Utilization %
Traditional	55	309	0	0	0	409	60.77%
Suite-Style	7	13	9	23	0	130	85.53%
Apartments	0	0	0	0	0	0	0.00%
Leased Property*	0	0	0	0	0	0	0.00%
Overflow**						0	
<b>Totals</b>	62	322	9	23	0	539	65.33%
South Dakota School of Mines and Technology - Current Capacity 1079							
Room Type	Singles	Doubles	Triples	Quads	Quints	Students	Utilization %
Traditional	30	215	3	0	0	386	82.30%
Suite-Style	5	3	0	38	0	129	79.14%
Apartments	0	0	0	0	0	0	0.00%
Leased Property*	335	56	0	0	0	351	78.52%
Overflow**						0	
<b>Totals</b>	370	274	3	38	0	866	80.26%
South Dakota State University - Current Capacity 4359							
Room Type	Singles	Doubles	Triples	Quads	Quints	Students	Utilization %
Traditional	530	1,480	0	0	0	3,110	89.11%
Suite-Style	0	231	0	0	0	387	83.77%
Apartments	71	8	0	80	0	327	80.34%
Leased Property*	0	0	0	0	0	0	0.00%
Overflow**						0	
<b>Totals</b>	601	1,719	0	80	0	3,824	87.73%
University of South Dakota - Current Capacity 2224							
Room Type	Singles	Doubles	Triples	Quads	Quints	Students	Utilization %
Traditional	154	687	16	0	0	1,324	84.01%
Suite-Style	0	53	0	77	0	386	93.24%
Apartments	0	21	0	48	0	226	96.58%
Leased Property*	0	0	0	0	0	0	0.00%
Overflow**						0	
<b>Totals</b>	154	761	16	125	0	1,936	87.05%

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.

\*\* Overflow - 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 – J**

**DATE: March 28-30, 2017**

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**SUBJECT: USD North Commons Renovation – Preliminary Facility Statement**

The University of South Dakota requests approval of its Preliminary Facility Statement to begin planning for the renovation of the North Commons building. This space previously housed the USD dining services. The 2014 addition to the Muenster University Center allowed USD to move all of its dining services to one location. The North Commons is no longer being used and has been unoccupied since.

USD is considering a renovation to the North Commons to provide much needed space for USD support services and student programs. The space will be set up for Campus Stores, Postal, UCopy, information technologies desktop personnel, Residence Life, TRIO, Veteran's Affairs, and student groups.

Originally, USD estimated a renovation cost of \$1.5 million or less. Davis Design was contracted to work on this renovation project currently funded by HEFF/M&R funds. However, the project now may exceed the \$1.5 million threshold which will require Board approval.

The North Commons space will serve multiple purposes and will centrally locate some offices. This will allow USD to move other departments into the Continuing Education building in compliance with its long term Space Management Plan. By renovating this facility, USD will be able to place like services in one area rather than have them scattered across multiple locations. This will accommodate the needs of students, faculty, and staff.

Once the North Commons building is renovated and various groups moved from the Continuing Education building, the Continuing Education building will then be renovated to provide additional space for a testing center, math emporium, distance education and other programs.

Because this space is part of the revenue system, appropriate rent is required from the academic units as long as they utilize the space or until such time as the Commons space is purchased from the auxiliary system.

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**DRAFT MOTION 20170328\_7-J:** I move to approve USD's Preliminary Facility Statement to plan for renovation of the North Commons Building. A building committee representative should be appointed to oversee this project.

The proposed funding sources for the project will include HEFF and possible federal grant funds. During the development of USD's Facility Program Plan for this project, more definitive funding will be developed. For the Facility Program Plan development, funds have been set aside from FY17 HEFF M&R planning funds. If approved, a building committee representative should be appointed to oversee the project.



## PRELIMINARY FACILITY STATEMENT

North Commons Renovation

THE UNIVERSITY OF SOUTH DAKOTA

**a. General Programmatic needs to be addressed:**

The University of South Dakota North Commons building is a 20,944 square foot facility that was completed in 1969. This space previously housed the University of South Dakota Dining Services. With the building of the final phase of the Muenster University Center (MUC) in 2014, all of the dining services were moved to one location in the MUC. The space in the North Commons was no longer needed as a dining facility and has been unoccupied since.

When renovated, the North Commons Space will provide much needed space for USD support services and student programs. This space will be used for such groups as: Campus Stores, Postal, UCopy, Information Technologies Desktop personnel, Residence Life, TRIO, Veteran's Affairs, and student groups.

Originally, the University of South Dakota estimated that renovation of this space would be under \$1.5 Million and contracted with Davis Design. They provided initial design, through schematic design phase. However, it has since been determined that this project will go over the \$1.5 Million threshold, and therefore we are submitting this Preliminary Facility Statement to the South Dakota Board of Regents for approval. Currently this project is being funded by M&R/HEFF.

We believe that by renovating this vacant space, the University of South Dakota can better manage and better utilize our existing facilities. The Commons facility renovation will serve multiple purposes; it will centrally locate some offices in our support services areas, which are currently located in several different buildings around campus, and will provide office and meeting spaces for our Residence Life, TRIO, Veteran's Affairs, and student programs. Locating these services/programs all under one roof, will allow us to move other departments into the Continuing Education building per our long term Space Management Plan.

**b. Analysis of the student body or constituents to be served:**

The constituents served by this facility will be USD students, faculty, and staff. This move would locate some University support services and Residence Life programs into one location, affording better proximity and simultaneously serve the specific space needs for these programs.

**c. Additional Services To be Offered:**

The North Commons facility renovation project will allow the University to put like services in one area rather than several areas around campus. Functions currently dispersed across several locations will be housed in one location. The renovated space will accommodate the needs of students, faculty, and staff.

**d. Compliance with Master Plan:**

The renovation of the North Commons facility has been identified on The University Master Plan and also on the Space Analysis Review (the latter of which was performed by JBA, Inc, who conducted a yearlong study of our building needs on the USD campus). Not only will this project address the needs to bring related departments in proximity, it will also allow other departments to move into the spaces vacated by these services/programs.

**e. Analysis of needs assessment based on the Facilities Utilization Report:**

Not applicable

**f. Location:**

North Complex Commons where dining was previously located.

**g. Relocation of old space, if any:**

Once this renovation is completed and the services and programs moved out of their existing spaces within the Continuing Education Building, the University of South Dakota will renovate the existing Continuing Education Space. This space in the Continuing Education Building will provide space for such programs as testing center, increased Math Emporium space, distance education, etc. This will allow these programs to be housed in the same building as our Math Emporium program. Housing all of these programs into the same building will allow us to increase the size of the USD Testing Center, which has seen significant growth and is not currently large enough to meet our student needs.

**h. Proposed funding source/sources:**

The proposed funding sources will include South Dakota's Higher Education Facilities Funds and possible federal grants. Funding sources and amounts will be determined through the study process.

**i. Budget for development of a Facility Program Plan:** The budget for development of a Facility Program Plan is \$100,000.

**SOUTH DAKOTA BOARD OF REGENTS**

**Budget and Finance**

**AGENDA ITEM: 7 – K**

**DATE: March 28-30, 2017**

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**SUBJECT: FY17 General Bill Amendments**

Amendments to the FY17 general bill are contained in SB32 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.

**Utilities and General Fund Cuts**

SB32 reduces utility funding by a total of (\$1,890,499) in general funds as a result of reduced utility cost projections. Also included are general fund cuts to each institution totaling (\$1,826,742). FTE increase requests were approved for NSU – 12.0 FTE for the E-Learning program and SDSD – 2.0 FTE for expansion of programs West River.

<b>Campus</b>	<b>General Fund Utility Adj</b>	<b>General Fund Budget Cut</b>	<b>FTE</b>
BHSU	(\$11,442)	(\$137,060)	0.0
DSU	(\$54,833)	(\$115,321)	0.0
NSU	(\$78,405)	(\$115,066)	12.0
SDSM&T	(\$124,772)	(\$181,806)	0.0
SDSU	(\$1,358,419)	(\$693,620)	0.0
USD	(\$242,156)	(\$539,715)	0.0
SDSD	(\$14,160)	(\$11,380)	2.0
SDSBVI	(\$6,312)	(\$11,635)	0.0
BOR Central Office	\$0	(\$21,139)	0.0
Total	(\$1,890,499)	(\$1,826,742)	14.0

The FY17 utility reduction was originally proposed at (\$3,041,122). Working with the Bureau of Finance Management, the Board office was able to push a cut based on a review of the projections.

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**INFORMATIONAL ITEM**

# **SOUTH DAKOTA BOARD OF REGENTS**

## **Budget and Finance**

**AGENDA ITEM: 7 – L**

**DATE: March 28-30, 2017**

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### **SUBJECT: FY18 Budget Summary**

The 2017 Legislative Session has concluded and with that came the passage of the FY18 General Bill (SB 178). The Board of Regents received an overall decrease to the general fund base of (\$3,675,961). No employee compensation package was approved this year. This is a 1.7% decrease to the FY17 general fund base.

A summary of the general fund base budget changes are as follows:

- Base budget cuts totaling (\$1,000,675).
- A reduction of (\$907,302) in M&R base funding reducing our maintenance and repair down to approximately 1.8% of replacement cost.
- A total decrease of (\$2,589,441) in utility funding. This is based on utility rates and usage projections for FY18.
- \$412,798 increase for the growth in the South Dakota Opportunity Scholarship.
- \$145,383 increase for the Postsecondary Scholarship Fund. These dollars represent the proceeds from the endowment.
- \$146,493 increase for the K-12 Teacher's Salary increase at the Special Schools.
- \$120,286 increase to the Dakota Lakes Research Farm.
- A decrease of (\$3,502) for the lease payment adjustments.

The FY18 budget has a total federal fund expenditure authority decrease of (\$46,559,360) and other fund authority decrease of (\$51,210,475), this is a total reduction of 14.9% in spending authority. These authority reductions are the result of the creation of the continuously appropriated federal and other fund Research Grants and Contracts funding centers. There was also an increase of 14.8 FTE.

The estimated base for FY18 does not include proposed health insurance funding. An estimated increase of \$83 per benefit eligible was funded by the Legislature as part of the FY18 General Bill (SB 175). The original estimated increase of \$342 per benefit eligible have to be offset with health insurance plan changes yet to be identified by the Bureau of Human Resources. The general fund appropriation for the Board of Regents for health insurance will total about \$175,000.

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## **INFORMATIONAL ITEM**

The FY18 utility projections will be revisited during the FY19 budget process and adjustments will be made if needed.

Also addressed during this legislative session was the funding for the expansion and upgrade of the Animal Disease Research and Diagnostic Laboratory (ADR&DL). The total cost of the project has been estimated to be \$61,381,637. The funding plan passed by the Legislature is as follows:

- \$1,167,000 – one-time funds from ADR&DL cash balance (FY16 and FY17).
- \$1,575,000 – one-time funds from the Livestock Disease Research fund (FY17).
- \$6,000,000 – one-time funds from SDSU/ADR&DL.
- \$2,600,000 – one-time funds from the Livestock Disease Emergency & Animal Remedy Funds.
- \$50,039,637 – ADR&DL & Agricultural Industry, 25 year bond, 4.0% interest, 3.0% authority fee = \$3,303,209 per year. Agricultural Property Tax Offset will be the source of revenue for the bond payment.

The ongoing ADR&DL operating funds, estimated at \$779,100, are to be funded with the following animal product fees:

- Commercial Per Food Fee 7,600 products \* \$74 = \$562,400
- Specialty Pet Food Fee 800 products \* \$86.50 = \$69,200
- Animal Remedy Exemption Repeal 700 products \* \$75.00 = \$52,500
- Animal Remedy Fee 1,520 products \* \$62.50 = \$95,000

Attachment I details the adjustments showing the changes from the FY17 general fund base budget of \$212,097,277 to the FY18 general fund base of \$208,421,316. Attachment II shows the movement from the Board's original request to the final legislative action.

**SD Board of Regents  
FY18 General Fund Base Changes**

	FY17 General Fund Base	M&R Funding	Lease Payments	SDOS	Postsecondary Scholarship	Dakota Lakes Research Farm	K-12 Teacher's Salary Increase	Budget Cuts	Utilities	FY18 General Fund Base
<b>BOR</b>	\$25,873,851	(\$907,302)	(\$3,502)	\$412,798	\$145,383			(\$21,580)		\$25,499,648
<b>BHSU</b>	\$9,689,385							(\$65,080)	(\$81,276)	\$9,543,029
<b>DSU</b>	\$9,834,109							(\$63,172)	(\$33,763)	\$9,737,174
<b>NSU</b>	\$14,775,858							(\$63,032)	(\$86,450)	\$14,626,376
<b>SDSM&amp;T</b>	\$16,887,673							(\$99,592)	(\$99,575)	\$16,688,506
<b>SDSU</b>	\$48,416,984							(\$333,893)	(\$1,742,974)	\$46,340,117
<b>Extension</b>	\$8,654,361							(\$19,073)		\$8,635,288
<b>AES</b>	\$12,194,624					\$120,286		(\$26,994)		\$12,287,916
<b>USD</b>	\$37,092,974							(\$295,652)	(\$522,741)	\$36,274,581
<b>School of Medicine</b>	\$22,912,215									\$22,912,215
<b>SDSD</b>	\$2,805,388						\$59,508	(\$6,234)	(\$16,751)	\$2,841,911
<b>SDSBVI</b>	\$2,959,855						\$86,985	(\$6,374)	(\$5,911)	\$3,034,555
<b>Totals</b>	\$212,097,277	(\$907,302)	(\$3,502)	\$412,798	\$145,383	\$120,286	\$146,493	(\$1,000,676)	(\$2,589,441)	\$208,421,316

NOTE: Health insurance funding not included.

South Dakota Board of Regents FY18 Board of Regents Budget Request and Appropriated							
		General		FTE	General		FTE
	FY17 Base	\$212,097,277		5,140.4	\$212,097,277		5,140.4
Requested					Appropriated		
Priorities	Base Funding	One-Time	FTE		Base Funding	One-Time	FTE
<b>Student Affordability</b>	\$9,232,903		8.00		\$0		0.0
<b>Innovation and Institutional Initiatives</b>							
University College, Helping Students Graduate	\$580,500		9.00		\$0		0.0
Support for Autism Spectrum Students	\$77,672		1.00		\$0		0.0
American Indian Circle Program	\$164,600	\$30,000	2.00		\$0	\$0	0.0
Math at Mines	\$303,500		3.50		\$0		0.0
Math Success Initiative	\$245,434		2.50		\$0		0.0
School of Law	\$600,000				\$0		
SDSBVI/SDSD Teacher Salaries	\$146,493				\$146,493		
<b>Technology Security Investments</b>	\$662,827	\$3,000,000	7.00		\$0	\$0	0.0
<b>Research Initiatives</b>							
Dakota Lakes Research Farm	\$120,286	\$75,000	0.75		\$120,286	\$0	0.8
SDSU Extension STEM Outreach	\$282,882				\$0		
Precision Agriculture	\$87,303		1.00		\$0		0.0
<b>Shared Responsibility Student Aid Model (Year 1)</b>	\$3,504,243				\$0		
South Dakota Opportunity Scholarship	\$360,000				\$412,798		
Postsecondary Scholarship					\$145,383		
M&R Funding					(\$907,302)		
Utilities	(\$2,589,441)				(\$2,589,441)		
Base Budget Cuts					(\$1,000,676)		
Authority Reductions							
Lease Adjustment	(\$3,502)				(\$3,502)		
<b>Capital Projects</b>							
Cyberinfrastructure Security R&D Labs (MADLABS)		\$18,000,000				\$0	
SD Materials and Manufacturing Institute		\$20,000,000				\$0	
Discovery District GEAR Expansion		\$14,000,000				\$0	
Animal Disease Research & Diagnostic Laboratory		\$68,800,000				\$0	
Base Funding Change without Salary Policy	\$13,775,700	\$123,905,000	34.75		(\$3,675,961)	\$0	0.8
Percent Base Change	6.5%		0.7%		-1.7%		0.0%
<b>FY18 Base Funding</b>	<b>General</b> \$225,872,977	<b>One-time</b>	<b>FTE</b> 5,175.2		<b>General</b> \$208,421,316	<b>One-time</b>	<b>FTE</b> 5,141.2
<b>FY18 One-Time Funding and Specials</b>		\$123,905,000				\$0	
<b>Strong Support for Following State Initiatives</b>							
Research - GOED	\$3,670,000						
<b>Fund Authority and FTE</b>	<b>Federal</b>	<b>Other</b>	<b>FTE</b>		<b>Federal</b>	<b>Other</b>	<b>FTE</b>
FY17 Base	\$130,207,116	\$529,252,080	5,175.2		\$130,207,116	\$529,252,080	5,141.2
Authority Reductions	(\$46,559,356)	(\$45,807,532)			(\$46,559,356)	(\$51,210,475)	
FTE - NSU and SDSD			14.00				14.0
Base Authority	\$83,647,760	\$483,444,548	5189.15		\$83,647,760	\$478,041,605	5155.2
Percent Base Authority Change	-35.8%	-8.7%	0.3%		-35.8%	-9.7%	0.3%

Note: FY18 Health insurance funding not included



## **SOUTH DAKOTA BOARD OF REGENTS**

### **Budget and Finance**

**AGENDA ITEM: 7 – M**

**DATE: March 28-30, 2017**

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#### **SUBJECT: 2016-2017 Regional Tuition and Fees Survey**

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 room and board. Room is based on a double occupancy room and board 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 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 compares institutions based on 2015 Carnegie Classification. The South Dakota universities are classified as follows:

BHSU	Master's Colleges & Universities: Small Programs
DSU	Master's Colleges & Universities: Small Programs
NSU	Master's Colleges & Universities: Small Programs
SDSM&T	Special Focus – Schools of Engineering
SDSU	Doctoral Universities: Higher Research Activities
USD	Doctoral Universities: Higher Research Activities

(Continued)

\*\*\*\*\*

#### **INFORMATIONAL ITEM**

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.

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 fee with room and 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 2007-2008 to 2016-2017.

### **Section I Highlights**

When looking at how South Dakota tuition and fee rates rank in the region (ranking from lowest to highest), South Dakota continues to rank seventh highest out of eight states for undergraduate resident tuition and fees, and third 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	\$6,847	6	\$20,554	4	\$8,491	7	\$22,937
Iowa	6	\$8,201	8	\$22,949	7	\$9,708	8	\$23,504
Minnesota	8	\$9,888	4	\$14,542	8	\$11,808	4	\$16,714
Montana	2	\$6,304	7	\$20,556	1	\$7,185	6	\$22,606
Nebraska	5	\$7,288	3	\$13,770	2	\$7,247	2	\$15,318
North Dakota	4	\$7,264	2	\$13,370	5	\$8,531	3	\$16,665
<b>South Dakota</b>	<b>7</b>	<b>\$8,504</b>	<b>1</b>	<b>\$11,732</b>	<b>3</b>	<b>\$8,344</b>	<b>1</b>	<b>\$15,195</b>
Wyoming	1	\$5,055	5	\$16,215	6	\$8,565	5	\$18,639
<b>Eight State Average</b>		\$7,419		\$16,711		\$8,735		\$18,947

*\*Ranked lowest to highest*

South Dakota's undergraduate resident total cost ranks fifth highest out of the eight states while nonresident undergraduate and nonresident graduate total costs are the lowest. Graduate resident rates are within \$1,159 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	1	\$13,764	6	\$27,470	3	\$15,600	6	\$30,046
Iowa	7	\$17,338	8	\$32,086	7	\$18,845	8	\$32,641
Minnesota	8	\$18,103	4	\$22,540	8	\$20,170	4	\$24,611
Montana	3	\$13,948	7	\$28,200	1	\$15,026	7	\$30,447
Nebraska	6	\$15,578	3	\$22,060	5	\$15,742	3	\$23,813
North Dakota	2	\$13,863	2	\$19,969	4	\$15,615	2	\$23,749
<b>South Dakota</b>	<b>5</b>	<b>\$15,387</b>	<b>1</b>	<b>\$18,615</b>	<b>2</b>	<b>\$15,227</b>	<b>1</b>	<b>\$22,078</b>
Wyoming	4	\$14,576	5	\$25,736	6	\$18,086	5	\$28,160
<b>Eight State Average</b>		\$15,320		\$24,585		\$16,789		\$26,943

*\*Ranked lowest to highest*

## **Section II Highlights**

When comparing the institutions to schools with similar Carnegie classifications, the following differences in tuition and fee costs are noted:

- For undergraduate resident costs, NSU is slightly below the average, BHSU is less than 1% higher, DSU is 12.5% higher, SDSM&T is 21.3% higher, SDSU is within 3.5%, and USD is 7.2% higher. SDSM&T is compared to doctoral institutions and would probably be more comparable in price to specialized institutions.
- All the schools are below the undergraduate nonresident, graduate resident, and graduate nonresident costs when compared to similar classified schools.

## **Section III Highlights**

When comparing the institutions to schools with similar Carnegie classifications, the following differences in total costs are noted:

- BHSU, DSU, and NSU are below the average for undergraduate residents when SD schools are compared to the average total costs of similar classified schools. SDSU is behind the average cost of doctoral institutions in the region by 8.2%, USD is 2.2% behind the average, and SDSM&T is less than 1% behind the regional average of doctoral institutions in the region.
- All the schools are well below the graduate resident cost when compared to similar classified schools.
- All the schools are well below the costs for comparable schools for nonresidents.

#### **Section IV Highlights**

Over the ten-year period, only Idaho increased undergraduate resident tuition and fees more than did South Dakota, 66.4% increase compared to 52.3% increase. South Dakota's nonresident undergraduate tuition and fees costs have increased 71.1% over that same time period. South Dakota has focused on the affordability for resident students where the cost increases for FY15 and FY17 were covered with general fund appropriations. South Dakota also increased its total cost for undergraduate residents by more than any other state at 57.5%, followed by Nebraska at 52.7%.

***SOUTH DAKOTA BOARD OF REGENTS  
STUDENT COSTS AT PUBLIC INSTITUTIONS  
ACADEMIC YEAR 2016-2017***

***A Regional Survey***



*Spring 2017*

**South Dakota Board of Regents**  
**STUDENT COSTS AT PUBLIC INSTITUTIONS**  
**REGIONAL SURVEY**  
**Academic Year 2016-2017**

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**South Dakota Board of Regents  
Student Costs at Public Institutions Regional Survey  
Academic Year 2016-2017**

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 2016-2017 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 requires each baccalaureate level degree program be a minimum of 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 2007-2008 to 2016-2017.

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>

The Classification of three institutions included in this survey has been changed with the 2015 review: Northern State University (South Dakota), Boise State University (Idaho), and Chadron State College (Nebraska).

### **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
Moorhead State University	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: Highest Research Activity

Source: The Carnegie Classification of Institutions of Higher Education

## **Section I**

### **Summary Comparison of South Dakota Costs to Surveyed States Academic Year 2016-2017**

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 AY16 and AY17 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 2016-2017

	Survey Average	South Dakota	\$ Difference	% Difference
<b><u>Undergraduate Resident</u></b>				
All Institutions -- Average	\$7,419	\$8,504	\$1,085	14.6%
Baccalaureate	\$7,750			
Masters	\$7,936			
BHSU		\$8,004	\$68	0.9%
DSU		\$8,927	\$991	12.5%
NSU		\$7,887	-\$49	-0.6%
Doctoral	\$7,892			
SDSM&T		\$9,576	\$1,684	21.3%
SDSU		\$8,172	\$280	3.5%
USD		\$8,457	\$565	7.2%

### **Undergraduate Nonresident**

All Institutions -- Average	\$16,711	\$11,732	-\$4,979	-29.8%
Baccalaureate	\$15,032			
Masters	\$12,522			
BHSU		\$10,920	-\$1,602	-12.8%
DSU		\$11,843	-\$680	-5.4%
NSU		\$10,803	-\$1,718	-11.4%
Doctoral	\$20,195			
SDSM&T		\$13,734	-\$6,460	-32.0%
SDSU		\$11,403	-\$8,792	-43.5%
USD		\$11,688	-\$8,507	-42.1%

### **Graduate Resident**

All Institutions -- Average	\$8,735	\$8,344	-\$391	-4.5%
Baccalaureate*	\$7,112			
Masters	\$9,254			
BHSU		\$8,126	-\$1,129	-12.2%
DSU		\$8,240	-\$1,015	-11.0%
NSU		\$8,033	-\$1,221	-13.2%
Doctoral	\$9,107			
SDSM&T		\$8,778	-\$329	-3.6%
SDSU		\$8,329	-\$777	-8.5%
USD		\$8,557	-\$549	-6.0%

### **Graduate Nonresident**

All Institutions -- Average	\$18,947	\$15,195	-\$3,753	-19.8%
Baccalaureate*	\$21,621			
Masters	\$14,769			
BHSU		\$14,640	-\$129	-0.9%
DSU		\$14,754	-\$15	-0.1%
NSU		\$14,546	-\$223	-1.5%
Doctoral	\$21,554			
SDSM&T		\$16,475	-\$5,079	-23.6%
SDSU		\$15,263	-\$6,291	-29.2%
USD		\$15,491	-\$6,063	-28.1%

\* Only three institutions included in the average

**Comparison of South Dakota Total Costs to Surveyed States**  
**Tuition and Fees plus Room and Board**  
**Academic Year 2016-2017**

	Survey Average	South Dakota	\$ Difference	% Difference
<b><u>Undergraduate Resident</u></b>				
All Institutions -- Average	\$15,320	\$15,387	\$67	0.4%
Baccalaureate	\$14,491			
Masters	\$15,487			
BHSU		\$14,699	-\$788	-5.1%
DSU		\$15,338	-\$150	-1.0%
NSU		\$14,871	-\$616	-4.2%
Doctoral	\$16,352			
SDSM&T		\$16,310	-\$42	-0.3%
SDSU		\$15,111	-\$1,241	-7.6%
USD		\$15,993	-\$360	-2.2%

<b><u>Undergraduate Nonresident</u></b>				
All Institutions -- Average	\$24,585	\$18,615	-\$5,970	-24.3%
Baccalaureate	\$21,773			
Masters	\$19,941			
BHSU		\$17,615	-\$2,326	-11.7%
DSU		\$18,254	-\$1,687	-8.5%
NSU		\$17,787	-\$2,154	-9.9%
Doctoral	\$28,461			
SDSM&T		\$20,468	-\$7,994	-40.1%
SDSU		\$18,342	-\$10,120	-35.6%
USD		\$19,224	-\$9,238	-32.5%

<b><u>Graduate Resident</u></b>				
All Institutions -- Average	\$16,789	\$15,227	-\$1,561	-9.3%
Baccalaureate*	\$14,114			
Masters	\$16,789			
BHSU		\$14,821	-\$1,968	-11.7%
DSU		\$14,652	-\$2,137	-12.7%
NSU		\$15,017	-\$1,771	-10.6%
Doctoral	\$17,373			
SDSM&T		\$15,512	-\$1,860	-10.7%
SDSU		\$15,268	-\$2,104	-12.1%
USD		\$16,093	-\$1,280	-7.4%

<b><u>Graduate Nonresident</u></b>				
All Institutions -- Average	\$26,943	\$22,078	-\$4,865	-18.1%
Baccalaureate*	\$28,623			
Masters	\$22,109			
BHSU		\$21,335	-\$774	-3.5%
DSU		\$21,165	-\$944	-4.3%
NSU		\$21,530	-\$580	-2.6%
Doctoral	\$29,821			
SDSM&T		\$23,209	-\$6,611	-22.2%
SDSU		\$22,202	-\$7,618	-25.5%
USD		\$23,026	-\$6,794	-22.8%

\* Only three institutions included in the average

**Percent Change in Costs by State  
Academic Year 2016 to Academic Year 2017**

**Undergraduate Resident**

	<b>Tuition and Fees</b>					<b>Total Cost</b>				
	<u>AY16</u>		<u>AY17</u>		<u>%</u> <u>Change</u>	<u>AY16</u>		<u>AY17</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	\$6,670	3	\$6,847	2.7%	2	\$13,448	1	\$13,764	2.4%
Iowa	6	\$7,886	6	\$8,201	4.0%	7	\$16,602	7	\$17,338	4.4%
Minnesota	8	\$9,815	8	\$9,888	0.7%	8	\$17,794	8	\$18,103	1.7%
Montana	2	\$6,257	2	\$6,304	0.7%	3	\$13,621	3	\$13,948	2.4%
Nebraska	4	\$6,879	5	\$7,288	5.9%	5	\$14,922	6	\$15,578	4.4%
North Dakota	5	\$6,948	4	\$7,264	4.6%	1	\$13,285	2	\$13,863	4.4%
<b>South Dakota</b>	<b>7</b>	<b>\$8,475</b>	<b>7</b>	<b>\$8,504</b>	<b>0.3%</b>	<b>6</b>	<b>\$15,252</b>	<b>5</b>	<b>\$15,387</b>	<b>0.9%</b>
Wyoming	1	\$4,960	1	\$5,055	1.9%	4	\$14,212	4	\$14,576	2.6%
<b>Eight State Average</b>		\$7,236		\$7,419	2.5%		\$14,892		\$15,320	2.9%

**Undergraduate Nonresident**

	<b>Tuition and Fees</b>					<b>Total Cost</b>				
	<u>AY16</u>		<u>AY17</u>		<u>%</u> <u>Change</u>	<u>AY16</u>		<u>AY17</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	\$19,783	6	\$20,554	3.9%	6	\$26,561	6	\$27,470	3.4%
Iowa	8	\$22,250	8	\$22,949	3.1%	8	\$30,967	8	\$32,086	3.6%
Minnesota	4	\$14,150	4	\$14,542	2.8%	4	\$21,880	4	\$22,540	3.0%
Montana	7	\$20,012	7	\$20,556	2.7%	7	\$27,375	7	\$28,200	3.0%
Nebraska	3	\$13,188	3	\$13,770	4.4%	3	\$21,231	3	\$22,060	3.9%
North Dakota	2	\$12,915	2	\$13,370	3.5%	2	\$19,253	2	\$19,969	3.7%
<b>South Dakota</b>	<b>1</b>	<b>\$11,354</b>	<b>1</b>	<b>\$11,732</b>	<b>3.3%</b>	<b>1</b>	<b>\$18,131</b>	<b>1</b>	<b>\$18,615</b>	<b>2.7%</b>
Wyoming	5	\$15,700	5	\$16,215	3.3%	5	\$24,952	5	\$25,736	3.1%
<b>Eight State Average</b>		\$16,169		\$16,711	3.4%		\$23,794		\$24,585	3.3%

\* Ranked lowest cost to highest cost



**Percent Change in Costs by State  
Academic Year 2016 to Academic Year 2017**

**Graduate Resident**

	<b>Tuition and Fees</b>					<b>Total Cost</b>				
	<u>AY16</u>		<u>AY17</u>		<u>%</u> <u>Change</u>	<u>AY16</u>		<u>AY17</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	4	\$8,169	4	\$8,491	3.9%	3	\$15,086	3	\$15,600	3.4%
Iowa	7	\$9,361	7	\$9,708	3.7%	7	\$18,078	7	\$18,845	4.2%
Minnesota	8	\$11,716	8	\$11,808	0.8%	8	\$19,811	8	\$20,170	1.8%
Montana	3	\$7,153	1	\$7,185	0.4%	1	\$14,658	1	\$15,026	2.5%
Nebraska	1	\$6,876	2	\$7,247	5.4%	5	\$15,144	5	\$15,742	4.0%
North Dakota	5	\$8,318	5	\$8,531	2.6%	2	\$15,048	4	\$15,615	3.8%
<b>South Dakota</b>	<b>6</b>	<b>\$8,321</b>	<b>3</b>	<b>\$8,344</b>	<b>0.3%</b>	<b>4</b>	<b>\$15,098</b>	<b>2</b>	<b>\$15,227</b>	<b>0.9%</b>
Wyoming	2	\$6,958	6	\$8,565	23.1%	6	\$16,210	6	\$18,086	11.6%
<b>Eight State Average</b>		\$8,359		\$8,735	4.5%		\$16,141		\$16,789	4.0%

**Graduate Nonresident**

	<b>Tuition and Fees</b>					<b>Total Cost</b>				
	<u>AY16</u>		<u>AY17</u>		<u>%</u> <u>Change</u>	<u>AY16</u>		<u>AY17</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	\$21,987	7	\$22,937	4.3%	6	\$28,904	6	\$30,046	4.0%
Iowa	8	\$22,785	8	\$23,504	3.2%	8	\$31,502	8	\$32,641	3.6%
Minnesota	4	\$16,574	4	\$16,714	0.8%	4	\$24,199	4	\$24,611	1.7%
Montana	7	\$22,048	6	\$22,606	2.5%	7	\$29,553	7	\$30,447	3.0%
Nebraska	2	\$14,713	2	\$15,318	4.1%	2	\$22,981	3	\$23,813	3.6%
North Dakota	3	\$16,276	3	\$16,665	2.4%	3	\$23,007	2	\$23,749	3.2%
<b>South Dakota</b>	<b>1</b>	<b>\$14,689</b>	<b>1</b>	<b>\$15,195</b>	<b>3.4%</b>	<b>1</b>	<b>\$21,465</b>	<b>1</b>	<b>\$22,078</b>	<b>2.9%</b>
Wyoming	5	\$18,022	5	\$18,639	3.4%	5	\$27,274	5	\$28,160	3.2%
<b>Eight State Average</b>		\$18,387		\$18,947	3.0%		\$26,110		\$26,943	3.2%

\* Ranked lowest cost to highest cost

## **Section II**

### **Tuition and Fee Cost Comparison**

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.

## Tuition and Fee Comparison by Institution Academic Year 2016-2017

	Undergraduate		Graduate	
	Resident	Nonresident	Resident	Nonresident
<b>IDAHO</b>				
Boise State University	\$7,080	\$21,530	\$8,440	\$22,890
Idaho State University	\$6,956	\$21,024	\$8,502	\$22,583
Lewis-Clark State College	\$6,120	\$17,620		
University of Idaho	\$7,232	\$22,040	\$8,530	\$23,338
<b>IOWA</b>				
Iowa State University	\$7,969	\$21,483	\$9,449	\$22,761
University of Iowa	\$8,575	\$28,813	\$10,171	\$27,775
University of Northern Iowa	\$8,059	\$18,551	\$9,503	\$19,977
<b>MINNESOTA</b>				
Bemidji State University	\$8,393	\$8,393	\$12,613	\$12,612
Metropolitan State University	\$7,566	\$14,394	\$9,424	\$18,046
Minnesota State University--Mankato	\$7,859	\$15,603	\$10,086	\$10,086
Minnesota State University--Moorhead	\$8,094	\$15,229	\$9,596	\$18,236
Southwest Minnesota State University	\$8,348	\$8,348	\$10,216	\$10,216
Saint Cloud State University	\$8,005	\$15,923	\$9,733	\$14,327
Winona State University	\$9,076	\$14,772	\$9,874	\$14,413
University of Minnesota Duluth	\$13,114	\$17,460	\$17,367	\$26,247
University of Minnesota--Crookston	\$11,700	\$11,700		
University of Minnesota--Morris	\$12,846	\$14,846		
University of Minnesota--Twin Cities	\$13,764	\$23,289	\$17,367	\$26,247
<b>MONTANA</b>				
Montana State University--Billings	\$5,826	\$18,216	\$6,706	\$19,096
Montana State University--Bozeman	\$6,887	\$23,185	\$7,953	\$24,251
Montana State University--Northern	\$5,769	\$17,845	\$6,779	\$18,855
Montana Tech of the University of Montana	\$7,139	\$21,969	\$7,444	\$24,387
The University of Montana - Western	\$5,502	\$16,716		
The University of Montana - Missoula	\$6,699	\$25,406	\$7,042	\$26,441
<b>NEBRASKA</b>				
Chadron State College	\$6,656	\$6,686	\$6,405	\$11,205
Peru State College	\$6,791	\$6,791		
Wayne State College	\$6,427	\$11,227	\$6,308	\$11,108
University of Nebraska at Kearney	\$7,247	\$13,674	\$6,852	\$13,320
University of Nebraska at Lincoln	\$8,567	\$23,087	\$8,810	\$22,088
University of Nebraska at Omaha	\$8,039	\$21,156	\$7,860	\$18,870
<b>NORTH DAKOTA</b>				
Dickinson State University	\$6,348	\$8,917	\$0	\$0
Mayville State University	\$7,131	\$9,658		
Minot State University	\$6,568	\$6,568	\$8,241	\$8,241
North Dakota State University	\$8,207	\$19,771	\$8,710	\$21,113
Valley City State University	\$7,195	\$16,016		
University of North Dakota	\$8,137	\$19,291	\$8,643	\$20,642
<b>SOUTH DAKOTA</b>				
Black Hills State University	\$8,004	\$10,920	\$8,126	\$14,640
Dakota State University	\$8,927	\$11,843	\$8,240	\$14,754
Northern State University	\$7,887	\$10,803	\$8,033	\$14,546
South Dakota School of Mines & Technology	\$9,576	\$13,734	\$8,778	\$16,475
South Dakota State University	\$8,172	\$11,403	\$8,329	\$15,263
University of South Dakota	\$8,457	\$11,688	\$8,557	\$15,491
<b>WYOMING</b>				
University of Wyoming	\$5,055	\$16,215	\$8,565	\$18,639

**Tuition and Fee Comparison by Institution**  
**Percent Change in Tuition and Fee Cost**  
**Academic Year 2016-2017**

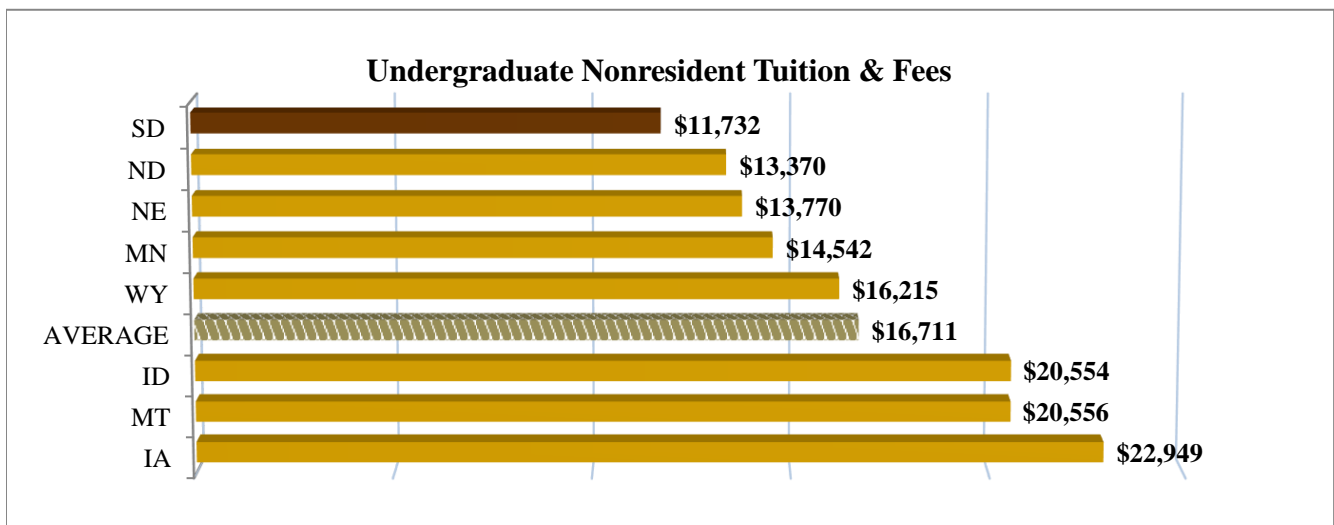
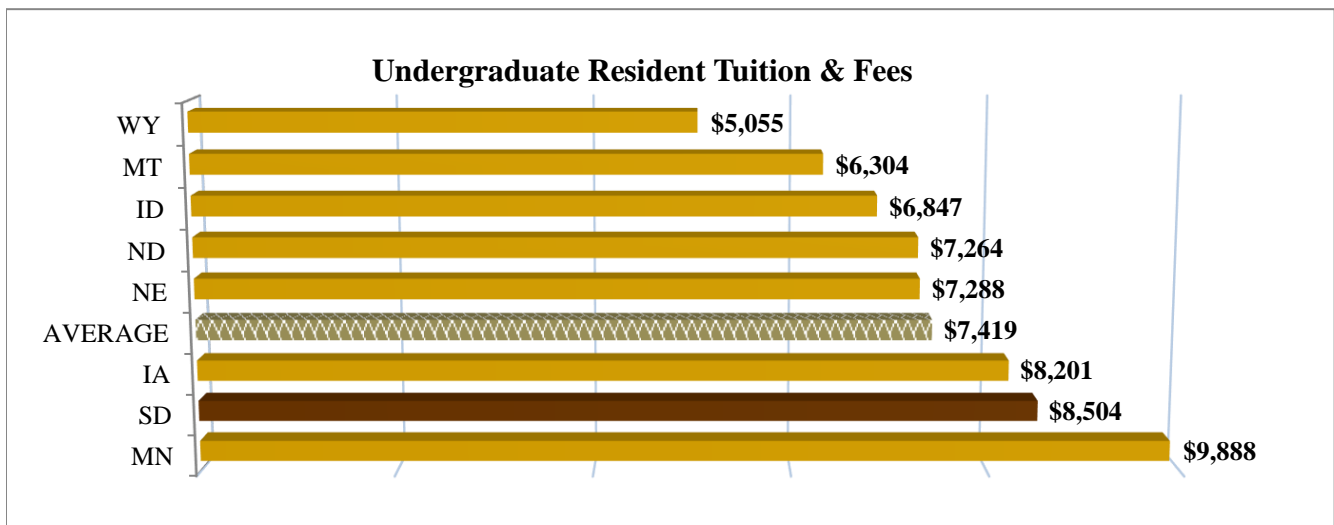
	Undergraduate Resident			Undergraduate Nonresident		
	FY16	FY17	% Change	FY16	FY17	% Change
<b>IDAHO</b>						
Boise State University	\$6,876	\$7,080	3.0%	\$20,926	\$21,530	2.9%
Idaho State University	\$6,784	\$6,956	2.5%	\$20,182	\$21,024	4.2%
Lewis-Clark State College	\$6,000	\$6,120	2.0%	\$17,000	\$17,620	3.6%
University of Idaho	\$7,020	\$7,232	3.0%	\$21,024	\$22,040	4.8%
<b>IOWA</b>						
Iowa State University	\$7,736	\$7,969	3.0%	\$20,856	\$21,483	3.0%
University of Iowa	\$8,104	\$8,575	5.8%	\$27,890	\$28,813	3.3%
University of Northern Iowa	\$7,817	\$8,059	3.1%	\$18,005	\$18,551	3.0%
<b>MINNESOTA</b>						
Bemidji State University	\$8,378	\$8,393	0.2%	\$8,378	\$8,393	0.2%
Metropolitan State University	\$7,566	\$7,566	0.0%	\$14,394	\$14,394	0.0%
Minnesota State University--Mankato	\$7,837	\$7,859	0.3%	\$15,581	\$15,603	0.1%
Minnesota State University--Moorhead	\$8,094	\$8,094	0.0%	\$15,229	\$15,229	0.0%
Southwest Minnesota State University	\$8,338	\$8,348	0.1%	\$8,338	\$8,348	0.1%
Saint Cloud State University	\$7,815	\$8,005	2.4%	\$15,733	\$15,923	1.2%
Winona State University	\$9,047	\$9,076	0.3%	\$14,744	\$14,772	0.2%
University of Minnesota Duluth	\$13,062	\$13,114	0.4%	\$17,012	\$17,460	2.6%
University of Minnesota--Crookston	\$11,646	\$11,700	0.5%	\$11,646	\$11,700	0.5%
University of Minnesota--Morris	\$12,846	\$12,846	0.0%	\$12,846	\$14,846	15.6%
University of Minnesota--Twin Cities	\$13,330	\$13,764	3.3%	\$21,750	\$23,289	7.1%
<b>MONTANA</b>						
Montana State University--Billings	\$5,807	\$5,826	0.3%	\$17,842	\$18,216	2.1%
Montana State University--Bozeman	\$6,849	\$6,887	0.5%	\$22,081	\$23,185	5.0%
Montana State University--Northern	\$5,769	\$5,769	0.0%	\$17,845	\$17,845	0.0%
Montana Tech of the University of Montana	\$7,055	\$7,139	1.2%	\$21,453	\$21,969	2.4%
The University of Montana - Western	\$5,444	\$5,502	1.1%	\$16,208	\$16,716	3.1%
The University of Montana - Missoula	\$6,618	\$6,699	1.2%	\$24,641	\$25,406	3.1%
<b>NEBRASKA</b>						
Chadron State College	\$6,204	\$6,656	7.3%	\$6,234	\$6,686	7.3%
Peru State College	\$6,453	\$6,791	5.2%	\$6,453	\$6,791	5.2%
Wayne State College	\$6,042	\$6,427	6.4%	\$10,632	\$11,227	5.6%
University of Nebraska at Kearney	\$6,724	\$7,247	7.8%	\$12,994	\$13,674	5.2%
University of Nebraska at Lincoln	\$8,279	\$8,567	3.5%	\$22,446	\$23,087	2.9%
University of Nebraska at Omaha	\$7,573	\$8,039	6.2%	\$20,368	\$21,156	3.9%
<b>NORTH DAKOTA</b>						
Dickinson State University	\$6,173	\$6,348	2.8%	\$8,679	\$8,917	2.7%
Mayville State University	\$6,380	\$7,131	11.8%	\$8,845	\$9,658	9.2%
Minot State University	\$6,390	\$6,568	2.8%	\$6,390	\$6,568	2.8%
North Dakota State University	\$7,978	\$8,207	2.9%	\$19,272	\$19,771	2.6%
Valley City State University	\$6,800	\$7,195	5.8%	\$15,406	\$16,016	4.0%
University of North Dakota	\$7,964	\$8,137	2.2%	\$18,899	\$19,291	2.1%
<b>SOUTH DAKOTA</b>						
Black Hills State University	\$8,004	\$8,004	0.0%	\$10,586	\$10,920	3.2%
Dakota State University	\$8,754	\$8,927	2.0%	\$11,336	\$11,843	4.5%
Northern State University	\$7,887	\$7,887	0.0%	\$10,469	\$10,803	3.2%
South Dakota School of Mines & Technology	\$9,576	\$9,576	0.0%	\$13,346	\$13,734	2.9%
South Dakota State University	\$8,172	\$8,172	0.0%	\$11,052	\$11,403	3.2%
University of South Dakota	\$8,457	\$8,457	0.0%	\$11,337	\$11,688	3.1%
<b>WYOMING</b>						
University of Wyoming	\$4,960	\$5,055	1.9%	\$15,700	\$16,215	3.3%

**Tuition and Fee Comparison by Institution**  
**Percent Change in Tuition and Fee Cost**  
**Academic Year 2016-2017**

	Graduate Resident			Graduate Nonresident		
	FY16	FY17	% Change	FY16	FY17	% Change
<b>IDAHO</b>						
Boise State University	\$8,166	\$8,440	3.4%	\$22,216	\$22,890	3.0%
Idaho State University	\$8,120	\$8,502	4.7%	\$21,518	\$22,583	4.9%
Lewis-Clark State College						
University of Idaho	\$8,222	\$8,530	3.7%	\$22,226	\$23,338	5.0%
<b>IOWA</b>						
Iowa State University	\$9,172	\$9,449	3.0%	\$22,096	\$22,761	3.0%
University of Iowa	\$9,693	\$10,171	4.9%	\$26,871	\$27,775	3.4%
University of Northern Iowa	\$9,219	\$9,503	3.1%	\$19,389	\$19,977	3.0%
<b>MINNESOTA</b>						
Bemidji State University	\$12,595	\$12,613	0.1%	\$12,595	\$12,612	0.1%
Metropolitan State University	\$9,424	\$9,424	0.0%	\$18,046	\$18,046	0.0%
Minnesota State University--Mankato	\$10,065	\$10,086	0.2%	\$10,065	\$10,086	0.2%
Minnesota State University--Moorhead	\$9,596	\$9,596	0.0%	\$18,236	\$18,236	0.0%
Southwest Minnesota State University	\$10,207	\$10,216	0.1%	\$10,207	\$10,216	0.1%
Saint Cloud State University	\$9,728	\$9,733	0.0%	\$14,323	\$14,327	0.0%
Winona State University	\$9,846	\$9,874	0.3%	\$14,384	\$14,413	0.2%
University of Minnesota Duluth	\$17,010	\$17,367	2.1%	\$25,674	\$26,247	2.2%
University of Minnesota--Crookston						
University of Minnesota--Morris						
University of Minnesota--Twin Cities	\$16,973	\$17,367	2.3%	\$25,637	\$26,247	2.4%
<b>MONTANA</b>						
Montana State University--Billings	\$6,687	\$6,706	0.3%	\$18,722	\$19,096	2.0%
Montana State University--Bozeman	\$7,915	\$7,953	0.5%	\$23,147	\$24,251	4.8%
Montana State University--Northern	\$6,779	\$6,779	0.0%	\$18,855	\$18,855	0.0%
Montana Tech of the University of Montana	\$7,423	\$7,444	0.3%	\$23,872	\$24,387	2.2%
The University of Montana - Western						
The University of Montana - Missoula	\$6,961	\$7,042	1.2%	\$25,647	\$26,441	3.1%
<b>NEBRASKA</b>						
Chadron State College	\$5,972	\$6,405	7.3%	\$10,562	\$11,205	6.1%
Peru State College						
Wayne State College	\$5,976	\$6,308	5.6%	\$10,566	\$11,108	5.1%
University of Nebraska at Kearney	\$6,421	\$6,852	6.7%	\$12,733	\$13,320	4.6%
University of Nebraska at Lincoln	\$8,556	\$8,810	3.0%	\$21,510	\$22,088	2.7%
University of Nebraska at Omaha	\$7,454	\$7,860	5.4%	\$18,194	\$18,870	3.7%
<b>NORTH DAKOTA</b>						
Dickinson State University						
Mayville State University						
Minot State University	\$8,024	\$8,241	2.7%	\$8,024	\$8,241	2.7%
North Dakota State University	\$8,469	\$8,710	2.9%	\$20,581	\$21,113	2.6%
Valley City State University						
University of North Dakota	\$8,461	\$8,643	2.2%	\$20,224	\$20,642	2.1%
<b>SOUTH DAKOTA</b>						
Black Hills State University	\$8,126	\$8,126	0.0%	\$14,172	\$14,640	3.3%
Dakota State University	\$8,102	\$8,240	1.7%	\$14,148	\$14,754	4.3%
Northern State University	\$8,033	\$8,033	0.0%	\$14,078	\$14,546	3.3%
South Dakota School of Mines & Technology	\$8,778	\$8,778	0.0%	\$15,956	\$16,475	3.2%
South Dakota State University	\$8,329	\$8,329	0.0%	\$14,774	\$15,263	3.3%
University of South Dakota	\$8,557	\$8,557	0.0%	\$15,002	\$15,491	3.3%
<b>WYOMING</b>						
University of Wyoming	\$6,958	\$8,565	23.1%	\$18,022	\$18,639	3.4%

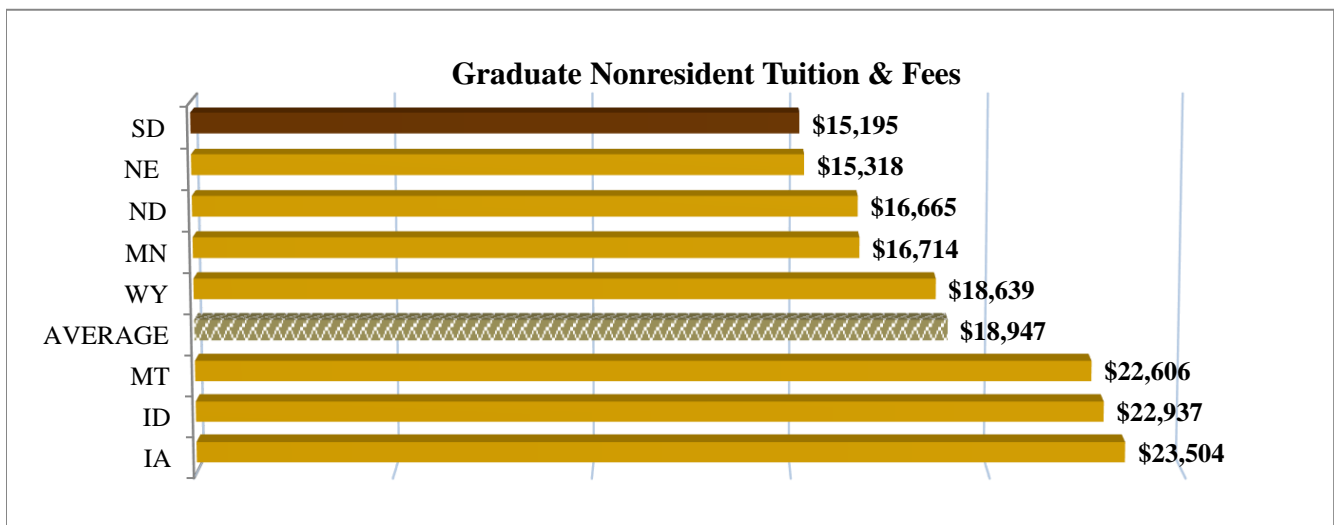
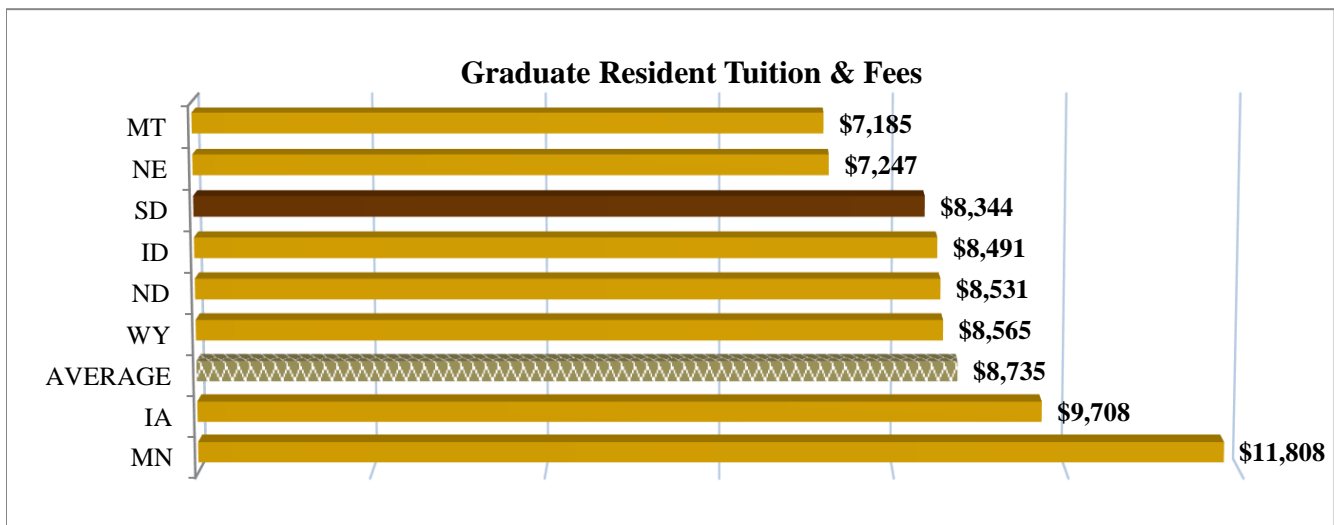
**Tuition and Fee Comparison by State**  
**Ranked Lowest Cost to Highest Average Cost of Public Institutions**  
**Academic Year 2016 - 2017**

<b>Undergraduate Resident</b>		<b>Undergraduate Nonresident</b>	
Wyoming	\$5,055	<b>South Dakota</b>	\$11,732
Montana	\$6,304	North Dakota	\$13,370
Idaho	\$6,847	Nebraska	\$13,770
North Dakota	\$7,264	Minnesota	\$14,542
Nebraska	\$7,288	Wyoming	\$16,215
Iowa	\$8,201	Idaho	\$20,554
<b>South Dakota</b>	<b>\$8,504</b>	Montana	\$20,556
Minnesota	\$9,888	Iowa	\$22,949
Average Cost	\$7,419	Average Cost	\$16,711



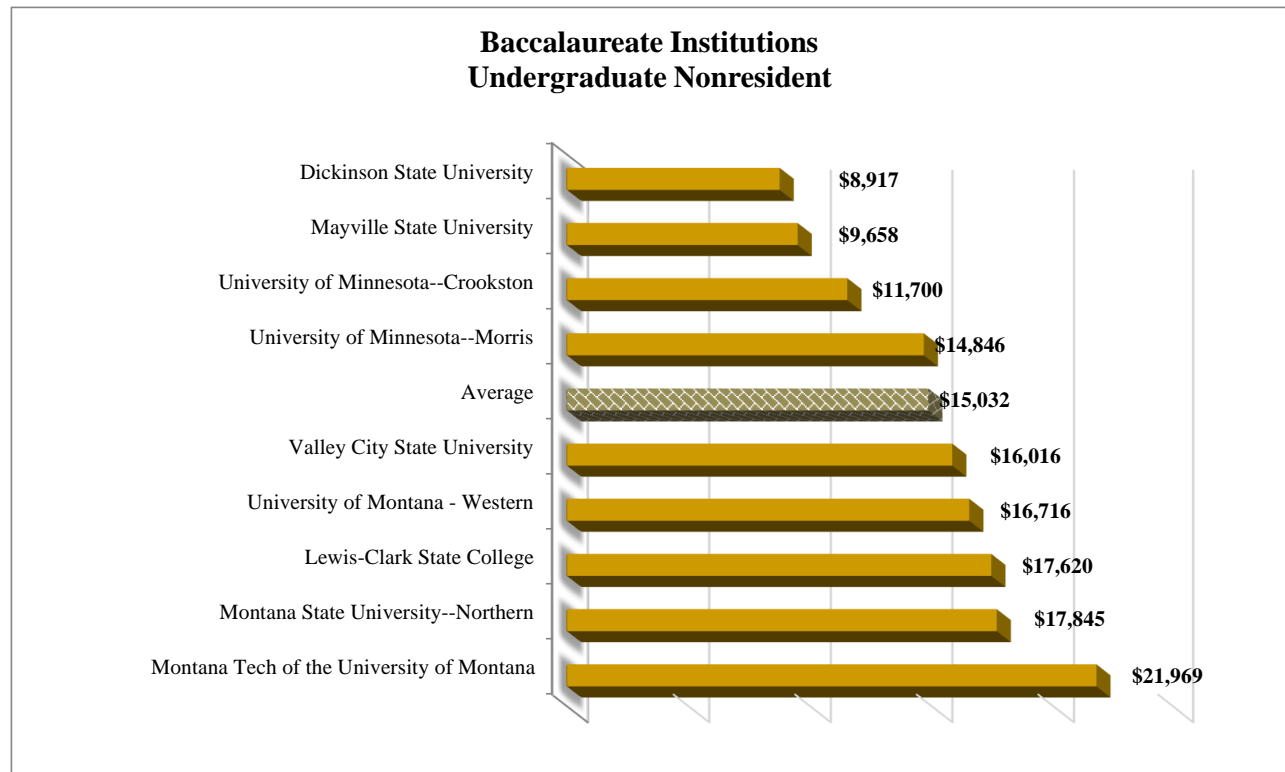
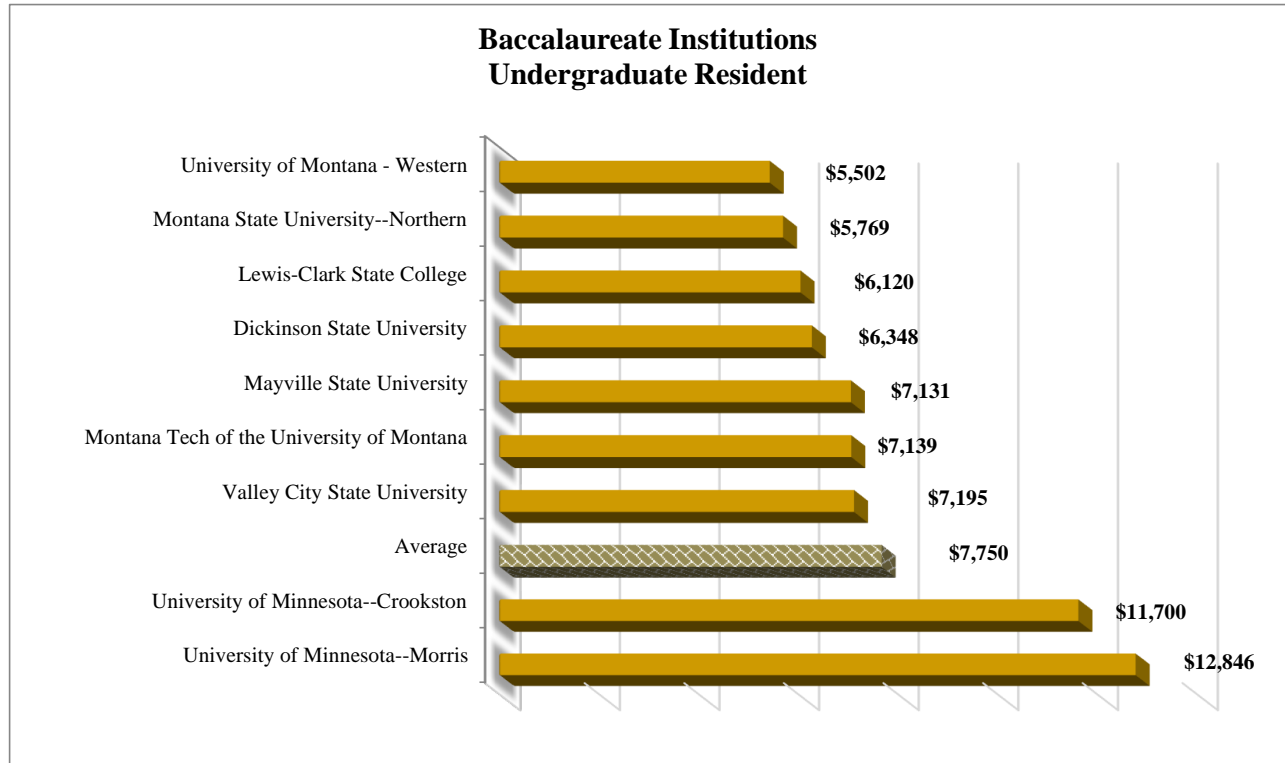
**Tuition and Fee Comparison by State**  
**Ranked Lowest Cost to Highest Average Cost of Public Institutions**  
**Academic Year 2016 - 2017**

Graduate Resident		Graduate Nonresident	
Montana	\$7,185	<b>South Dakota</b>	\$15,195
Nebraska	\$7,247	Nebraska	\$15,318
<b>South Dakota</b>	\$8,344	North Dakota	\$16,665
Idaho	\$8,491	Minnesota	\$16,714
North Dakota	\$8,531	Wyoming	\$18,639
Wyoming	\$8,565	Montana	\$22,606
Iowa	\$9,708	Idaho	\$22,937
Minnesota	\$11,808	Iowa	\$23,504
Average Cost	\$8,735	Average Cost	\$18,947



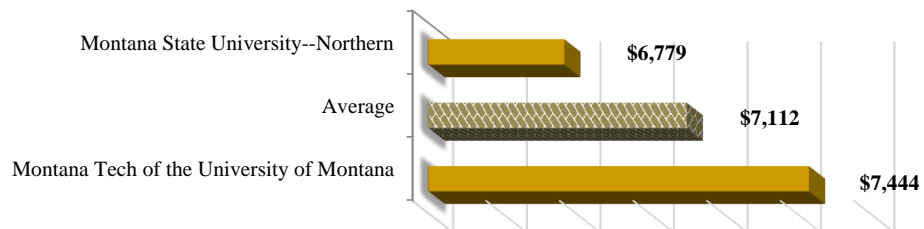


**Tuition and Fee Comparison and Rank  
Baccalaureate Institutions  
Academic Year 2016-2017**

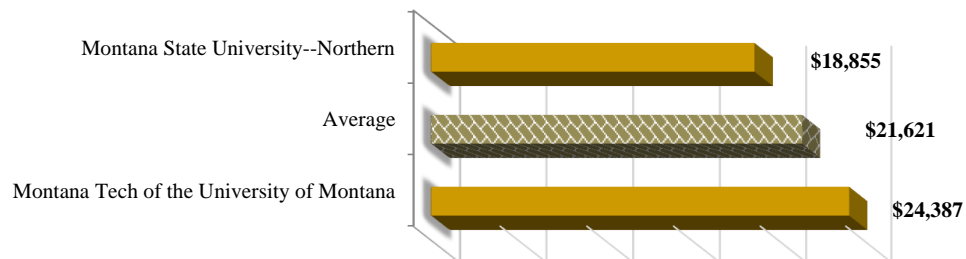


**Tuition and Fee Comparison and Rank  
Baccalaureate Institutions  
Academic Year 2016-2017**

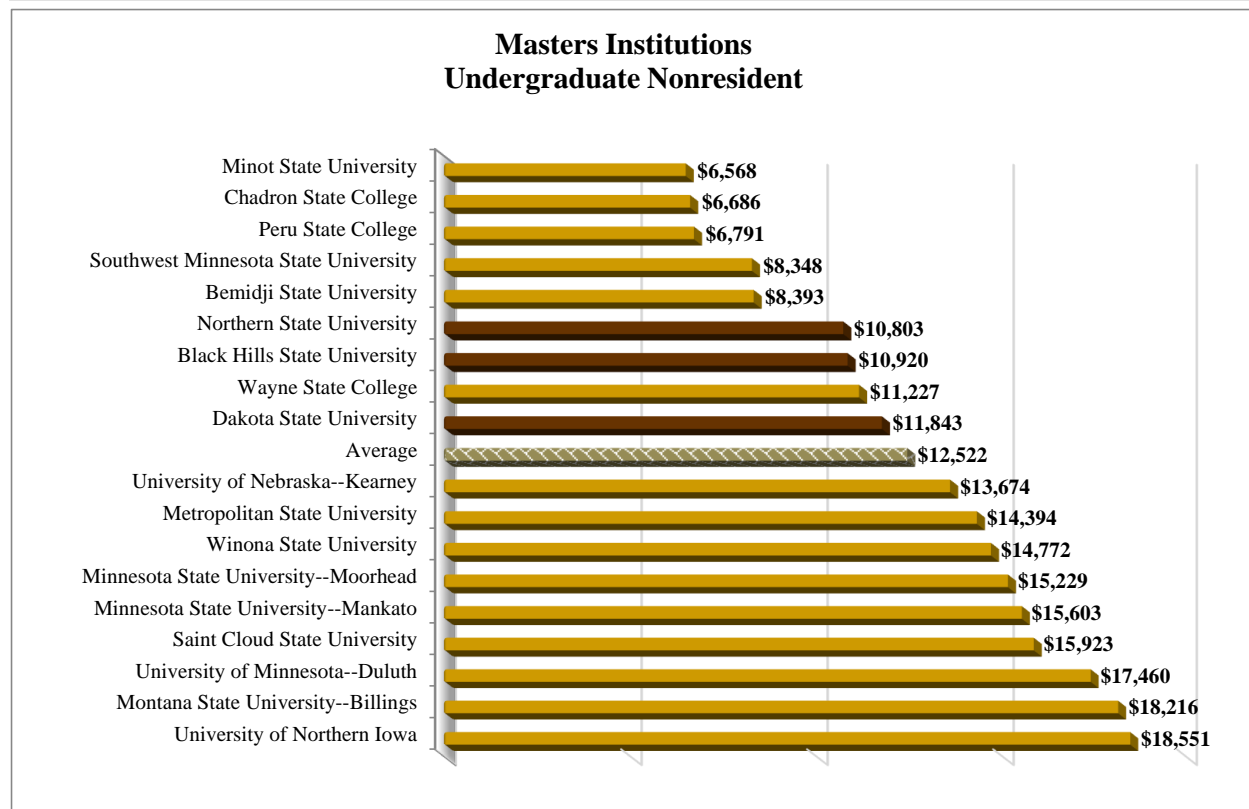
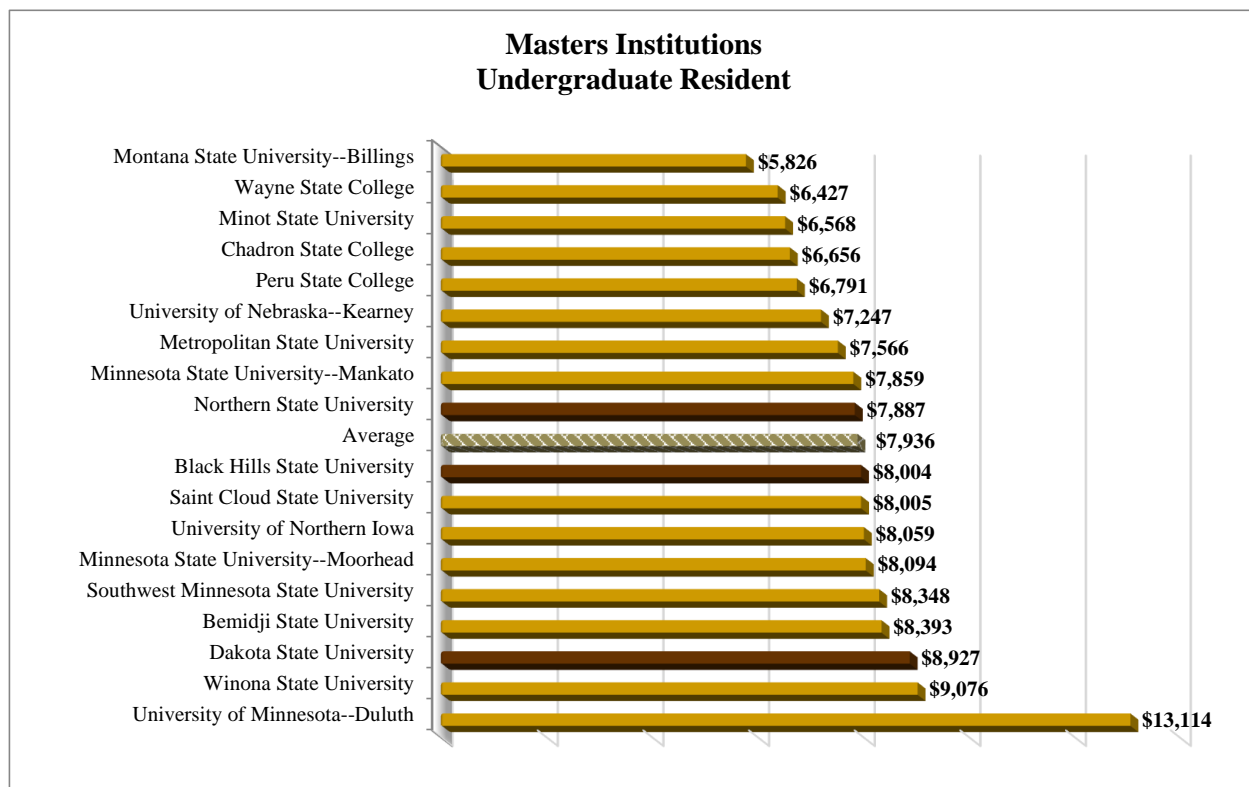
**Baccalaureate Institutions  
Graduate Resident**



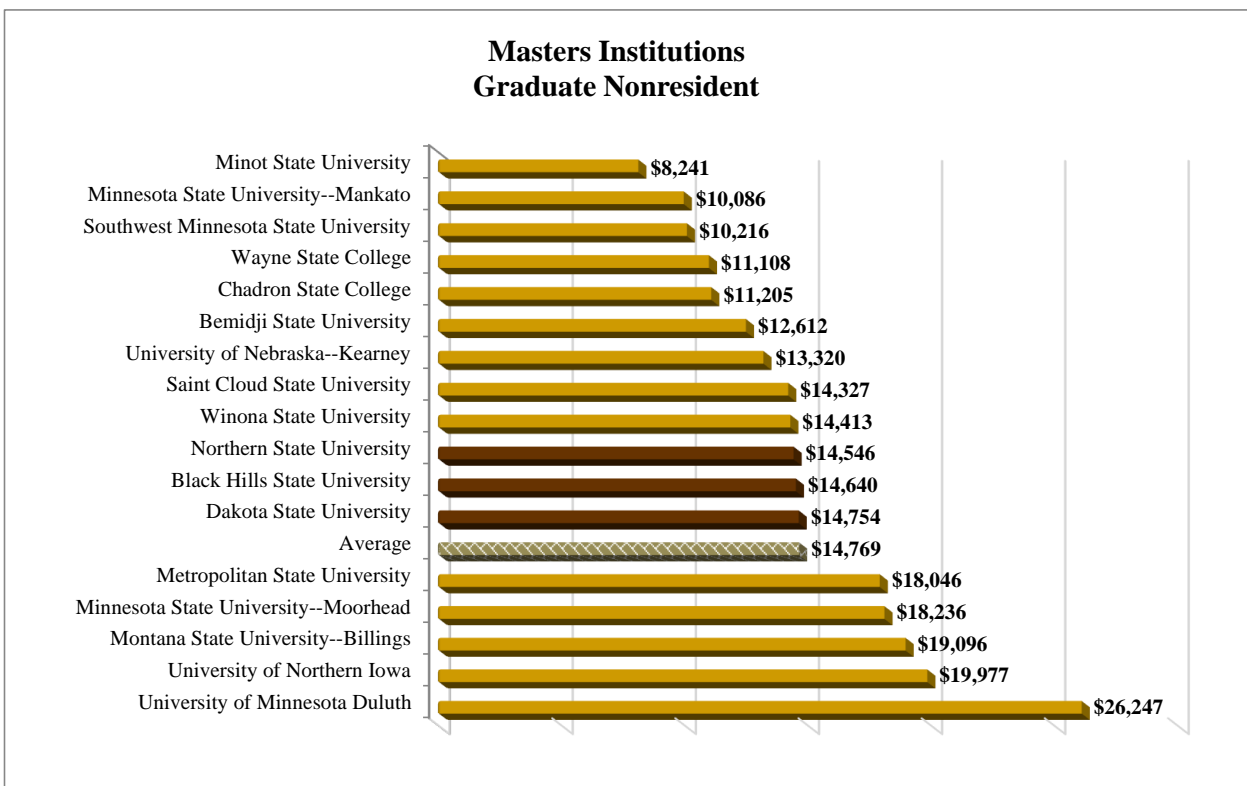
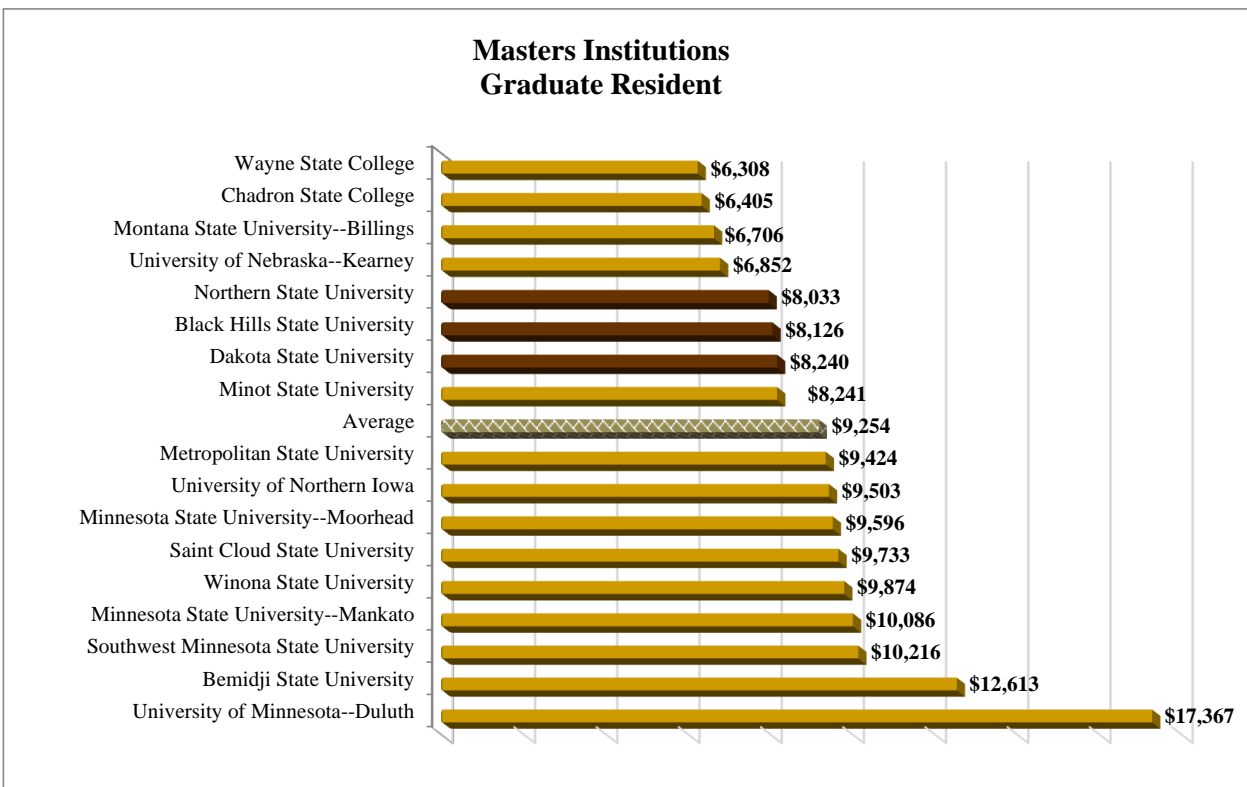
**Baccalaureate Institutions  
Graduate Nonresident**



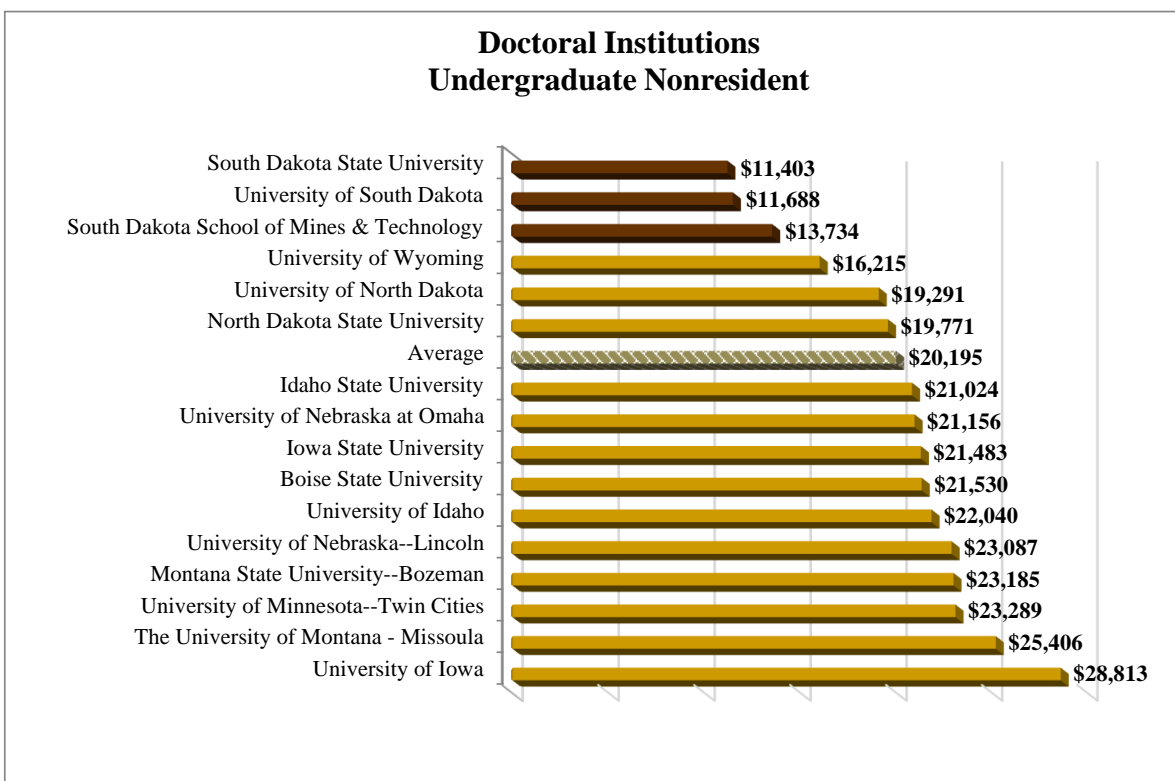
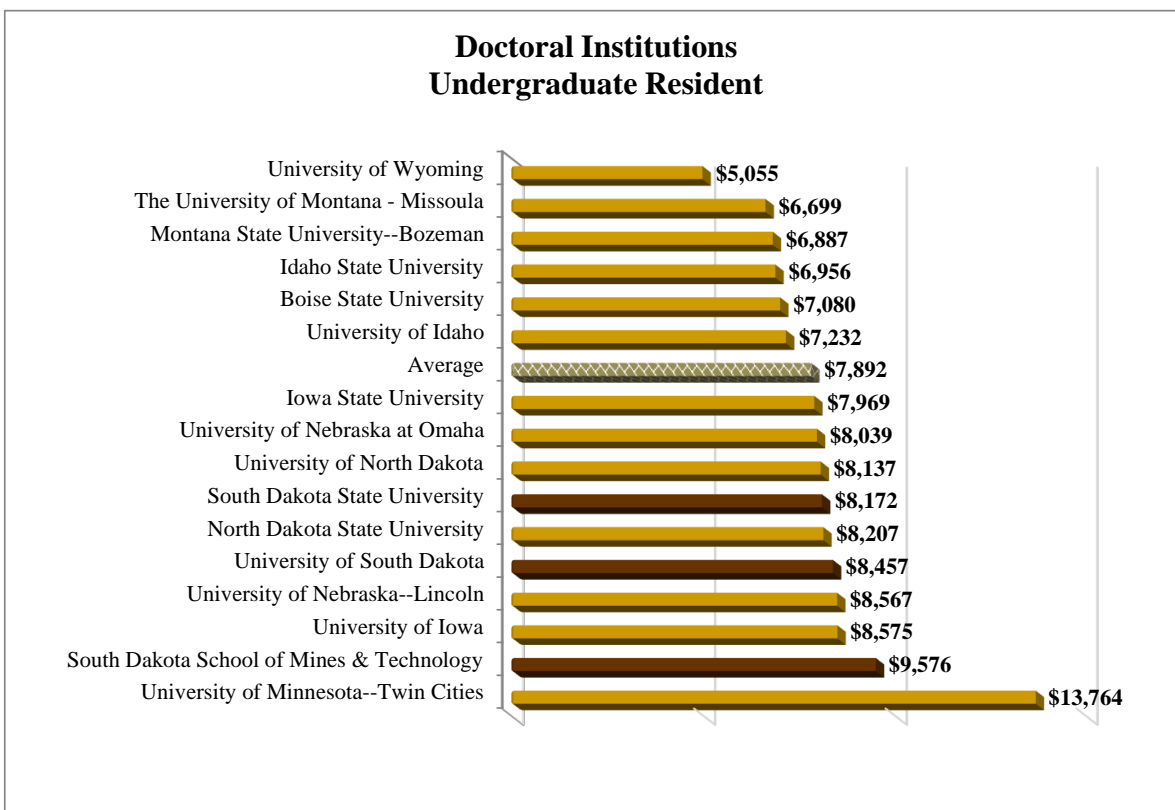
**Tuition and Fee Comparison and Rank**  
**Masters Institutions**  
**Academic Year 2016-2017**



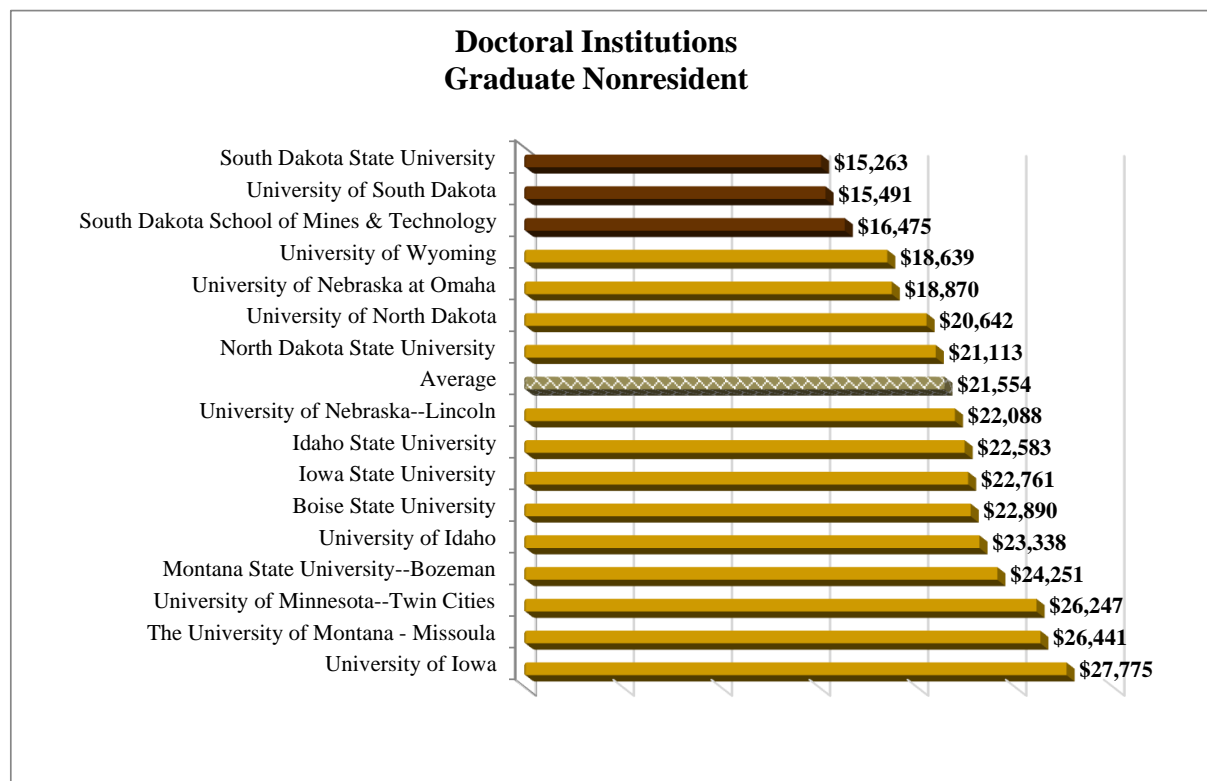
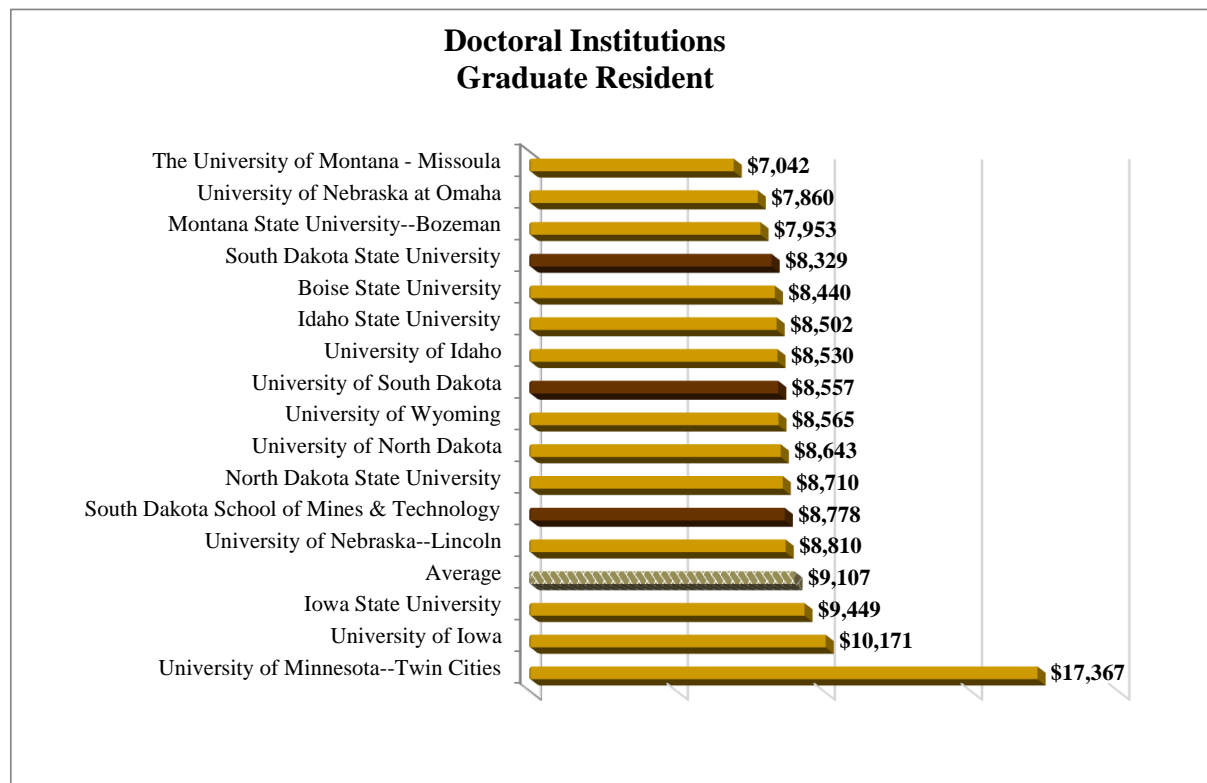
**Tuition and Fee Comparison and Rank  
Masters Institutions  
Academic Year 2016-2017**



**Tuition and Fee Comparison and Rank**  
**Doctoral Institutions**  
**Academic Year 2016-2017**



**Tuition and Fee Comparison and Rank**  
**Doctoral Institutions**  
**Academic Year 2016-2017**



**Tuition and Fee Comparison  
Institutions with Law and Medical Programs  
Academic Year 2016-2017**

<b>LAW Resident</b>		<b>LAW Nonresident</b>	
University of Idaho	\$18,664	University of Idaho	\$33,472
University of Iowa	\$24,930	University of Iowa	\$43,214
University of Minnesota--Twin Cities	\$43,253	University of Minnesota--Twin Cities	\$51,599
University of Montana	\$11,460	University of Montana	\$26,409
University of Nebraska--Lincoln	\$14,522	University of Nebraska--Lincoln	\$31,937
University of North Dakota	\$9,928	University of North Dakota	\$23,466
University of South Dakota	\$14,415	University of South Dakota	\$32,401
University of Wyoming	\$15,255	University of Wyoming	\$31,035
<b>MEDICINE Resident</b>		<b>MEDICINE Nonresident</b>	
University of Iowa	\$35,571	University of Iowa	\$53,503
University of Minnesota Duluth	\$36,294	University of Minnesota Duluth	\$50,099
University of Minnesota--Twin Cities	\$36,294	University of Minnesota--Twin Cities	\$50,099
University of North Dakota	\$30,239	University of North Dakota	\$54,730
University of South Dakota	\$33,842	University of South Dakota	\$75,110



## **Section III**

### **Total Cost Comparison**

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.

## Total Cost Comparison by Institution Academic Year 2016-2017

	Average # of meals*	Undergraduate		Graduate	
		Resident	Nonresident	Resident	Nonresident
<b>IDAHO</b>					
Boise State University	14	\$13,830	\$28,280	\$15,190	\$29,640
Idaho State University	14	\$13,433	\$27,501	\$14,979	\$29,060
Lewis-Clark State College	14	\$12,460	\$23,960		
University of Idaho	unlimited	\$15,332	\$30,140	\$16,630	\$31,438
<b>IOWA</b>					
Iowa State University	14	\$16,325	\$29,839	\$17,805	\$31,117
University of Iowa	14	\$18,600	\$38,838	\$20,196	\$37,800
University of Northern Iowa	14	\$17,089	\$27,581	\$18,533	\$29,007
<b>MINNESOTA</b>					
Bemidji State University	12	\$16,317	\$16,317	\$20,537	\$20,536
Metropolitan State University*			\$0		
Minnesota State University--Mankato	14	\$16,035	\$23,779	\$18,262	\$18,262
Minnesota State University--Moorhead	14	\$16,170	\$23,305	\$17,672	\$26,312
Southwest Minnesota State University	14	\$16,034	\$16,034	\$17,902	\$17,902
Saint Cloud State University	15	\$16,315	\$24,233	\$18,043	\$22,637
University of Minnesota Duluth	14	\$17,142	\$22,838	\$17,940	\$22,479
University of Minnesota--Crookston	14	\$20,324	\$24,670	\$24,577	\$33,457
University of Minnesota--Morris	14	\$19,114	\$19,114		
University of Minnesota--Twin Cities	14	\$20,760	\$22,760		
Winona State University	14	\$22,822	\$32,347	\$26,425	\$35,305
<b>MONTANA</b>					
Montana State University--Billings	14	\$13,176	\$25,566	\$14,056	\$26,446
Montana State University--Bozeman	15	\$15,911	\$32,209	\$16,977	\$33,275
Montana State University--Northern	15	\$11,014	\$23,090	\$12,024	\$24,100
Montana Tech of the University of Montana	14	\$15,899	\$30,729	\$16,204	\$33,147
The University of Montana - Western	unlimited	\$12,160	\$23,374		
The University of Montana - Missoula	15	\$15,525	\$34,232	\$15,868	\$35,267
<b>NEBRASKA</b>					
Chadron State College	14	\$13,008	\$13,038	\$12,757	\$17,557
Peru State College	15	\$14,057	\$14,057		
Wayne State College	15	\$13,537	\$18,337	\$13,418	\$18,218
University of Nebraska at Kearney	15	\$16,711	\$23,138	\$16,316	\$22,784
University of Nebraska at Lincoln	15	\$18,458	\$32,978	\$18,701	\$31,979
University of Nebraska at Omaha	unlimited	\$17,697	\$30,814	\$17,518	\$28,528
<b>NORTH DAKOTA</b>					
Dickinson State University	unlimited	\$12,548	\$15,117		
Mayville State University	14	\$13,201	\$15,728		
Minot State University	unlimited	\$12,450	\$12,450	\$14,123	\$14,123
North Dakota State University	unlimited	\$15,721	\$27,285	\$16,224	\$28,627
Valley City State University	14	\$13,266	\$22,087		
University of North Dakota	unlimited	\$15,993	\$27,147	\$16,499	\$28,498
<b>SOUTH DAKOTA</b>					
Black Hills State University	unlimited	\$14,699	\$17,615	\$14,821	\$21,335
Dakota State University	7	\$15,338	\$18,254	\$14,652	\$21,165
Northern State University	9	\$14,871	\$17,787	\$15,017	\$21,530
South Dakota School of Mines & Technology	unlimited	\$16,310	\$20,468	\$15,512	\$23,209
South Dakota State University	unlimited	\$15,111	\$18,342	\$15,268	\$22,202
University of South Dakota	unlimited	\$15,993	\$19,224	\$16,093	\$23,026
<b>WYOMING</b>					
University of Wyoming	15	\$14,576	\$25,736	\$18,086	\$28,160

\*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 2016-2017**

	Undergraduate Resident			Undergraduate Nonresident		
	AY16	AY17	% Change	AY16	AY17	% Change
<b>IDAHO</b>						
Boise State University	\$13,305	\$13,830	3.9%	\$27,355	\$28,280	3.4%
Idaho State University	\$13,006	\$13,433	3.3%	\$26,404	\$27,501	4.2%
Lewis-Clark State College	\$12,360	\$12,460	0.8%	\$23,360	\$23,960	2.6%
University of Idaho	\$15,120	\$15,332	1.4%	\$29,124	\$30,140	3.5%
<b>IOWA</b>						
Iowa State University	\$15,861	\$16,325	2.9%	\$28,981	\$29,839	3.0%
University of Iowa	\$17,789	\$18,600	4.6%	\$37,575	\$38,838	3.4%
University of Northern Iowa	\$16,157	\$17,089	5.8%	\$26,345	\$27,581	4.7%
<b>MINNESOTA</b>						
Bemidji State University	\$16,068	\$16,317	1.6%	\$16,068	\$16,317	1.6%
Metropolitan State University						
Minnesota State University--Mankato	\$15,701	\$16,035	2.1%	\$23,445	\$23,779	1.4%
Minnesota State University--Moorhead	\$15,892	\$16,170	1.7%	\$23,027	\$23,305	1.2%
Southwest Minnesota State University	\$15,902	\$16,034	0.8%	\$15,902	\$16,034	0.8%
Saint Cloud State University	\$15,653	\$16,315	4.2%	\$23,571	\$24,233	2.8%
Winona State University	\$17,059	\$17,142	0.5%	\$22,756	\$22,838	0.4%
University of Minnesota Duluth	\$20,022	\$20,324	1.5%	\$23,972	\$24,670	2.9%
University of Minnesota--Crookston	\$18,916	\$19,114	1.0%	\$18,916	\$19,114	1.0%
University of Minnesota--Morris	\$20,650	\$20,760	0.5%	\$20,650	\$22,760	10.2%
University of Minnesota--Twin Cities	\$22,074	\$22,822	3.4%	\$30,494	\$32,347	6.1%
<b>MONTANA</b>						
Montana State University--Billings	\$13,099	\$13,176	0.6%	\$25,134	\$25,566	1.7%
Montana State University--Bozeman	\$15,611	\$15,911	1.9%	\$30,843	\$32,209	4.4%
Montana State University--Northern	\$10,904	\$11,014	1.0%	\$22,980	\$23,090	0.5%
Montana Tech of the University of Montana	\$15,445	\$15,899	2.9%	\$29,843	\$30,729	3.0%
The University of Montana - Western	\$12,102	\$12,160	0.5%	\$22,866	\$23,374	2.2%
The University of Montana - Missoula	\$14,562	\$15,525	6.6%	\$32,585	\$34,232	5.1%
<b>NEBRASKA</b>						
Chadron State College	\$12,254	\$13,008	6.2%	\$12,284	\$13,038	6.1%
Peru State College	\$13,373	\$14,057	5.1%	\$13,373	\$14,057	5.1%
Wayne State College	\$12,802	\$13,537	5.7%	\$17,392	\$18,337	5.4%
University of Nebraska at Kearney	\$15,824	\$16,711	5.6%	\$22,094	\$23,138	4.7%
University of Nebraska at Lincoln	\$18,170	\$18,458	1.6%	\$32,337	\$32,978	2.0%
University of Nebraska at Omaha	\$17,111	\$17,697	3.4%	\$29,906	\$30,814	3.0%
<b>NORTH DAKOTA</b>						
Dickinson State University	\$12,143	\$12,548	3.3%	\$14,649	\$15,117	3.2%
Mayville State University	\$12,284	\$13,201	7.5%	\$14,749	\$15,728	6.6%
Minot State University	\$12,006	\$12,450	3.7%	\$12,006	\$12,450	3.7%
North Dakota State University	\$15,100	\$15,721	4.1%	\$26,394	\$27,285	3.4%
Valley City State University	\$12,760	\$13,266	4.0%	\$21,366	\$22,087	3.4%
University of North Dakota	\$15,418	\$15,993	3.7%	\$26,353	\$27,147	3.0%
<b>SOUTH DAKOTA</b>						
Black Hills State University	\$14,462	\$14,699	1.6%	\$17,043	\$17,615	3.4%
Dakota State University	\$14,814	\$15,338	3.5%	\$17,396	\$18,254	4.9%
Northern State University	\$14,464	\$14,871	2.8%	\$17,045	\$17,787	4.4%
South Dakota School of Mines & Technology	\$16,072	\$16,310	1.5%	\$19,841	\$20,468	3.2%
South Dakota State University	\$14,868	\$15,111	1.6%	\$17,748	\$18,342	3.3%
University of South Dakota	\$15,629	\$15,993	2.3%	\$18,509	\$19,224	3.9%
<b>WYOMING</b>						
University of Wyoming	\$14,212	\$14,576	2.6%	\$24,952	\$25,736	3.1%

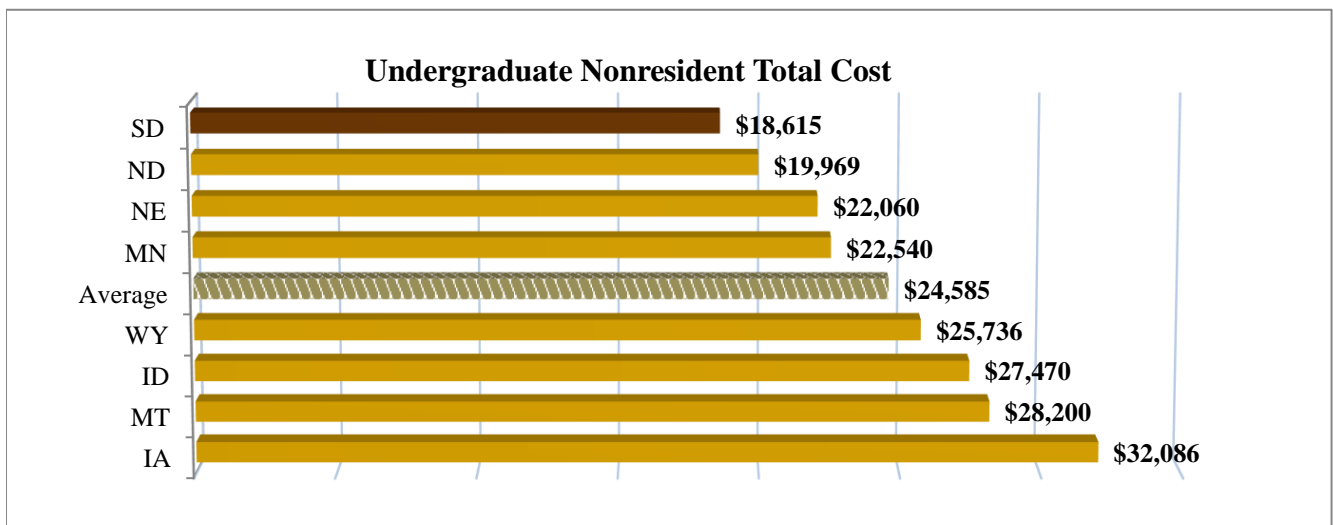
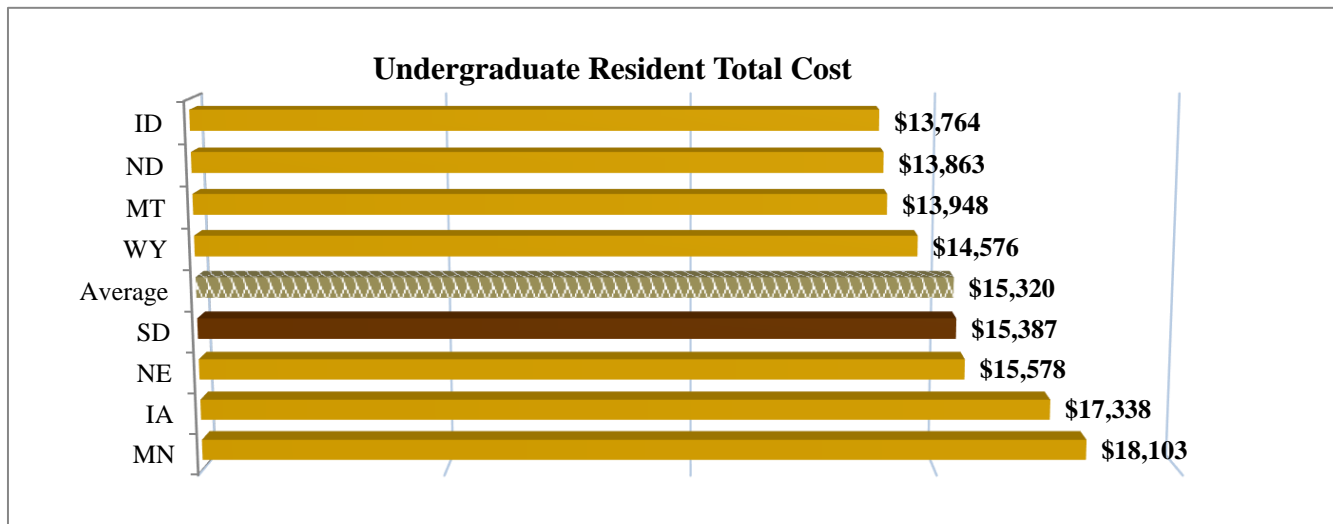
\*\*Metropolitan State University does not have residence halls

**Total Cost Comparison by Institution**  
**Percent Change in Total Cost**  
**Academic Year 2016-2017**

	Graduate Resident			Graduate Nonresident		
	AY16	AY17	% Change	AY16	AY17	% Change
<b>IDAHO</b>						
Boise State University	\$14,595	\$15,190	4.1%	\$28,645	\$29,640	3.5%
Idaho State University	\$14,342	\$14,979	4.4%	\$27,740	\$29,060	4.8%
Lewis-Clark State College						
University of Idaho	\$16,322	\$16,630	1.9%	\$30,326	\$31,438	3.7%
<b>IOWA</b>						
Iowa State University	\$17,297	\$17,805	2.9%	\$30,221	\$31,117	3.0%
University of Iowa	\$19,378	\$20,196	4.2%	\$36,556	\$37,800	3.4%
University of Northern Iowa	\$17,559	\$18,533	5.5%	\$27,729	\$29,007	4.6%
<b>MINNESOTA</b>						
Bemidji State University	\$20,525	\$20,537	0.1%	\$20,525	\$20,536	0.1%
Metropolitan State University						
Minnesota State University--Mankato	\$17,929	\$18,262	1.9%	\$17,929	\$18,262	1.9%
Minnesota State University--Moorhead	\$17,394	\$17,672	1.6%	\$26,034	\$26,312	1.1%
Southwest Minnesota State University	\$17,771	\$17,902	0.7%	\$17,771	\$17,902	0.7%
Saint Cloud State University	\$17,566	\$18,043	2.7%	\$22,161	\$22,637	2.1%
Winona State University	\$17,858	\$17,940	0.5%	\$22,396	\$22,479	0.4%
University of Minnesota Duluth	\$23,970	\$24,577	2.5%	\$32,634	\$33,457	2.5%
University of Minnesota--Crookston						
University of Minnesota--Morris						
University of Minnesota--Twin Cities	\$25,717	\$26,425	2.8%	\$34,381	\$35,305	2.7%
<b>MONTANA</b>						
Montana State University--Billings	\$13,979	\$14,056	0.5%	\$26,014	\$26,446	1.7%
Montana State University--Bozeman	\$16,677	\$16,977	1.8%	\$31,909	\$33,275	4.3%
Montana State University--Northern	\$11,914	\$12,024	0.9%	\$23,990	\$24,100	0.5%
Montana Tech of the University of Montana	\$15,813	\$16,204	2.5%	\$32,262	\$33,147	2.7%
The University of Montana - Western						
The University of Montana - Missoula	\$14,905	\$15,868	6.5%	\$33,591	\$35,267	5.0%
<b>NEBRASKA</b>						
Chadron State College	\$12,022	\$12,757	6.1%	\$16,612	\$17,557	5.7%
Peru State College						
Wayne State College	\$12,736	\$13,418	5.4%	\$17,326	\$18,218	5.2%
University of Nebraska at Kearney	\$15,521	\$16,316	5.1%	\$21,833	\$22,784	4.4%
University of Nebraska at Lincoln	\$18,447	\$18,701	1.4%	\$31,401	\$31,979	1.8%
University of Nebraska at Omaha	\$16,992	\$17,518	3.1%	\$27,732	\$28,528	2.9%
<b>NORTH DAKOTA</b>						
Dickinson State University						
Mayville State University						
Minot State University	\$13,640	\$14,123	3.5%	\$13,640	\$14,123	3.5%
North Dakota State University	\$15,591	\$16,224	4.1%	\$27,703	\$28,627	3.3%
Valley City State University						
University of North Dakota	\$15,915	\$16,499	3.7%	\$27,678	\$28,498	3.0%
<b>SOUTH DAKOTA</b>						
Black Hills State University	\$14,584	\$14,821	1.6%	\$20,630	\$21,335	3.4%
Dakota State University	\$14,163	\$14,652	3.5%	\$20,208	\$21,165	4.7%
Northern State University	\$14,610	\$15,017	2.8%	\$20,655	\$21,530	4.2%
South Dakota School of Mines & Technology	\$15,274	\$15,512	1.6%	\$22,452	\$23,209	3.4%
South Dakota State University	\$15,025	\$15,268	1.6%	\$21,470	\$22,202	3.4%
University of South Dakota	\$15,729	\$16,093	2.3%	\$22,174	\$23,026	3.8%
<b>WYOMING</b>						
University of Wyoming	\$16,210	\$18,086	11.6%	\$27,274	\$28,160	3.2%

**Tuition and Fee Comparison by State**  
**Ranked Lowest Cost to Highest Average Total Cost of Public Institutions**  
**Academic Year 2016 - 2017**

<b>Undergraduate Resident</b>		<b>Undergraduate Nonresident</b>	
Idaho	\$13,764	South Dakota	\$18,615
North Dakota	\$13,863	North Dakota	\$19,969
Montana	\$13,948	Nebraska	\$22,060
Wyoming	\$14,576	Minnesota	\$22,540
South Dakota	\$15,387	Wyoming	\$25,736
Nebraska	\$15,578	Idaho	\$27,470
Iowa	\$17,338	Montana	\$28,200
Minnesota	\$18,103	Iowa	\$32,086
Average Cost	\$15,320	Average Cost	\$24,585

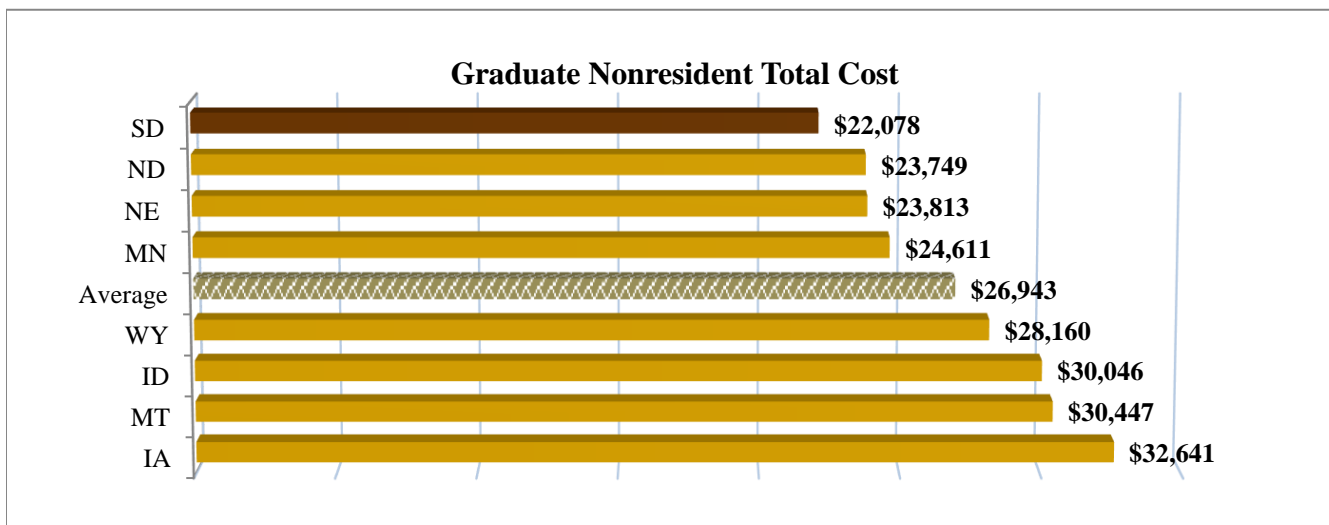
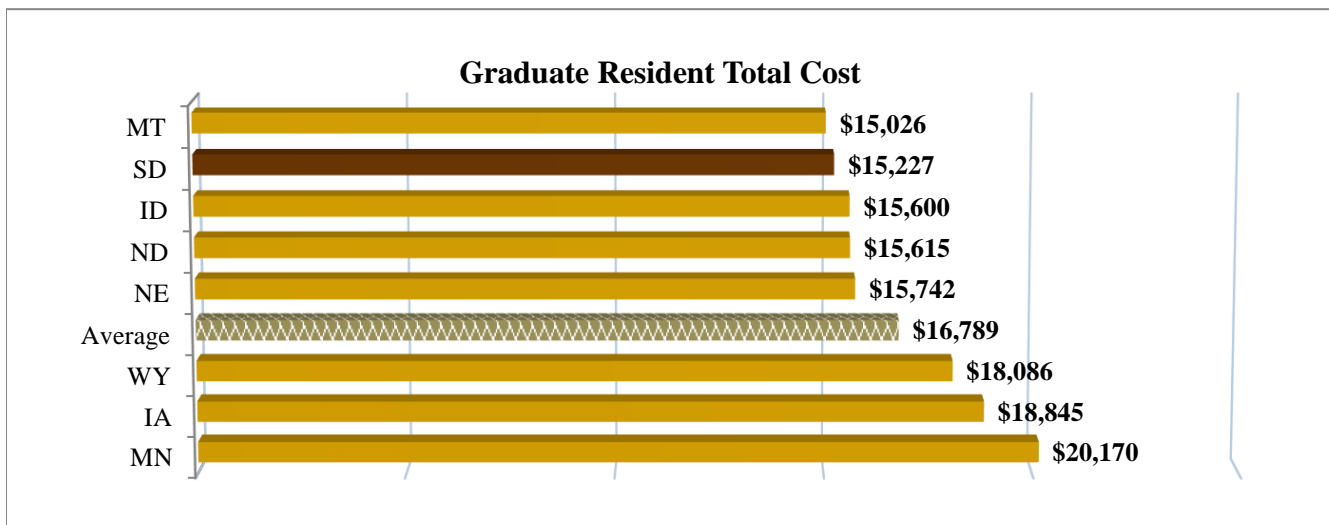


# Tuition and Fee Comparison by State

## Ranked Lowest Cost to Highest Average Total Cost of Public Institutions

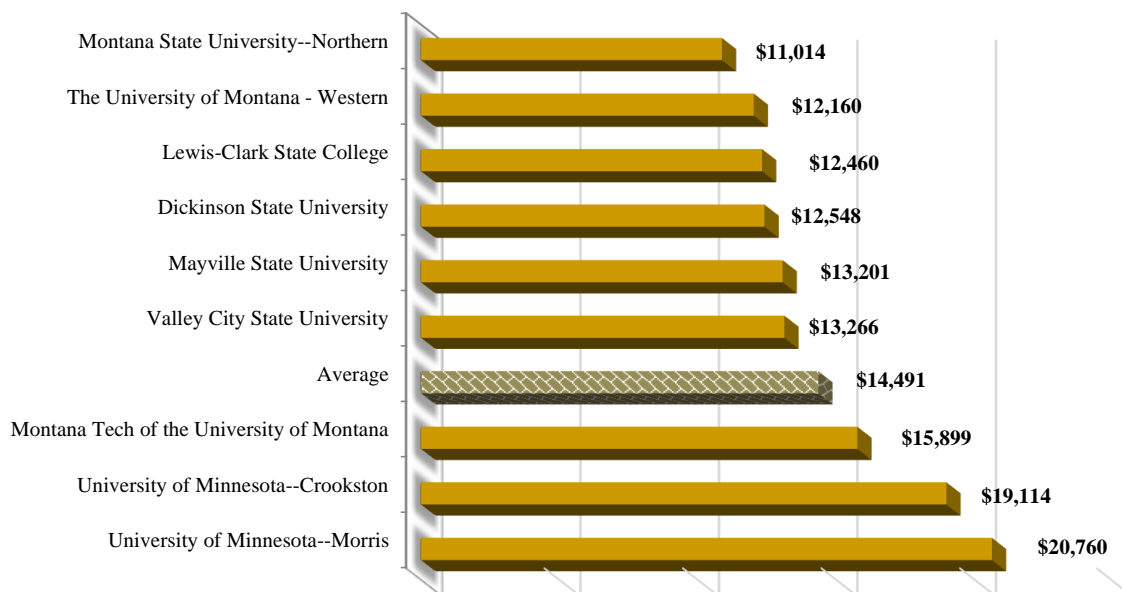
### Academic Year 2016 - 2017

Graduate Resident		Graduate Nonresident	
Idaho	\$15,600	Idaho	\$30,046
Iowa	\$18,845	Iowa	\$32,641
Minnesota	\$20,170	Minnesota	\$24,611
Montana	\$15,026	Montana	\$30,447
Nebraska	\$15,742	Nebraska	\$23,813
North Dakota	\$15,615	North Dakota	\$23,749
South Dakota	\$15,227	South Dakota	\$22,078
Wyoming	\$18,086	Wyoming	\$28,160
Average Cost	\$16,789	Average Cost	\$26,943

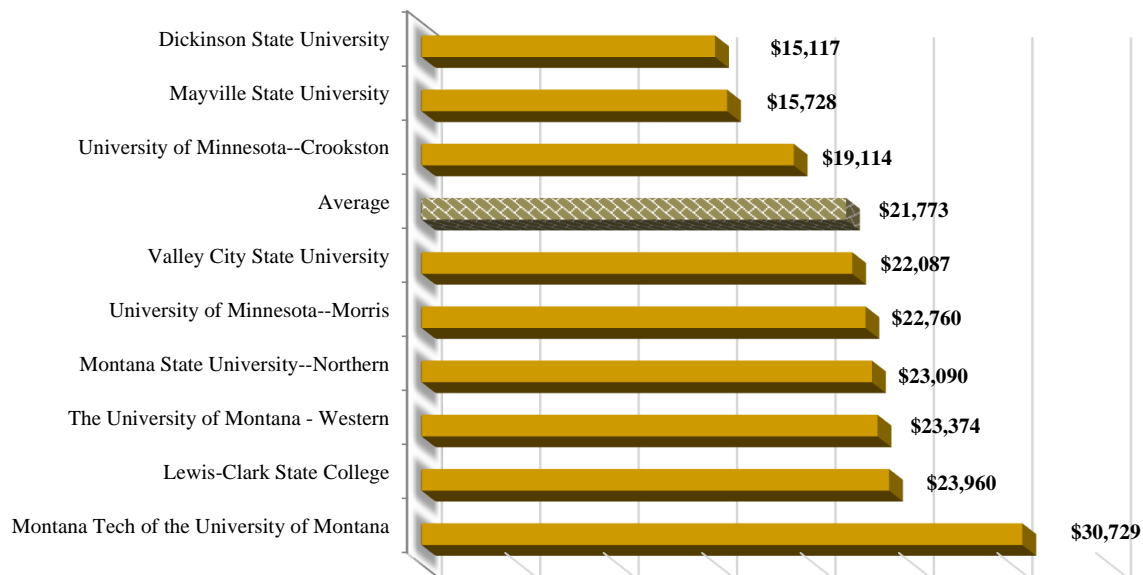


**Total Cost Comparison and Rank  
Baccalaureate Institutions  
Academic Year 2016-2017**

**Baccalaureate Institutions  
Undergraduate Resident Total Cost**

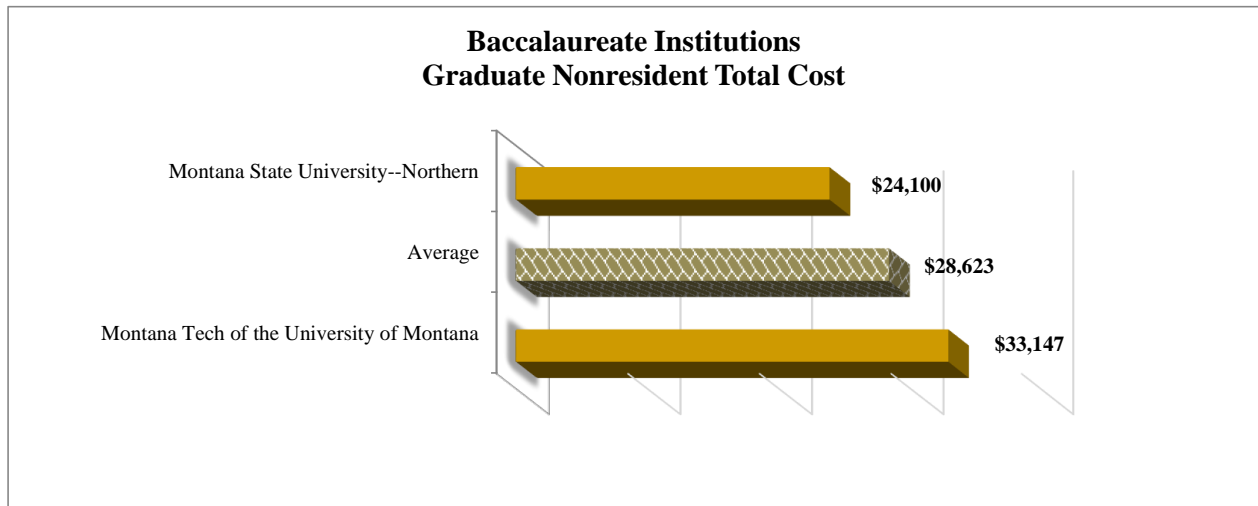
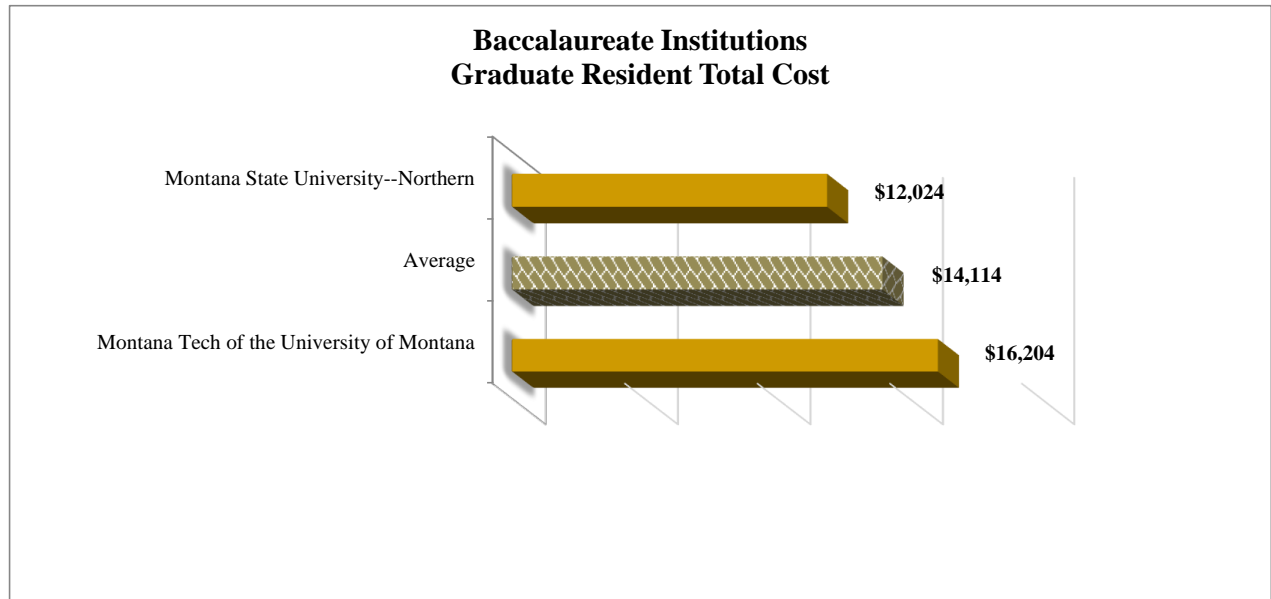


**Baccalaureate Institutions  
Undergraduate Nonresident Total Cost**



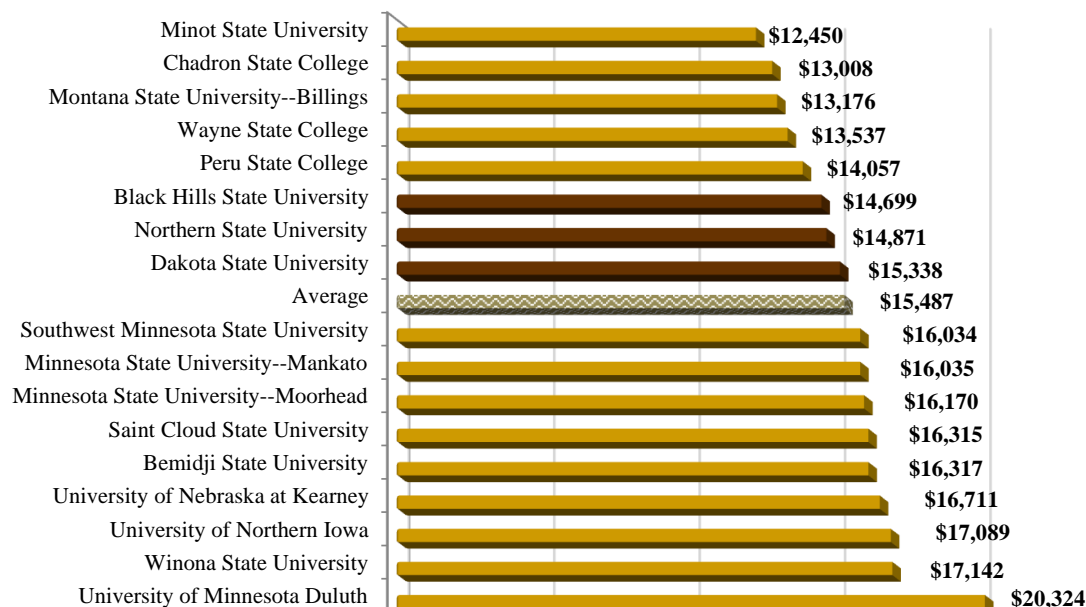


**Total Cost Comparison and Rank  
Baccalaureate Institutions  
Academic Year 2016-2017**

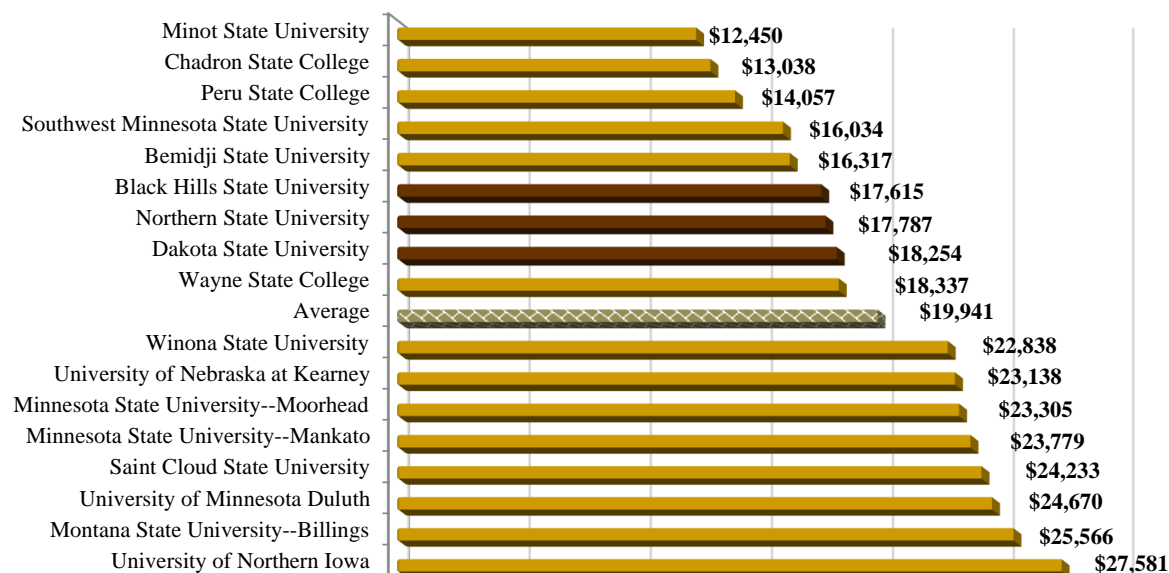


**Total Cost Comparison and Rank  
Masters Institutions  
Academic Year 2016-2017**

**Masters Institutions  
Undergraduate Resident Total Cost**



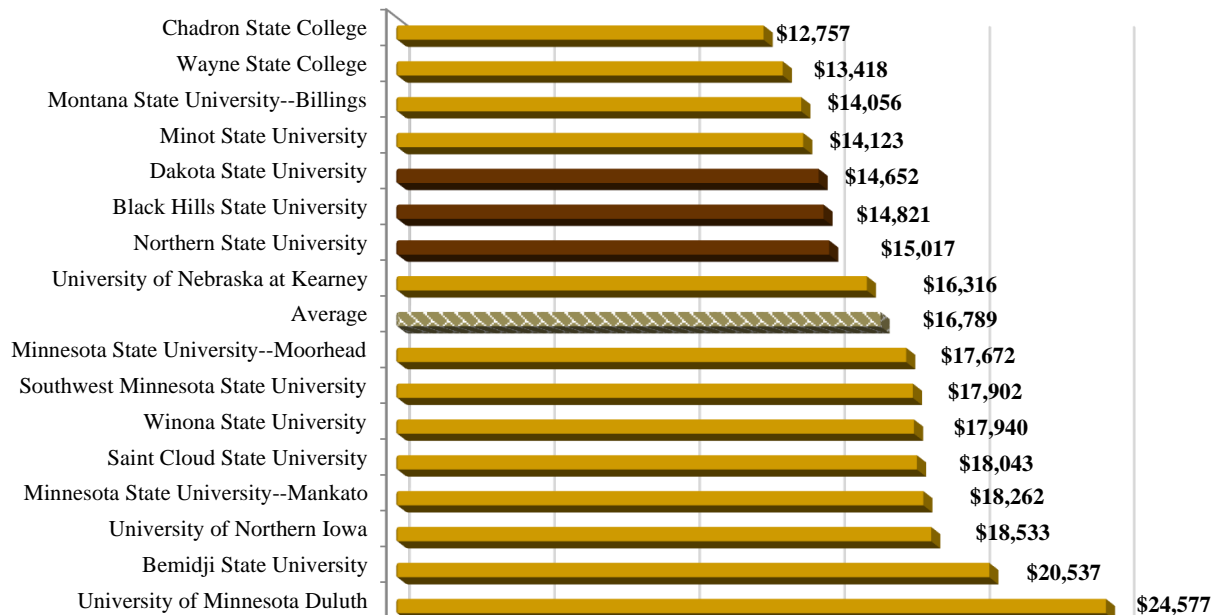
**Masters Institutions  
Undergraduate Nonresident Total Cost**



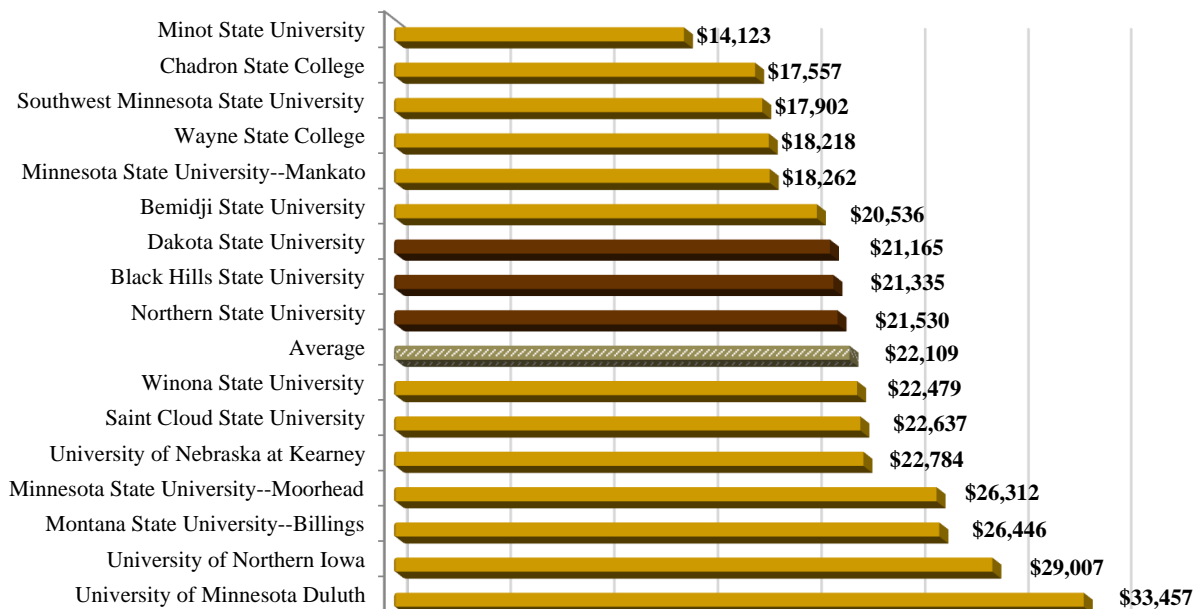
Metropolitan State University (Minnesota) does not offer on-campus housing

**Total Cost Comparison and Rank  
Masters Institutions  
Academic Year 2016-2017**

**Masters Institutions  
Graduate Resident Total Cost**

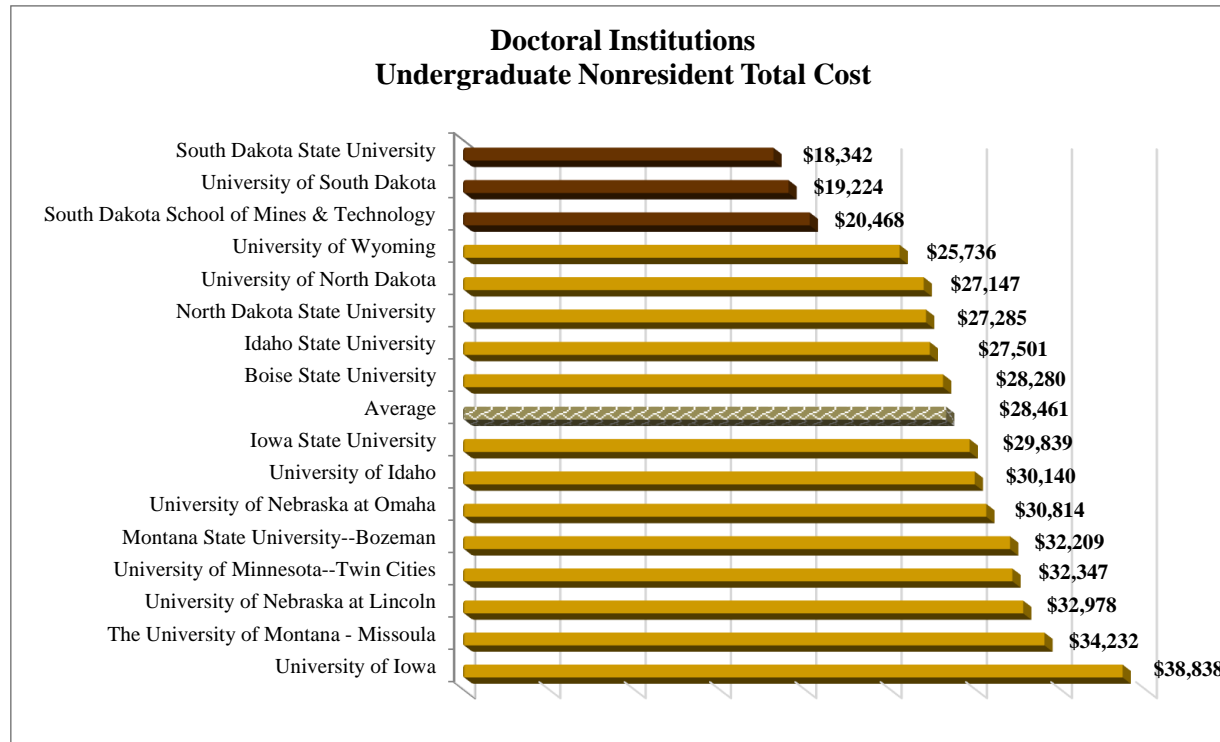
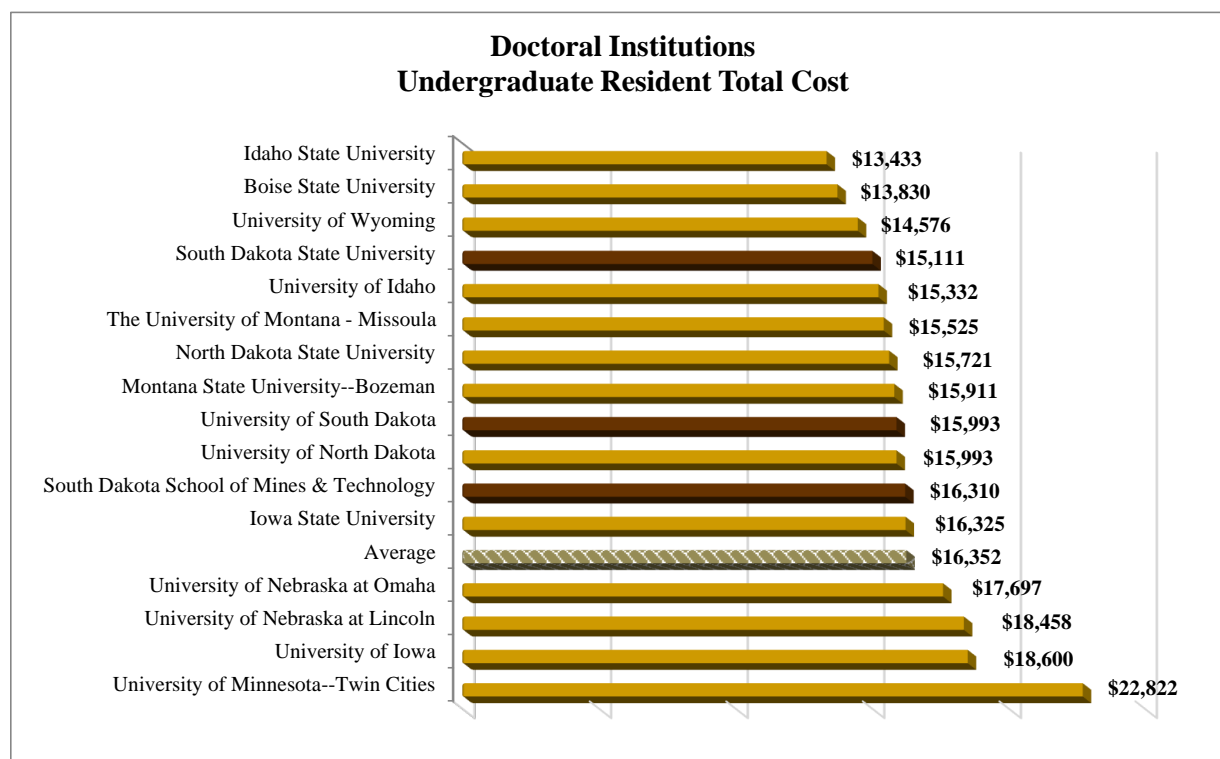


**Masters Institutions  
Graduate Nonresident Total Cost**

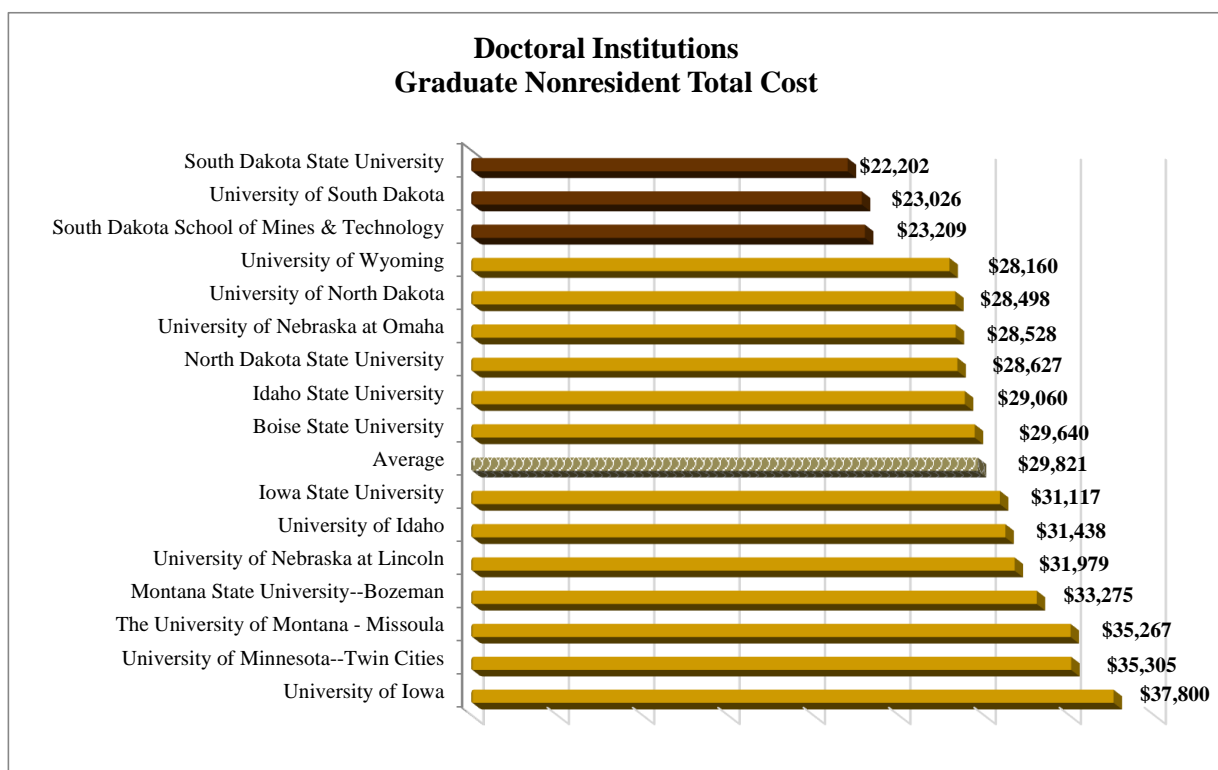
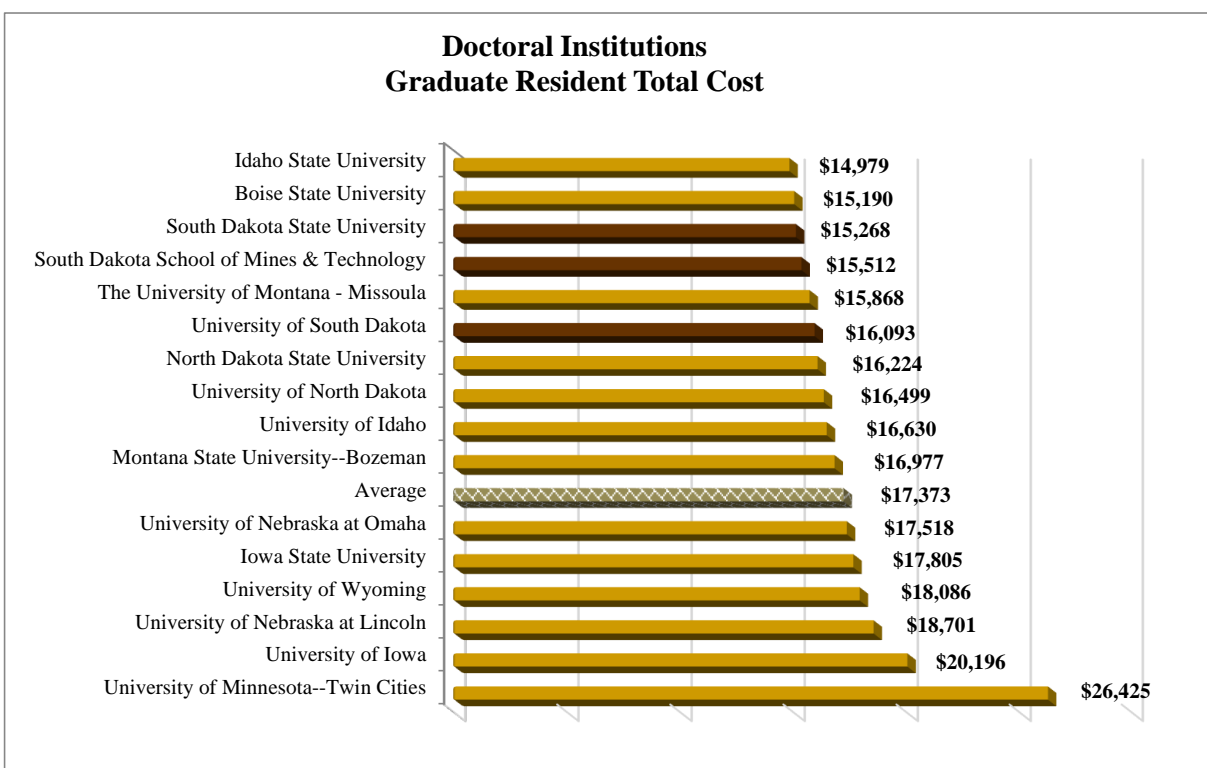


Metropolitan State University (Minnesota) does not offer on-campus housing

**Total Cost Comparison and Rank  
Doctoral Institutions  
Academic Year 2016-2017**



**Total Cost Comparison and Rank**  
**Doctoral Institutions**  
**Academic Year 2016-2017**



## 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 2007-2008 to 2016-2017 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.

**Ten-Year Percentage Change by Institution**  
**Tuition and Fees**  
**2007-2008 to 2016-2017**

	<b>Undergraduate Resident</b>										<b>Ten Year %</b>
	<b>2007- 2008</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>Change</b>
<b>IDAHO</b>											
Boise State University	\$4,410	\$4,632	\$4,864	\$5,300	\$5,566	\$5,884	\$6,292	\$6,640	\$6,876	\$7,080	70.4%
Idaho State University	\$4,400	\$4,664	\$4,968	\$5,416	\$5,796	\$6,070	\$6,344	\$6,566	\$6,784	\$6,956	66.0%
Lewis-Clark State College	\$4,092	\$4,296	\$4,596	\$4,998	\$5,400	\$5,562	\$5,784	\$5,900	\$6,000	\$6,120	57.0%
University of Idaho	\$4,410	\$4,632	\$4,932	\$5,402	\$5,856	\$6,212	\$6,524	\$6,784	\$7,020	\$7,232	72.2%
<b>IOWA</b>											
Iowa State University	\$6,161	\$6,360	\$6,651	\$6,997	\$7,486	\$7,726	\$7,726	\$7,731	\$7,736	\$7,969	36.0%
University of Iowa	\$6,293	\$6,544	\$6,824	\$7,417	\$7,765	\$8,057	\$8,061	\$8,079	\$8,104	\$8,575	39.8%
University of Northern Iowa	\$6,190	\$5,950	\$6,636	\$7,008	\$7,350	\$7,635	\$7,685	\$7,749	\$7,817	\$8,059	31.9%
<b>MINNESOTA</b>											
Bemidji State University	\$5,740	\$6,983	\$7,189	\$7,485	\$7,878	\$8,106	\$8,123	\$8,123	\$8,678	\$8,393	29.3%
Metropolitan State University	\$5,646	\$5,806	\$6,003	\$6,318	\$6,763	\$6,642	\$6,642	\$6,642	\$7,566	\$7,566	39.6%
Minnesota State University--Mankato	\$6,050	\$6,264	\$6,429	\$6,725	\$7,148	\$7,532	\$7,558	\$7,575	\$7,837	\$7,859	34.6%
Minnesota State University--Moorhead	\$6,288	\$6,494	\$6,599	\$6,924	\$7,378	\$7,792	\$7,819	\$7,829	\$8,094	\$8,094	33.8%
Southwest Minnesota State University	\$6,517	\$6,696	\$6,932	\$7,234	\$7,743	\$8,074	\$8,074	\$8,074	\$8,338	\$8,348	33.8%
Saint Cloud State University	\$6,314	\$6,514	\$6,711	\$7,062	\$7,535	\$7,472	\$7,514	\$7,634	\$7,815	\$8,005	32.0%
Winona State University	\$7,324	\$7,649	\$7,809	\$8,082	\$8,503	\$8,722	\$8,736	\$8,736	\$9,047	\$9,076	27.8%
University of Minnesota Duluth	\$9,600	\$10,260	\$11,004	\$11,808	\$12,350	\$12,757	\$12,787	\$12,802	\$13,062	\$13,114	31.9%
University of Minnesota--Crookston	\$8,821	\$9,406	\$9,988	\$10,623	\$11,097	\$11,456	\$11,448	\$11,468	\$11,646	\$11,700	30.2%
University of Minnesota--Morris	\$9,332	\$10,006	\$10,716	\$11,532	\$12,092	\$12,550	\$12,583	\$12,583	\$12,846	\$12,846	24.6%
University of Minnesota--Twin Cities	\$9,822	\$10,577	\$11,542	\$12,203	\$13,022	\$13,016	\$13,111	\$13,117	\$13,330	\$13,764	50.0%
<b>MONTANA</b>											
Montana State University--Billings	\$5,132	\$5,172	\$5,206	\$5,242	\$5,470	\$5,710	\$5,745	\$5,779	\$5,807	\$5,826	15.3%
Montana State University--Bozeman	\$5,749	\$5,798	\$5,988	\$6,168	\$6,428	\$6,705	\$6,752	\$6,801	\$6,849	\$6,887	21.4%
Montana State University--Northern	\$4,764	\$4,764	\$4,817	\$4,854	\$5,066	\$5,267	\$5,233	\$5,233	\$5,769	\$5,769	21.1%
Montana Tech of the University of Montana	\$6,165	\$5,963	\$6,023	\$6,180	\$6,437	\$6,693	\$6,980	\$7,010	\$7,055	\$7,139	21.0%
The University of Montana - Western	\$4,212	\$4,428	\$4,242	\$4,249	\$4,524	\$4,718	\$5,359	\$5,370	\$5,444	\$5,502	31.8%
The University of Montana - Missoula	\$5,338	\$5,377	\$5,533	\$5,685	\$6,161	\$6,215	\$6,505	\$6,560	\$6,618	\$6,699	29.5%
<b>NEBRASKA</b>											
Chadron State College	\$4,480	\$5,411	\$5,133	\$5,368	\$5,664	\$5,588	\$5,607	\$5,737	\$6,204	\$6,656	58.8%
Peru State College	\$4,332	\$4,628	\$4,884	\$5,290	\$5,720	\$5,656	\$5,746	\$5,862	\$6,453	\$6,791	67.3%
Wayne State College	\$4,558	\$4,822	\$5,070	\$5,348	\$5,610	\$5,520	\$5,574	\$5,604	\$6,042	\$6,427	51.9%
University of Nebraska at Kearney	\$5,331	\$5,757	\$5,979	\$6,301	\$6,535	\$6,506	\$6,521	\$6,584	\$6,724	\$7,247	43.2%
University of Nebraska--Lincoln	\$6,558	\$6,950	\$7,237	\$7,708	\$7,999	\$7,339	\$7,975	\$8,030	\$8,279	\$8,567	38.4%
University of Nebraska at Omaha	\$5,795	\$6,229	\$6,594	\$7,142	\$7,374	\$7,105	\$7,416	\$7,491	\$7,573	\$8,039	48.0%
<b>NORTH DAKOTA</b>											
Dickinson State University	\$4,749	\$5,084	\$5,249	\$5,395	\$5,608	\$5,718	\$5,846	\$6,050	\$6,173	\$6,348	42.0%
Mayville State University	\$5,438	\$5,654	\$5,793	\$5,937	\$6,084	\$6,194	\$6,353	\$6,490	\$6,380	\$7,131	35.7%
Minot State University	\$4,773	\$5,044	\$5,390	\$5,637	\$5,763	\$5,922	\$6,087	\$6,226	\$6,390	\$6,568	46.2%
North Dakota State University	\$5,975	\$6,226	\$6,455	\$6,661	\$7,175	\$7,233	\$7,540	\$7,820	\$7,978	\$8,207	43.4%
Valley City State University	\$5,846	\$5,780	\$6,211	\$6,371	\$6,499	\$6,334	\$6,516	\$6,674	\$6,800	\$7,195	29.5%
University of North Dakota	\$6,131	\$6,513	\$6,727	\$6,934	\$7,092	\$7,254	\$7,508	\$7,741	\$7,964	\$8,137	40.5%
<b>SOUTH DAKOTA</b>											
Black Hills State University	\$5,803	\$6,269	\$6,642	\$6,950	\$7,424	\$7,320	\$7,617	\$7,617	\$8,004	\$8,004	50.0%
Dakota State University	\$6,404	\$6,885	\$7,283	\$7,601	\$8,081	\$7,950	\$8,286	\$8,286	\$8,754	\$8,927	47.9%
Northern State University	\$5,632	\$6,093	\$6,467	\$6,774	\$7,414	\$7,269	\$7,563	\$7,563	\$7,887	\$7,887	49.0%
SD School of Mines & Technology	\$6,388	\$7,188	\$7,569	\$7,891	\$8,372	\$8,407	\$9,030	\$9,030	\$9,576	\$9,576	59.0%
South Dakota State University	\$5,731	\$6,195	\$6,565	\$6,874	\$7,346	\$7,404	\$7,713	\$7,713	\$8,172	\$8,172	51.6%
University of South Dakota	\$5,752	\$6,216	\$6,899	\$7,213	\$7,690	\$7,704	\$8,022	\$8,022	\$8,457	\$8,457	56.3%
<b>WYOMING</b>											
University of Wyoming	\$3,742	\$3,809	\$3,914	\$4,125	\$4,333	\$4,278	\$4,404	\$4,646	\$4,960	\$5,055	36.5%



**Ten-Year Percentage Change by Institution  
Tuition and Fees  
2007-2008 to 2016-2017**

	<b>Undergraduate Nonresident</b>										<b>Ten Year % Change</b>
	<b>2007- 2008</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>IDAHO</b>											
Boise State University	\$12,578	\$13,208	\$13,868	\$14,756	\$15,966	\$17,324	\$18,892	\$19,492	\$20,926	\$21,530	80.4%
Idaho State University	\$13,084	\$13,868	\$14,770	\$15,916	\$17,032	\$17,870	\$18,676	\$19,326	\$20,182	\$21,024	68.7%
Lewis-Clark State College	\$11,382	\$11,950	\$12,786	\$13,906	\$14,932	\$15,476	\$16,096	\$16,418	\$17,000	\$17,620	62.5%
University of Idaho	\$14,490	\$14,712	\$15,012	\$16,994	\$18,376	\$19,000	\$19,600	\$20,314	\$21,024	\$22,040	59.7%
<b>IOWA</b>											
Iowa State University	\$16,919	\$17,350	\$17,871	\$18,563	\$19,358	\$19,838	\$20,278	\$20,617	\$20,856	\$21,483	31.4%
University of Iowa	\$19,465	\$20,658	\$22,198	\$23,713	\$25,099	\$26,279	\$26,931	\$27,409	\$27,890	\$28,813	56.9%
University of Northern Iowa	\$14,282	\$14,170	\$14,900	\$15,348	\$16,106	\$16,721	\$17,181	\$17,647	\$18,005	\$18,551	32.2%
<b>MINNESOTA</b>											
Bemidji State University	\$6,740	\$6,983	\$7,189	\$7,485	\$7,878	\$8,106	\$8,123	\$8,134	\$8,678	\$8,393	29.3%
Metropolitan State University	\$11,022	\$11,310	\$11,918	\$12,562	\$13,452	\$13,226	\$13,226	\$13,226	\$14,394	\$14,394	36.2%
Minnesota State University--Mankato	\$12,112	\$12,508	\$12,861	\$13,478	\$14,270	\$15,011	\$15,036	\$15,053	\$15,581	\$15,603	33.7%
Minnesota State University--Moorhead	\$6,288	\$6,494	\$6,599	\$6,924	\$7,378	\$14,690	\$14,717	\$14,727	\$15,229	\$15,229	151.8%
Southwest Minnesota State University	\$6,517	\$6,696	\$6,932	\$7,234	\$7,743	\$8,074	\$8,074	\$8,074	\$8,338	\$8,348	33.8%
Saint Cloud State University	\$12,866	\$13,193	\$13,881	\$14,652	\$15,318	\$15,114	\$15,156	\$15,273	\$15,733	\$15,923	28.8%
Winona State University	\$11,794	\$12,253	\$12,639	\$13,062	\$13,843	\$13,951	\$14,237	\$14,236	\$14,744	\$14,772	50.9%
University of Minnesota Duluth*	\$19,266	\$19,905	\$13,004	\$13,808	\$14,860	\$15,422	\$16,452	\$16,467	\$17,012	\$17,460	-19.9%
University of Minnesota--Crookston	\$8,821	\$9,406	\$9,988	\$10,623	\$11,097	\$11,456	\$11,448	\$11,468	\$11,646	\$11,700	30.2%
University of Minnesota--Morris*	\$9,332	\$10,006	\$10,716	\$11,532	\$12,092	\$12,550	\$12,583	\$12,583	\$12,846	\$14,846	44.0%
University of Minnesota--Twin Cities*	\$21,452	\$14,577	\$15,542	\$16,503	\$18,022	\$18,266	\$19,361	\$20,367	\$21,750	\$23,289	12.0%
<b>MONTANA</b>											
Montana State University--Billings	\$13,708	\$14,086	\$14,648	\$15,236	\$15,961	\$16,728	\$17,091	\$17,466	\$17,842	\$18,216	36.9%
Montana State University--Bozeman	\$16,274	\$16,997	\$17,651	\$18,291	\$19,152	\$20,062	\$20,716	\$21,390	\$22,081	\$23,185	49.4%
Montana State University--Northern	\$14,655	\$14,655	\$15,562	\$15,601	\$16,778	\$17,106	\$17,555	\$17,819	\$17,845	\$17,845	26.6%
Montana Tech of the University of Montana	\$16,582	\$16,183	\$16,837	\$17,302	\$18,113	\$18,948	\$20,394	\$20,989	\$21,453	\$21,969	41.4%
The University of Montana - Western	\$12,604	\$12,740	\$12,994	\$13,241	\$13,890	\$14,622	\$15,261	\$15,697	\$16,208	\$16,716	34.3%
The University of Montana - Missoula	\$16,032	\$17,017	\$18,373	\$19,834	\$21,489	\$21,806	\$23,220	\$23,275	\$24,641	\$25,406	69.6%
<b>NEBRASKA</b>											
Chadron State College	\$8,000	\$9,139	\$9,053	\$9,488	\$9,992	\$9,788	\$5,637	\$5,767	\$6,234	\$6,686	-10.5%
Peru State College*	\$7,852	\$8,356	\$4,884	\$5,290	\$5,720	\$5,656	\$5,746	\$5,862	\$6,453	\$6,791	-7.5%
Wayne State College	\$8,078	\$8,550	\$8,990	\$9,468	\$9,938	\$9,720	\$9,774	\$9,804	\$10,632	\$11,227	49.5%
University of Nebraska at Kearney	\$9,939	\$10,637	\$11,059	\$11,709	\$12,191	\$12,011	\$12,348	\$12,742	\$12,994	\$13,674	45.4%
University of Nebraska--Lincoln	\$17,246	\$18,278	\$19,013	\$20,188	\$21,095	\$20,089	\$21,302	\$21,950	\$22,446	\$23,087	41.9%
University of Nebraska at Omaha	\$15,435	\$16,445	\$17,218	\$18,406	\$19,206	\$18,618	\$19,453	\$20,069	\$20,368	\$21,156	45.6%
<b>NORTH DAKOTA</b>											
Dickinson State University	\$11,143	\$11,796	\$12,195	\$12,585	\$12,978	\$7,980	\$8,198	\$8,495	\$8,679	\$8,917	-15.6%
Mayville State University	\$7,335	\$12,308	\$12,681	\$13,065	\$8,271	\$8,436	\$8,675	\$8,895	\$8,845	\$9,658	-14.5%
Minot State University*	\$11,415	\$12,023	\$5,390	\$5,637	\$5,763	\$5,922	\$6,087	\$6,226	\$6,390	\$6,568	-39.3%
North Dakota State University	\$14,346	\$15,015	\$15,554	\$16,077	\$17,421	\$17,479	\$18,122	\$18,849	\$19,272	\$19,771	44.4%
Valley City State University	\$12,866	\$12,690	\$13,840	\$14,267	\$14,573	\$14,111	\$14,596	\$15,070	\$15,406	\$16,016	30.8%
University of North Dakota	\$14,526	\$15,325	\$15,846	\$16,373	\$16,767	\$17,170	\$17,793	\$18,409	\$18,899	\$19,291	39.9%
<b>SOUTH DAKOTA ***</b>											
Black Hills State University	\$7,123	\$7,677	\$8,109	\$8,547	\$9,253	\$9,185	\$9,617	\$10,097	\$10,586	\$10,920	65.3%
Dakota State University	\$7,724	\$8,293	\$8,750	\$9,198	\$9,909	\$9,815	\$10,286	\$10,766	\$11,336	\$11,843	62.1%
Northern State University	\$6,952	\$7,501	\$7,934	\$8,371	\$9,243	\$9,134	\$9,563	\$10,043	\$10,469	\$10,803	64.6%
South Dakota School of Mines & Technology	\$7,708	\$8,596	\$9,036	\$9,488	\$10,201	\$10,352	\$11,862	\$12,552	\$13,346	\$13,734	88.3%
South Dakota State University	\$7,051	\$7,603	\$8,032	\$8,470	\$9,174	\$9,350	\$9,795	\$10,485	\$11,052	\$11,403	71.2%
University of South Dakota	\$7,072	\$7,624	\$8,366	\$8,810	\$9,518	\$9,650	\$10,104	\$10,794	\$11,337	\$11,688	75.0%
<b>WYOMING</b>											
University of Wyoming	\$11,038	\$11,713	\$12,362	\$12,989	\$13,645	\$13,488	\$14,124	\$14,876	\$15,700	\$16,215	51.8%

\* 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**  
**2007-2008 to 2016-2017**

	<b>Graduate Resident</b>										<b>Ten Year %</b>
	<b>2007-2008</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>Change</b>
<b>IDAHO</b>											
Boise State University	\$5,240	\$5,504	\$5,756	\$6,200	\$6,556	\$6,972	\$7,432	\$7,824	\$8,166	\$8,440	70.7%
Idaho State University	\$5,160	\$5,475	\$5,848	\$6,376	\$6,824	\$7,150	\$7,472	\$7,734	\$8,120	\$8,502	72.5%
Lewis-Clark State College											
University of Idaho	\$4,950	\$5,212	\$5,556	\$6,120	\$6,682	\$7,162	\$7,586	\$7,882	\$8,222	\$8,530	80.0%
<b>IOWA</b>											
Iowa State University	\$7,009	\$7,236	\$7,565	\$7,969	\$8,508	\$8,788	\$8,880	\$9,027	\$9,172	\$9,449	41.8%
University of Iowa	\$7,158	\$7,436	\$7,863	\$8,579	\$8,982	\$9,135	\$9,323	\$9,507	\$9,693	\$10,171	46.2%
University of Northern Iowa	\$7,084	\$6,872	\$7,596	\$8,026	\$8,418	\$8,743	\$8,793	\$9,013	\$9,219	\$9,503	36.5%
<b>MINNESOTA</b>											
Bemidji State University	\$7,890	\$8,167	\$8,482	\$8,834	\$9,134	\$9,430	\$9,694	\$10,020	\$12,835	\$12,613	65.8%
Metropolitan State University	\$6,322	\$6,514	\$6,874	\$7,242	\$7,732	\$8,108	\$8,385	\$8,385	\$9,424	\$9,424	55.6%
Minnesota State University--Mankato	\$7,354	\$7,606	\$7,950	\$8,308	\$8,683	\$9,138	\$9,417	\$9,690	\$10,065	\$10,086	42.2%
Minnesota State University--Moorhead	\$7,125	\$7,357	\$7,535	\$7,903	\$8,285	\$8,743	\$9,006	\$9,256	\$9,596	\$9,596	40.0%
Southwest Minnesota State University	\$7,548	\$7,756	\$8,223	\$8,667	\$9,044	\$9,438	\$9,630	\$9,846	\$10,207	\$10,216	41.3%
Saint Cloud State University	\$7,092	\$7,284	\$7,719	\$8,103	\$8,458	\$8,953	\$9,204	\$9,455	\$9,728	\$9,733	42.8%
Winona State University	\$7,465	\$7,670	\$8,025	\$8,492	\$9,049	\$9,220	\$9,484	\$9,500	\$9,846	\$9,874	36.1%
University of Minnesota Duluth	\$11,452	\$12,261	\$11,212	\$13,220	\$14,012	\$15,620	\$16,075	\$16,098	\$17,010	\$17,367	52.6%
University of Minnesota--Crookston											
University of Minnesota--Morris											
University of Minnesota--Twin Cities	\$11,388	\$12,219	\$13,581	\$14,344	\$15,240	\$15,526	\$16,036	\$16,522	\$16,973	\$17,367	59.5%
<b>MONTANA</b>											
Montana State University--Billings	\$5,930	\$5,970	\$6,004	\$6,040	\$6,307	\$6,590	\$6,625	\$6,659	\$6,687	\$6,706	14.6%
Montana State University--Bozeman	\$6,661	\$6,710	\$6,927	\$7,135	\$7,443	\$7,771	\$7,818	\$7,866	\$7,915	\$7,953	20.8%
Montana State University--Northern	\$6,087	\$6,087	\$6,140	\$6,177	\$6,460	\$6,726	\$6,726	\$6,961	\$6,779	\$6,779	11.5%
Montana Tech of the University of Montana	\$6,436	\$6,466	\$6,524	\$6,677	\$6,963	\$7,264	\$7,348	\$7,378	\$7,423	\$7,444	16.2%
The University of Montana - Western											
The University of Montana - Missoula	\$6,115	\$6,154	\$6,333	\$6,510	\$6,489	\$7,125	\$7,520	\$6,560	\$6,961	\$7,042	18.3%
<b>NEBRASKA</b>											
Chadron State College	\$4,117	\$4,808	\$4,680	\$4,939	\$5,206	\$5,450	\$5,468	\$5,803	\$5,972	\$6,405	66.6%
Peru State College	\$3,974	\$4,238									
Wayne State College	\$4,320	\$4,476	\$4,800	\$5,070	\$5,316	\$5,510	\$5,574	\$5,604	\$5,976	\$6,308	57.4%
University of Nebraska at Kearney	\$4,873	\$5,229	\$6,859	\$7,509	\$6,161	\$6,287	\$6,287	\$6,347	\$6,421	\$6,852	48.1%
University of Nebraska--Lincoln	\$6,450	\$6,830	\$7,113	\$7,456	\$7,929	\$7,630	\$8,266	\$8,310	\$8,556	\$8,810	44.7%
University of Nebraska at Omaha	\$5,389	\$5,795	\$6,142	\$6,537	\$6,870	\$6,898	\$7,203	\$7,278	\$7,454	\$7,860	55.8%
<b>NORTH DAKOTA</b>											
Dickinson State University											
Mayville State University											
Minot State University	\$6,057	\$6,392	\$6,785	\$7,081	\$7,243	\$7,439	\$7,642	\$7,820	\$8,024	\$8,241	44.2%
North Dakota State University	\$6,338	\$6,607	\$6,805	\$7,070	\$7,620	\$7,678	\$8,000	\$8,299	\$8,469	\$8,710	43.5%
Valley City State University											
University of North Dakota	\$6,511	\$6,912	\$7,140	\$7,362	\$7,531	\$7,704	\$7,975	\$8,225	\$8,461	\$8,643	40.4%
<b>SOUTH DAKOTA</b>											
Black Hills State University	\$5,376	\$5,794	\$6,116	\$6,449	\$6,983	\$7,394	\$7,744	\$7,744	\$8,126	\$8,126	63.0%
Dakota State University	\$5,992	\$6,426	\$6,774	\$7,116	\$7,656	\$7,308	\$7,655	\$7,655	\$8,102	\$8,240	45.3%
Northern State University	\$5,248	\$5,662	\$5,986	\$6,317	\$6,976	\$7,354	\$7,700	\$7,700	\$8,033	\$8,033	62.1%
South Dakota School of Mines & Technology	\$5,996	\$6,670	\$6,998	\$7,343	\$7,885	\$7,709	\$8,302	\$8,302	\$8,778	\$8,778	54.6%
South Dakota State University	\$5,322	\$5,738	\$6,059	\$6,391	\$6,924	\$7,529	\$7,889	\$7,889	\$8,329	\$8,329	65.7%
University of South Dakota	\$5,338	\$5,754	\$6,310	\$6,646	\$7,182	\$7,769	\$8,136	\$8,136	\$8,557	\$8,557	69.7%
<b>WYOMING</b>											
University of Wyoming	\$4,670	\$4,977	\$5,298	\$5,565	\$5,853	\$6,042	\$6,204	\$6,560	\$6,958	\$8,565	89.9%

**Ten-Year Percentage Change by Institution**  
**Tuition and Fees**  
**2007-2008 to 2016-2017**

	<b>Graduate Nonresident</b>										<b>Ten Year % Change</b>
	<b>2007- 2008</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>IDAHO</b>											
Boise State University	\$13,408	\$14,080	\$14,760	\$15,656	\$16,956	\$18,412	\$20,032	\$20,676	\$22,216	\$22,890	79.9%
Idaho State University	\$13,844	\$14,678	\$15,650	\$16,876	\$18,060	\$18,950	\$19,804	\$20,494	\$21,518	\$22,583	71.1%
Lewis-Clark State College											
University of Idaho	\$15,030	\$15,292	\$15,636	\$17,712	\$19,202	\$19,950	\$20,662	\$21,412	\$22,226	\$23,338	62.7%
<b>IOWA</b>											
Iowa State University	\$17,669	\$18,120	\$18,665	\$19,397	\$20,224	\$20,728	\$21,190	\$21,841	\$22,096	\$22,761	33.3%
University of Iowa	\$19,144	\$20,318	\$21,467	\$22,999	\$24,340	\$25,299	\$25,907	\$26,389	\$26,871	\$27,775	51.3%
University of Northern Iowa	\$15,392	\$15,300	\$16,052	\$16,534	\$17,352	\$18,013	\$18,507	\$19,007	\$19,389	\$19,977	32.3%
<b>MINNESOTA</b>											
Bemidji State University	\$7,890	\$8,167	\$8,482	\$8,834	\$9,134	\$9,430	\$9,694	\$10,020	\$12,835	\$12,612	65.8%
Metropolitan State University	\$12,418	\$12,802	\$13,498	\$14,235	\$15,214	\$15,964	\$16,457	\$16,457	\$18,046	\$18,046	51.5%
Minnesota State University--Mankato	\$11,625	\$12,005	\$12,567	\$13,158	\$8,683	\$9,138	\$9,417	\$9,690	\$10,065	\$10,086	-9.9%
Minnesota State University--Moorhead	\$7,125	\$7,357	\$7,535	\$7,903	\$8,285	\$16,595	\$17,094	\$17,584	\$18,236	\$18,236	166.1%
Southwest Minnesota State University	\$7,548	\$7,756	\$8,223	\$8,667	\$9,044	\$9,438	\$9,630	\$9,846	\$10,207	\$10,216	41.3%
Saint Cloud State University	\$10,707	\$11,008	\$11,607	\$12,186	\$12,744	\$13,379	\$13,863	\$14,206	\$14,323	\$14,327	39.2%
Winona State University	\$10,921	\$11,230	\$11,690	\$12,341	\$13,170	\$13,464	\$13,433	\$13,872	\$14,384	\$14,413	36.3%
University of Minnesota Duluth	\$18,550	\$19,359	\$18,310	\$20,318	\$21,466	\$23,370	\$24,057	\$24,320	\$25,674	\$26,247	42.1%
University of Minnesota--Crookston											
University of Minnesota--Morris											
University of Minnesota--Twin Cities	\$18,486	\$19,317	\$20,679	\$21,442	\$22,694	\$23,276	\$24,018	\$24,744	\$25,637	\$26,247	45.9%
<b>MONTANA</b>											
Montana State University--Billings	\$14,506	\$14,884	\$15,446	\$16,034	\$16,799	\$17,606	\$17,971	\$18,346	\$18,722	\$19,096	35.4%
Montana State University--Bozeman	\$17,186	\$17,909	\$18,590	\$19,258	\$20,168	\$21,128	\$21,782	\$22,456	\$23,147	\$24,251	47.6%
Montana State University--Northern	\$15,733	\$15,733	\$16,886	\$16,925	\$17,740	\$18,565	\$18,565	\$18,800	\$18,855	\$18,855	24.2%
Montana Tech of the University of Montana	\$18,376	\$18,762	\$19,520	\$20,037	\$20,987	\$21,986	\$22,685	\$23,348	\$23,872	\$24,387	35.5%
The University of Montana - Western											
The University of Montana - Missoula	\$17,537	\$18,621	\$20,112	\$21,720	\$22,365	\$23,887	\$25,057	\$24,896	\$25,647	\$26,441	61.3%
<b>NEBRASKA</b>											
Chadron State College	\$7,465	\$8,354	\$8,412	\$8,863	\$9,328	\$9,716	\$9,734	\$10,069	\$10,562	\$11,205	61.0%
Peru State College	\$7,322	\$7,784									
Wayne State College	\$7,668	\$8,112	\$8,532	\$8,994	\$9,438	\$9,776	\$9,840	\$9,870	\$10,566	\$11,108	56.0%
University of Nebraska at Kearney	\$9,235	\$9,849	\$13,499	\$14,301	\$11,507	\$11,837	\$12,161	\$12,551	\$12,733	\$13,320	52.4%
University of Nebraska--Lincoln	\$15,570	\$16,496	\$17,163	\$18,112	\$19,119	\$19,240	\$20,428	\$21,042	\$21,510	\$22,088	50.4%
University of Nebraska at Omaha	\$12,937	\$13,799	\$14,464	\$15,357	\$16,134	\$16,510	\$17,277	\$17,832	\$18,194	\$18,870	55.2%
<b>NORTH DAKOTA</b>											
Dickinson State University											
Mayville State University											
Minot State University*	\$14,846	\$15,623	\$6,785	\$7,081	\$7,243	\$7,439	\$7,642	\$7,820	\$8,024	\$8,241	-41.5%
North Dakota State University	\$15,316	\$16,034	\$16,562	\$17,169	\$18,609	\$18,667	\$19,349	\$20,129	\$20,581	\$21,113	44.4%
Valley City State University											
University of North Dakota	\$15,538	\$16,390	\$16,948	\$17,514	\$17,938	\$18,371	\$19,039	\$19,703	\$20,224	\$20,642	39.9%
<b>SOUTH DAKOTA</b>											
Black Hills State University	\$11,233	\$12,047	\$9,842	\$10,504	\$11,626	\$12,442	\$13,154	\$13,538	\$14,172	\$14,640	37.9%
Dakota State University	\$11,850	\$12,679	\$10,500	\$11,171	\$12,299	\$12,355	\$13,066	\$13,450	\$14,148	\$14,754	30.5%
Northern State University	\$11,105	\$11,915	\$9,712	\$10,372	\$11,618	\$12,401	\$13,111	\$13,495	\$14,078	\$14,546	37.4%
South Dakota School of Mines & Technology	\$11,853	\$12,923	\$10,724	\$11,398	\$12,527	\$12,983	\$14,539	\$15,091	\$15,956	\$16,475	45.7%
South Dakota State University	\$11,179	\$11,992	\$9,785	\$10,446	\$11,567	\$12,803	\$13,526	\$14,078	\$14,774	\$15,263	43.2%
University of South Dakota	\$11,195	\$12,007	\$10,036	\$10,700	\$11,825	\$13,043	\$13,774	\$14,326	\$15,002	\$15,491	45.1%
<b>WYOMING</b>											
University of Wyoming	\$12,014	\$12,753	\$13,458	\$14,133	\$14,829	\$15,546	\$16,260	\$17,096	\$18,022	\$18,639	60.1%

\*Minot State University Rate in 2009-2010 was changed to reflect resident rates.

# Ten-Year Percentage Change by Institution

## Total Cost

2007-2008 to 2016-2017

### Undergraduate Resident

	2007- 2008	2008- 2009	2009- 2010	2010- 2011	2011- 2012	2012- 2013	2013- 2014	2014- 2015	2015- 2016	2016- 2017	Ten Year % Change
<b>IDAHO</b>											
Boise State University	\$9,659	\$10,012	\$10,578	\$10,742	\$11,406	\$11,948	\$12,356	\$12,967	\$13,305	\$13,830	50.8%
Idaho State University	\$9,350	\$9,484	\$9,818	\$10,640	\$11,154	\$11,834	\$12,233	\$12,655	\$13,006	\$13,433	47.0%
Lewis-Clark State College	\$9,092	\$9,296	\$10,496	\$10,898	\$12,000	\$11,662	\$12,294	\$12,410	\$12,360	\$12,460	44.8%
University of Idaho	\$10,834	\$11,394	\$12,174	\$12,596	\$13,160	\$13,762	\$14,394	\$14,754	\$15,120	\$15,332	54.9%
<b>IOWA</b>											
Iowa State University	\$12,757	\$13,227	\$13,766	\$14,228	\$15,107	\$15,447	\$15,570	\$15,615	\$15,861	\$16,325	35.1%
University of Iowa	\$12,883	\$13,528	\$14,105	\$14,984	\$15,707	\$17,127	\$15,901	\$17,468	\$17,789	\$18,600	49.9%
University of Northern Iowa	\$12,113	\$12,680	\$13,571	\$14,102	\$14,796	\$15,199	\$15,249	\$15,815	\$16,157	\$17,089	44.2%
<b>MINNESOTA</b>											
Bemidji State University	\$12,614	\$12,683	\$13,429	\$13,911	\$14,568	\$15,076	\$15,377	\$15,593	\$16,368	\$16,317	34.7%
Metropolitan State University*											
Minnesota State University--Mankato	\$11,405	\$11,996	\$12,448	\$13,025	\$13,703	\$14,399	\$14,694	\$15,060	\$15,701	\$16,035	46.7%
Minnesota State University--Moorhead	\$11,732	\$12,176	\$12,575	\$13,118	\$13,818	\$14,480	\$15,079	\$15,359	\$15,892	\$16,170	43.5%
Southwest Minnesota State University	\$12,133	\$12,680	\$13,302	\$13,870	\$14,687	\$15,282	\$15,398	\$15,426	\$15,902	\$16,034	38.2%
Saint Cloud State University	\$11,890	\$12,633	\$12,695	\$13,334	\$14,197	\$14,264	\$14,618	\$15,054	\$15,653	\$16,315	45.9%
Winona State University	\$13,434	\$14,079	\$14,489	\$15,050	\$15,645	\$16,066	\$16,266	\$16,514	\$17,059	\$17,142	34.0%
University of Minnesota Duluth	\$15,504	\$16,338	\$17,180	\$18,230	\$18,964	\$19,139	\$19,343	\$19,406	\$20,022	\$20,324	29.7%
University of Minnesota--Crookston	\$14,443	\$15,383	\$16,242	\$17,191	\$17,521	\$18,124	\$18,370	\$18,588	\$18,916	\$19,114	32.1%
University of Minnesota--Morris	\$15,702	\$16,716	\$17,772	\$18,582	\$19,212	\$19,874	\$20,065	\$20,209	\$20,650	\$20,760	26.1%
University of Minnesota--Twin Cities	\$16,884	\$17,871	\$18,934	\$19,779	\$20,750	\$21,016	\$21,423	\$21,671	\$22,074	\$22,822	42.7%
<b>MONTANA</b>											
Montana State University--Billings	\$9,878	\$10,170	\$10,376	\$10,742	\$10,722	\$12,050	\$12,285	\$12,993	\$13,099	\$13,176	41.0%
Montana State University--Bozeman	\$12,529	\$12,868	\$13,368	\$13,572	\$12,146	\$14,259	\$14,976	\$15,307	\$15,611	\$15,911	31.2%
Montana State University--Northern	\$10,442	\$10,222	\$10,795	\$11,315	\$11,527	\$9,815	\$9,781	\$10,081	\$10,904	\$11,014	11.2%
Montana Tech of the University of Montana	\$11,903	\$12,103	\$12,425	\$12,884	\$13,473	\$13,913	\$14,488	\$14,814	\$15,445	\$15,899	38.9%
The University of Montana - Western	\$9,352	\$9,778	\$9,752	\$9,869	\$10,358	\$10,776	\$11,649	\$11,906	\$12,102	\$12,160	33.7%
The University of Montana - Missoula	\$10,964	\$11,235	\$12,144	\$12,545	\$13,023	\$13,077	\$13,709	\$14,124	\$14,562	\$15,525	46.3%
<b>NEBRASKA</b>											
Chadron State College	\$8,692	\$9,833	\$9,777	\$10,212	\$10,714	\$10,840	\$11,043	\$11,385	\$12,254	\$13,008	57.9%
Peru State College	\$8,756	\$9,052	\$9,442	\$10,498	\$11,166	\$11,374	\$11,954	\$12,354	\$13,373	\$14,057	65.7%
Wayne State College	\$9,338	\$9,854	\$10,350	\$10,888	\$11,350	\$11,480	\$11,904	\$12,024	\$12,802	\$13,537	56.8%
University of Nebraska at Kearney	\$11,285	\$12,037	\$12,749	\$13,439	\$14,093	\$14,370	\$14,855	\$15,334	\$15,824	\$16,711	56.1%
University of Nebraska--Lincoln	\$12,996	\$13,748	\$14,412	\$15,904	\$16,646	\$15,779	\$16,802	\$17,259	\$18,170	\$18,458	50.2%
University of Nebraska at Omaha**			\$13,692	\$14,892	\$15,112	\$14,823	\$16,154	\$16,589	\$17,111	\$17,697	29.2%
<b>NORTH DAKOTA</b>											
Dickinson State University	\$8,615	\$9,143	\$9,511	\$9,869	\$10,302	\$10,822	\$11,182	\$11,900	\$12,143	\$12,548	53.9%
Mayville State University	\$9,510	\$9,926	\$10,281	\$10,391	\$10,716	\$11,048	\$11,207	\$11,538	\$12,284	\$13,201	44.4%
Minot State University	\$9,084	\$9,479	\$10,115	\$10,502	\$10,545	\$10,804	\$10,969	\$11,546	\$12,006	\$12,450	45.2%
North Dakota State University	\$11,795	\$12,446	\$13,023	\$13,191	\$13,897	\$14,143	\$14,282	\$14,732	\$15,100	\$15,721	40.4%
Valley City State University	\$9,726	\$9,856	\$10,489	\$10,899	\$11,419	\$11,454	\$12,036	\$12,374	\$12,760	\$13,266	43.1%
University of North Dakota	\$11,270	\$11,917	\$12,357	\$12,884	\$13,192	\$13,586	\$14,094	\$14,551	\$15,418	\$15,993	47.9%
<b>SOUTH DAKOTA</b>											
Black Hills State University	\$10,398	\$11,337	\$11,813	\$12,680	\$12,973	\$12,961	\$13,592	\$13,947	\$14,462	\$14,699	52.6%
Dakota State University	\$10,711	\$11,497	\$12,101	\$13,178	\$13,169	\$13,185	\$13,811	\$14,227	\$14,814	\$15,338	54.9%
Northern State University	\$9,958	\$10,579	\$11,342	\$11,843	\$12,569	\$12,892	\$13,086	\$14,007	\$14,464	\$14,871	59.6%
SD School of Mines & Technology	\$10,671	\$11,588	\$12,171	\$13,492	\$14,067	\$14,295	\$15,150	\$15,397	\$16,072	\$16,310	60.9%
South Dakota State University	\$10,285	\$10,912	\$11,618	\$12,113	\$12,779	\$13,871	\$13,867	\$14,277	\$16,069	\$15,111	54.9%
University of South Dakota	\$10,412	\$11,120	\$12,337	\$12,963	\$13,682	\$13,968	\$14,716	\$15,054	\$15,629	\$15,993	61.9%
<b>WYOMING</b>											
University of Wyoming	\$10,432	\$10,897	\$11,272	\$11,807	\$12,378	\$12,621	\$13,079	\$13,600	\$14,212	\$14,576	45.6%

\*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

2007-2008 to 2016-2017

### Undergraduate Nonresident

	2007- 2008	2008- 2009	2009- 2010	2010- 2011	2011- 2012	2012- 2013	2013- 2014	2014- 2015	2015- 2016	2016- 2017	Ten Year % Change
<b>IDAHO</b>											
Boise State University	\$17,827	\$18,588	\$19,582	\$20,198	\$21,806	\$23,388	\$24,956	\$25,819	\$27,355	\$28,280	66.8%
Idaho State University	\$18,034	\$18,688	\$19,620	\$21,140	\$22,390	\$23,634	\$24,565	\$25,415	\$26,404	\$27,501	58.0%
Lewis-Clark State College	\$16,382	\$16,950	\$18,686	\$19,806	\$21,532	\$21,576	\$22,606	\$22,928	\$23,360	\$23,960	54.1%
University of Idaho	\$20,914	\$21,474	\$22,254	\$24,188	\$25,680	\$26,550	\$27,470	\$28,284	\$29,124	\$30,140	54.6%
<b>IOWA</b>											
Iowa State University	\$23,515	\$24,217	\$24,986	\$25,794	\$26,979	\$27,559	\$28,122	\$28,501	\$28,981	\$29,839	32.2%
University of Iowa	\$26,055	\$27,642	\$29,479	\$31,280	\$33,041	\$35,349	\$34,771	\$36,798	\$37,575	\$38,838	57.7%
University of Northern Iowa	\$20,205	\$20,900	\$21,835	\$22,442	\$23,552	\$24,285	\$24,745	\$25,713	\$26,345	\$27,581	39.5%
<b>MINNESOTA</b>											
Bemidji State University****	\$12,614	\$12,683	\$13,429	\$13,911	\$14,568	\$15,076	\$15,377	\$15,604	\$16,368	\$16,317	34.7%
Metropolitan State University*											
Minnesota State University--Mankato	\$17,467	\$18,240	\$18,880	\$19,778	\$20,825	\$21,878	\$22,172	\$22,538	\$23,445	\$23,779	41.9%
Minnesota State University--Moorhead****	\$11,732	\$12,176	\$12,575	\$13,118	\$13,818	\$21,378	\$21,977	\$22,257	\$23,027	\$23,305	106.9%
Southwest Minnesota State University	\$12,133	\$12,680	\$13,302	\$13,870	\$14,687	\$15,282	\$15,398	\$15,426	\$15,902	\$16,034	38.2%
Saint Cloud State University	\$18,442	\$18,963	\$19,865	\$20,924	\$21,980	\$21,906	\$22,260	\$22,693	\$23,571	\$24,233	38.6%
Winona State University	\$17,904	\$18,683	\$19,319	\$20,030	\$20,985	\$21,295	\$21,767	\$22,014	\$22,756	\$22,838	47.5%
University of Minnesota Duluth****	\$25,170	\$25,983	\$19,180	\$20,230	\$21,474	\$21,804	\$23,008	\$23,071	\$23,972	\$24,670	-10.3%
University of Minnesota--Crookston	\$14,443	\$15,383	\$16,242	\$17,191	\$17,521	\$18,124	\$18,370	\$18,588	\$18,916	\$19,114	32.1%
University of Minnesota--Morris****	\$15,702	\$16,716	\$17,772	\$18,582	\$19,212	\$19,874	\$20,065	\$20,209	\$20,650	\$22,760	38.3%
University of Minnesota--Twin Cities****	\$28,514	\$21,871	\$22,934	\$24,079	\$25,750	\$26,266	\$27,673	\$28,921	\$30,494	\$32,347	17.1%
<b>MONTANA</b>											
Montana State University--Billings	\$18,454	\$19,084	\$19,818	\$20,736	\$21,213	\$23,068	\$23,631	\$24,680	\$25,134	\$25,566	45.3%
Montana State University--Bozeman	\$23,054	\$24,067	\$25,031	\$25,695	\$24,870	\$27,616	\$28,940	\$29,896	\$30,843	\$32,209	46.6%
Montana State University--Northern	\$20,333	\$20,113	\$21,540	\$22,062	\$23,239	\$21,654	\$22,103	\$22,667	\$22,980	\$23,090	20.0%
Montana Tech of the University of Montana	\$22,320	\$22,323	\$23,239	\$24,006	\$25,149	\$26,168	\$27,902	\$28,793	\$29,843	\$30,729	45.7%
The University of Montana - Western	\$17,744	\$18,090	\$18,504	\$18,861	\$19,724	\$20,680	\$21,551	\$22,233	\$22,866	\$23,374	34.6%
The University of Montana - Missoula	\$21,658	\$22,875	\$24,984	\$26,694	\$28,351	\$28,668	\$30,424	\$30,839	\$32,585	\$34,232	67.6%
<b>NEBRASKA</b>											
Chadron State College****	\$12,212	\$13,561	\$13,697	\$14,332	\$15,042	\$15,040	\$11,073	\$11,415	\$12,284	\$13,038	13.2%
Peru State College****	\$12,276	\$12,780	\$9,442	\$10,498	\$11,166	\$11,374	\$11,954	\$12,354	\$13,373	\$14,057	19.5%
Wayne State College	\$12,858	\$13,582	\$14,270	\$15,008	\$15,678	\$15,680	\$16,104	\$16,224	\$17,392	\$18,337	53.9%
University of Nebraska at Kearney	\$15,893	\$16,917	\$17,829	\$18,847	\$19,749	\$19,875	\$20,682	\$21,492	\$22,094	\$23,138	53.8%
University of Nebraska--Lincoln	\$23,684	\$25,076	\$26,188	\$28,384	\$29,742	\$28,529	\$30,129	\$31,179	\$32,337	\$32,978	47.4%
University of Nebraska at Omaha**			\$24,316	\$26,156	\$26,944	\$26,336	\$28,191	\$29,167	\$29,906	\$30,814	26.7%
<b>NORTH DAKOTA</b>											
Dickinson State University	\$15,009	\$15,855	\$16,457	\$17,059	\$17,672	\$13,084	\$13,534	\$14,345	\$14,649	\$15,117	6.1%
Mayville State University	\$11,407	\$16,580	\$17,169	\$17,519	\$12,903	\$13,290	\$13,529	\$13,943	\$14,749	\$15,728	3.6%
Minot State University****	\$15,726	\$16,458	\$10,115	\$10,502	\$10,545	\$10,804	\$10,969	\$11,546	\$12,006	\$12,450	-16.5%
North Dakota State University	\$20,166	\$21,235	\$22,122	\$22,607	\$24,143	\$24,389	\$24,864	\$25,761	\$26,394	\$27,285	42.3%
Valley City State University	\$16,746	\$16,766	\$18,118	\$18,795	\$19,493	\$19,231	\$20,116	\$20,770	\$21,366	\$22,087	38.4%
University of North Dakota	\$19,662	\$20,729	\$21,476	\$22,323	\$22,867	\$23,502	\$24,379	\$25,219	\$26,353	\$27,147	44.3%
<b>SOUTH DAKOTA***</b>											
Black Hills State University	\$11,718	\$12,745	\$13,280	\$14,277	\$14,802	\$14,826	\$15,591	\$16,426	\$17,043	\$17,615	61.5%
Dakota State University	\$12,031	\$12,905	\$13,568	\$14,775	\$14,998	\$15,050	\$15,810	\$16,707	\$17,396	\$18,254	63.4%
Northern State University	\$11,278	\$11,987	\$12,809	\$13,440	\$14,398	\$14,756	\$15,085	\$16,486	\$17,045	\$17,787	68.0%
South Dakota School of Mines & Technology	\$11,991	\$12,996	\$13,638	\$15,089	\$15,896	\$16,240	\$17,982	\$18,919	\$19,841	\$20,468	79.5%
South Dakota State University	\$11,605	\$12,320	\$13,085	\$13,710	\$14,608	\$15,817	\$15,949	\$17,049	\$18,949	\$18,342	66.3%
University of South Dakota	\$11,732	\$12,528	\$13,805	\$14,560	\$15,511	\$15,913	\$16,798	\$17,826	\$18,509	\$19,224	72.4%
<b>WYOMING</b>											
University of Wyoming	\$17,728	\$18,801	\$19,720	\$20,671	\$21,690	\$21,831	\$22,799	\$23,830	\$24,952	\$25,736	51.5%

\*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**  
**2007-2008 to 2016-2017**

**Graduate Resident**

	2007- 2008	2008- 2009	2009- 2010	2010- 2011	2011- 2012	2012- 2013	2013- 2014	2014- 2015	2015- 2016	2016- 2017	Ten Year % Change
<b>IDAHO</b>											
Boise State University	\$10,489	\$10,884	\$11,470	\$11,642	\$12,396	\$13,036	\$13,496	\$14,151	\$14,595	\$15,190	52.5%
Idaho State University	\$10,110	\$10,295	\$10,698	\$11,600	\$12,182	\$12,914	\$13,361	\$13,823	\$14,342	\$14,979	51.6%
Lewis-Clark State College											
University of Idaho	\$11,374	\$11,974	\$12,798	\$13,314	\$13,986	\$14,712	\$15,456	\$15,852	\$16,322	\$16,630	59.4%
<b>IOWA</b>											
Iowa State University	\$13,605	\$14,103	\$14,680	\$15,200	\$16,129	\$16,509	\$16,724	\$16,911	\$17,297	\$17,805	38.2%
University of Iowa	\$13,748	\$14,420	\$15,144	\$16,146	\$16,924	\$18,205	\$17,163	\$18,896	\$19,378	\$20,196	52.6%
University of Northern Iowa	\$13,007	\$13,602	\$14,531	\$15,120	\$15,864	\$16,307	\$16,357	\$17,079	\$17,559	\$18,533	45.9%
<b>MINNESOTA</b>											
Bemidji State University	\$13,764	\$13,867	\$14,722	\$15,260	\$15,824	\$16,400	\$16,948	\$17,490	\$20,525	\$20,537	55.2%
Metropolitan State University*											
Minnesota State University--Mankato	\$12,709	\$13,338	\$13,969	\$14,608	\$15,238	\$16,005	\$16,553	\$17,175	\$17,929	\$18,262	49.9%
Minnesota State University--Moorhead	\$12,569	\$13,039	\$13,511	\$14,097	\$14,725	\$15,431	\$16,266	\$16,786	\$17,394	\$17,672	46.4%
Southwest Minnesota State University	\$13,164	\$13,740	\$14,593	\$15,303	\$15,988	\$16,646	\$16,954	\$17,198	\$17,771	\$17,902	42.2%
Saint Cloud State University	\$12,668	\$13,054	\$13,703	\$14,375	\$15,120	\$15,745	\$16,308	\$16,875	\$17,566	\$18,043	51.2%
Winona State University	\$13,575	\$14,100	\$14,705	\$15,460	\$16,191	\$16,564	\$17,014	\$17,278	\$17,858	\$17,940	38.6%
University of Minnesota Duluth	\$17,356	\$18,339	\$17,388	\$19,642	\$20,626	\$22,002	\$22,631	\$22,702	\$23,970	\$24,577	43.7%
University of Minnesota--Crookston											
University of Minnesota--Morris											
University of Minnesota--Twin Cities	\$18,450	\$19,513	\$20,973	\$21,920	\$22,968	\$23,526	\$24,348	\$25,076	\$25,717	\$26,425	49.2%
<b>MONTANA</b>											
Montana State University--Billings	\$10,676	\$10,968	\$11,174	\$11,540	\$11,559	\$12,930	\$13,165	\$13,873	\$13,979	\$14,056	38.6%
Montana State University--Bozeman	\$13,441	\$13,780	\$14,307	\$14,539	\$13,161	\$15,325	\$16,042	\$16,372	\$16,677	\$16,977	30.2%
Montana State University--Northern	\$11,765	\$11,545	\$12,118	\$12,638	\$12,921	\$11,274	\$11,274	\$11,809	\$11,914	\$12,024	7.2%
Montana Tech of the University of Montana	\$12,174	\$12,606	\$12,926	\$13,381	\$13,999	\$14,484	\$14,856	\$15,182	\$15,813	\$16,204	35.5%
The University of Montana - Western											
The University of Montana - Missoula	\$11,741	\$12,012	\$12,944	\$13,370	\$13,351	\$13,987	\$14,724	\$14,124	\$14,905	\$15,868	39.3%
<b>NEBRASKA</b>											
Chadron State College	\$8,329	\$9,230	\$9,324	\$9,783	\$10,256	\$10,702	\$10,904	\$11,451	\$12,022	\$12,757	61.6%
Peru State College	\$8,398	\$8,662									
Wayne State College	\$9,100	\$9,508	\$10,080	\$10,610	\$11,056	\$11,470	\$11,904	\$12,024	\$12,736	\$13,418	59.6%
University of Nebraska at Kearney	\$10,827	\$11,509	\$13,629	\$14,647	\$13,719	\$14,151	\$14,621	\$15,097	\$15,521	\$16,316	58.9%
University of Nebraska--Lincoln	\$12,888	\$13,628	\$14,288	\$15,652	\$16,576	\$16,070	\$17,093	\$17,539	\$18,447	\$18,701	53.5%
University of Nebraska at Omaha**			\$13,240	\$14,287	\$14,608	\$14,616	\$15,941	\$16,376	\$16,992	\$17,518	32.3%
<b>NORTH DAKOTA</b>											
Dickinson State University											
Mayville State University											
Minot State University	\$10,368	\$10,827	\$11,510	\$11,946	\$12,025	\$12,321	\$12,524	\$13,140	\$13,640	\$14,123	44.1%
North Dakota State University	\$12,158	\$12,827	\$13,373	\$13,600	\$14,342	\$14,588	\$14,742	\$15,211	\$15,591	\$16,224	40.5%
Valley City State University											
University of North Dakota	\$11,650	\$12,316	\$12,770	\$13,312	\$13,631	\$14,036	\$14,561	\$15,035	\$15,915	\$16,499	47.6%
<b>SOUTH DAKOTA</b>											
Black Hills State University	\$9,970	\$10,862	\$11,288	\$12,178	\$12,532	\$13,036	\$13,718	\$14,073	\$14,584	\$14,821	59.6%
Dakota State University	\$10,300	\$11,038	\$11,592	\$12,693	\$12,744	\$13,281	\$13,179	\$13,596	\$14,163	\$14,652	53.6%
Northern State University	\$9,574	\$10,148	\$10,860	\$11,385	\$12,130	\$12,976	\$13,223	\$14,144	\$14,610	\$15,017	67.3%
South Dakota School of Mines & Technology	\$10,280	\$11,069	\$11,600	\$12,944	\$13,579	\$14,375	\$14,422	\$14,668	\$15,274	\$15,512	58.5%
South Dakota State University	\$9,875	\$10,455	\$11,112	\$11,631	\$12,358	\$13,996	\$14,043	\$14,453	\$16,227	\$15,268	62.5%
University of South Dakota	\$9,997	\$10,658	\$11,748	\$12,396	\$13,174	\$14,033	\$14,830	\$15,168	\$15,729	\$16,093	69.2%
<b>WYOMING</b>											
University of Wyoming	\$11,360	\$12,065	\$12,656	\$13,247	\$13,898	\$14,385	\$14,879	\$15,514	\$16,210	\$18,086	67.1%

\*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**  
**2007-2008 to 2016-2017**

	Graduate Nonresident										
	2007- 2008	2008- 2009	2009- 2010	2010- 2011	2011- 2012	2012- 2013	2013- 2014	2014- 2015	2015- 2016	2016- 2017	Ten Year % Change
<b>IDAHO</b>											
Boise State University	\$18,657	\$19,460	\$20,474	\$21,098	\$22,796	\$24,476	\$26,096	\$27,003	\$28,645	\$29,640	67.1%
Idaho State University	\$18,794	\$19,498	\$20,500	\$22,100	\$23,418	\$24,714	\$25,693	\$26,583	\$27,740	\$29,060	60.1%
Lewis-Clark State College											
University of Idaho	\$21,454	\$22,054	\$22,878	\$24,906	\$26,506	\$27,500	\$28,532	\$29,382	\$30,326	\$31,438	56.9%
<b>IOWA</b>											
Iowa State University	\$24,265	\$24,987	\$25,780	\$26,628	\$27,845	\$28,449	\$29,034	\$29,725	\$30,221	\$31,117	33.6%
University of Iowa	\$25,734	\$27,302	\$28,748	\$30,566	\$32,282	\$34,369	\$33,747	\$35,778	\$36,556	\$37,800	53.5%
University of Northern Iowa	\$21,315	\$22,030	\$22,987	\$23,628	\$24,798	\$25,577	\$26,071	\$27,073	\$27,729	\$29,007	39.2%
<b>MINNESOTA</b>											
Bemidji State University	\$13,764	\$13,867	\$14,722	\$15,260	\$15,824	\$16,400	\$16,948	\$17,490	\$20,525	\$20,536	55.2%
Metropolitan State University*											
Minnesota State University--Mankato	\$16,980	\$17,737	\$18,586	\$19,458	\$15,238	\$16,005	\$16,553	\$17,175	\$17,929	\$18,262	12.1%
Minnesota State University--Moorhead	\$12,569	\$13,039	\$13,511	\$14,097	\$14,725	\$23,283	\$24,354	\$25,114	\$26,034	\$26,312	118.0%
Southwest Minnesota State University	\$13,164	\$13,740	\$14,593	\$15,303	\$15,988	\$16,646	\$16,954	\$17,198	\$17,771	\$17,902	42.2%
Saint Cloud State University	\$16,293	\$16,778	\$17,591	\$18,458	\$19,406	\$20,171	\$20,967	\$21,626	\$22,161	\$22,637	46.9%
Winona State University	\$17,031	\$17,660	\$18,370	\$19,309	\$20,312	\$20,808	\$20,963	\$21,650	\$22,396	\$22,479	38.2%
University of Minnesota Duluth	\$24,454	\$25,437	\$24,486	\$26,740	\$28,080	\$29,752	\$30,613	\$30,924	\$32,634	\$33,457	38.3%
University of Minnesota--Crookston											
University of Minnesota--Morris											
University of Minnesota--Twin Cities	\$25,548	\$26,611	\$28,071	\$29,018	\$30,422	\$31,276	\$32,330	\$33,298	\$34,381	\$35,305	42.3%
<b>MONTANA</b>											
Montana State University--Billings	\$19,252	\$19,882	\$20,616	\$21,534	\$22,051	\$23,946	\$24,511	\$25,560	\$26,014	\$26,446	43.8%
Montana State University--Bozeman	\$23,966	\$24,979	\$25,970	\$26,662	\$25,886	\$28,682	\$30,006	\$30,962	\$31,909	\$33,275	45.4%
Montana State University--Northern	\$21,411	\$21,191	\$22,864	\$23,386	\$24,201	\$23,113	\$23,113	\$23,648	\$23,990	\$24,100	18.6%
Montana Tech of the University of Montana	\$24,114	\$24,902	\$25,922	\$26,741	\$28,023	\$29,206	\$30,193	\$31,152	\$32,262	\$33,147	40.7%
The University of Montana - Western											
The University of Montana - Missoula	\$23,163	\$24,479	\$26,723	\$28,580	\$29,227	\$30,749	\$32,261	\$32,460	\$33,591	\$35,267	61.5%
<b>NEBRASKA</b>											
Chadron State College	\$11,677	\$12,776	\$13,056	\$13,707	\$14,378	\$14,968	\$15,170	\$15,717	\$16,612	\$17,557	59.5%
Peru State College	\$11,746	\$12,208									
Wayne State College	\$12,448	\$13,144	\$13,812	\$14,534	\$15,178	\$15,736	\$16,170	\$16,290	\$17,326	\$18,218	58.1%
University of Nebraska at Kearney	\$15,189	\$16,129	\$20,269	\$21,439	\$19,065	\$19,701	\$20,495	\$21,301	\$21,833	\$22,784	58.4%
University of Nebraska--Lincoln	\$22,008	\$23,294	\$24,338	\$26,308	\$27,766	\$27,680	\$29,255	\$30,271	\$31,401	\$31,979	53.9%
University of Nebraska at Omaha**			\$21,562	\$23,107	\$23,872	\$24,228	\$26,015	\$26,930	\$27,732	\$28,528	32.3%
<b>NORTH DAKOTA</b>											
Dickinson State University											
Mayville State University											
Minot State University***	\$19,157	\$20,058	\$11,510	\$11,946	\$12,025	\$12,321	\$12,524	\$13,140	\$13,640	\$14,123	-22.3%
North Dakota State University	\$21,136	\$22,254	\$23,130	\$23,699	\$25,331	\$25,577	\$26,091	\$27,041	\$27,703	\$28,627	42.5%
Valley City State University											
University of North Dakota	\$20,677	\$21,794	\$22,578	\$23,464	\$24,038	\$24,703	\$25,625	\$26,513	\$27,678	\$28,498	44.1%
<b>SOUTH DAKOTA</b>											
Black Hills State University	\$15,828	\$17,115	\$15,014	\$16,233	\$17,175	\$18,083	\$19,129	\$19,868	\$20,630	\$21,335	43.0%
Dakota State University	\$16,157	\$17,291	\$15,318	\$16,747	\$17,387	\$18,328	\$18,590	\$19,391	\$20,208	\$21,165	39.5%
Northern State University	\$15,431	\$16,401	\$14,586	\$15,440	\$16,773	\$18,024	\$18,634	\$19,939	\$20,655	\$21,530	47.4%
South Dakota School of Mines & Technology	\$16,137	\$17,322	\$15,326	\$16,999	\$18,222	\$19,649	\$20,659	\$21,458	\$22,452	\$23,209	50.5%
South Dakota State University	\$15,733	\$16,708	\$14,838	\$15,686	\$17,001	\$19,270	\$19,680	\$20,642	\$22,672	\$22,202	47.8%
University of South Dakota	\$15,854	\$16,911	\$15,474	\$16,451	\$17,817	\$19,307	\$20,468	\$21,357	\$22,174	\$23,026	52.1%
<b>WYOMING</b>											
University of Wyoming	\$18,704	\$19,841	\$20,816	\$21,815	\$22,874	\$23,889	\$24,935	\$26,050	\$27,274	\$28,160	56.9%

\*Metropolitan State University does not have residence halls.

\*\* University of Nebraska at Omaha does not have a comparable meal plan in prior years



# **SOUTH DAKOTA BOARD OF REGENTS**

## **Budget and Finance**

**AGENDA ITEM: 7 – N**

**DATE: March 28-30, 2017**

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### **SUBJECT: FY18 Tuition and Fee Overview**

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 FY18 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 FY18 academic year, the following issues needed to be addressed:

- ✓ Because state-wide sales tax revenues are drastically down, the Legislature passed a total of \$1,000,676 (not including M&R cut of \$907,302) in base budget cuts to the six universities for FY18.
- ✓ The Legislature did not fund a salary policy increase for state employees. This measure puts on hold the Board's initiative to keep faculty and non-faculty exempt salaries at a competitive pace with the neighboring states.
- ✓ The estimated increase of \$342 in health care per benefit eligible employee was recommended by the Governor, however, the Legislature funded only \$83 of this need through general funds. The difference will have to be made up with health care plan changes.
- ✓ 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 0.67% for the past fiscal year. Inflation on the FY17 general and tuition and fee operating base was \$566,699.
- ✓ 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 3.15% for the past fiscal year.
- ✓ Housing rates need to be adjusted by only 0.67% to cover the health care cost increase for benefit eligible employees and the inflationary adjustment to operating expenses.

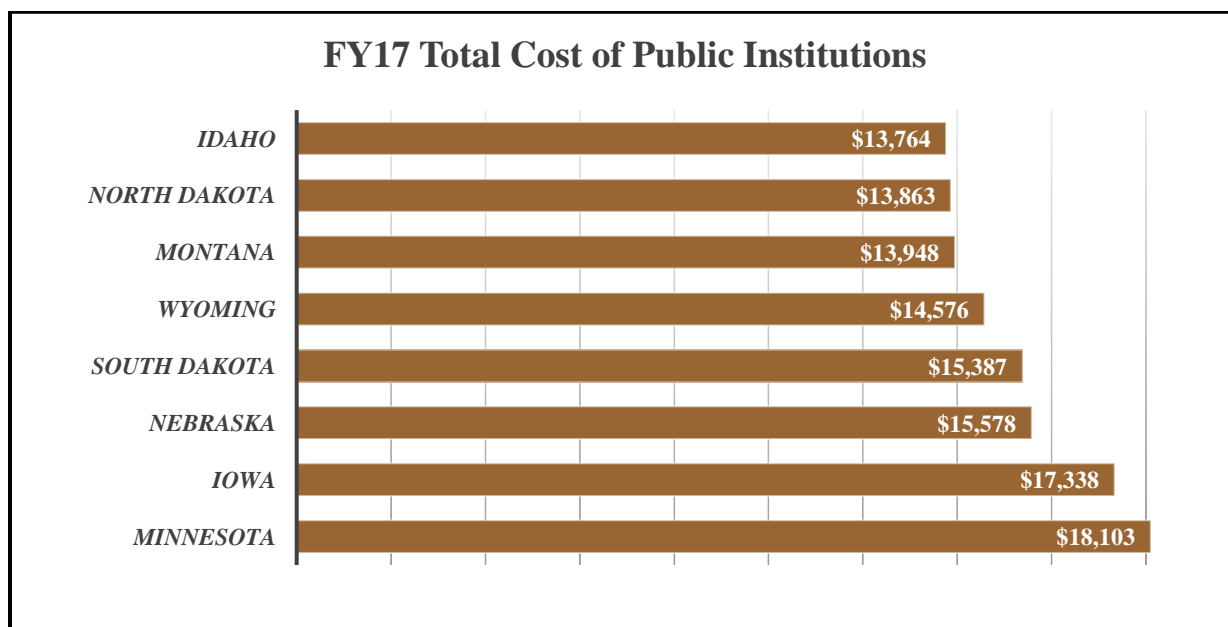
#### **Annual Cost**

The following table compares the FY17 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.

(Continued)

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### **INFORMATIONAL ITEM**



### **State and Student Funding**

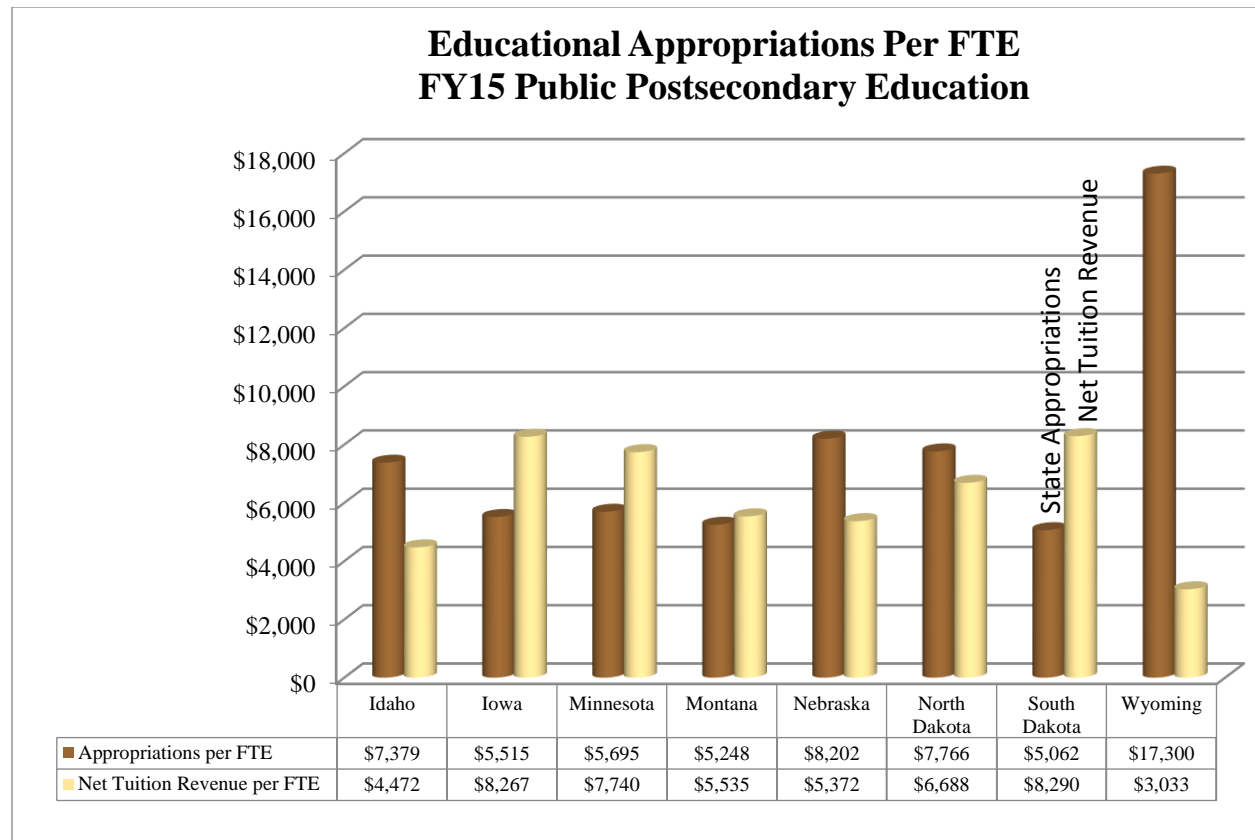
The other factor that must be considered when increasing tuition and fees is the level of state support. The greater the level of state support (taxpayer support), the greater the ability to provide the citizens of the state a lower cost public education. The table below compares the level of state funding provided per capita and per \$1,000 of personal income for FY2017.

Both of these measures show that four of the states in our region support higher education better than South Dakota with state funded appropriations. South Dakota ranks the second from the bottom for funding per \$1,000 of personal income. The Board has made it a priority and the State has recognized that it must pick up a bigger share of the cost to compete and provide a quality education for its residents.

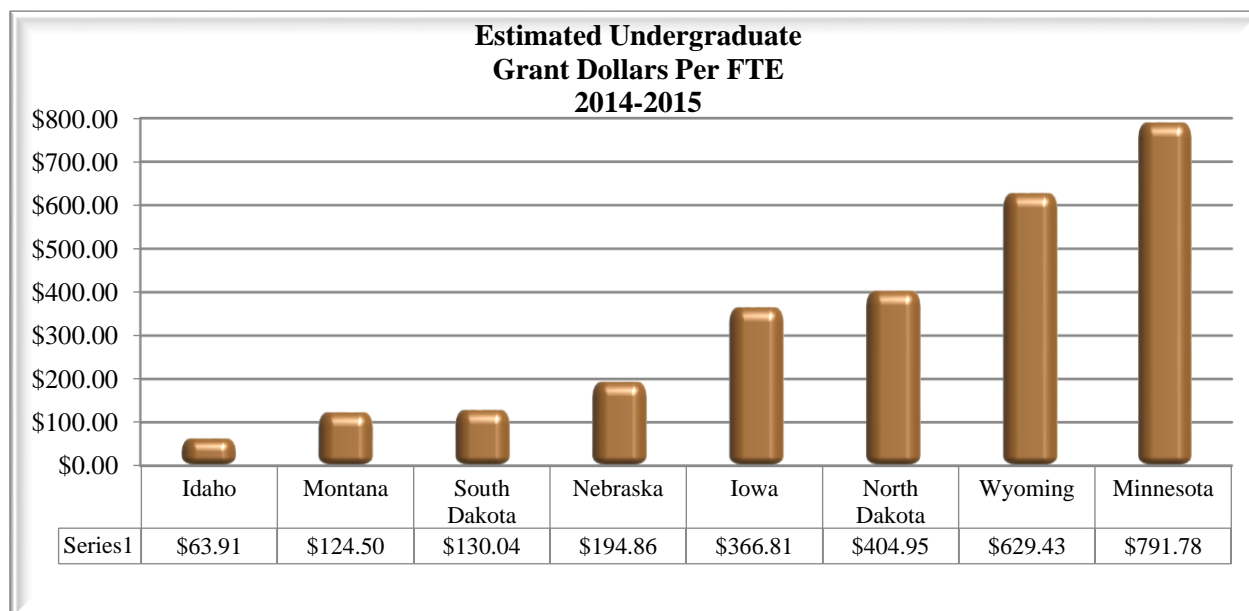
<b>State Funding per Capita and Personal Income</b>					
	Appropriation	Per Capita	Rank	Per \$1000 Personal Income	Rank
Idaho	\$460,323,000	\$273.49	6	\$7.02	4
Iowa	\$855,409,017	\$272.88	7	\$5.87	5
Minnesota	\$1,543,313,000	\$279.59	4	\$5.41	8
Montana	\$253,311,859	\$242.98	8	\$5.77	6
Nebraska	\$773,101,444	\$405.38	3	\$8.24	3
North Dakota	\$419,650,340	\$553.66	2	\$10.09	2
<b>South Dakota</b>	<b>\$238,612,300</b>	<b>\$275.71</b>	<b>5</b>	<b>\$5.79</b>	<b>7</b>
Wyoming	\$382,164,128	\$652.71	1	\$11.85	1

Note: Includes Postsecondary Vocational Education Funding  
 Personal Income from 2rd Quarter of 2015, Bureau of Economic Analysis, US Dept. of Commerce  
 Source: <http://www.grapevine.ilstu.edu/tables/>

Another look is to compare state funding to student costs. The following data is generated 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 \$6,966.



Finally, an additional factor that should 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. The Governor and the Legislature this past 2017 session continued their scholarship support by appropriating an additional \$558,181 towards the South Dakota Opportunity Scholarship and the Postsecondary Scholarship Programs.

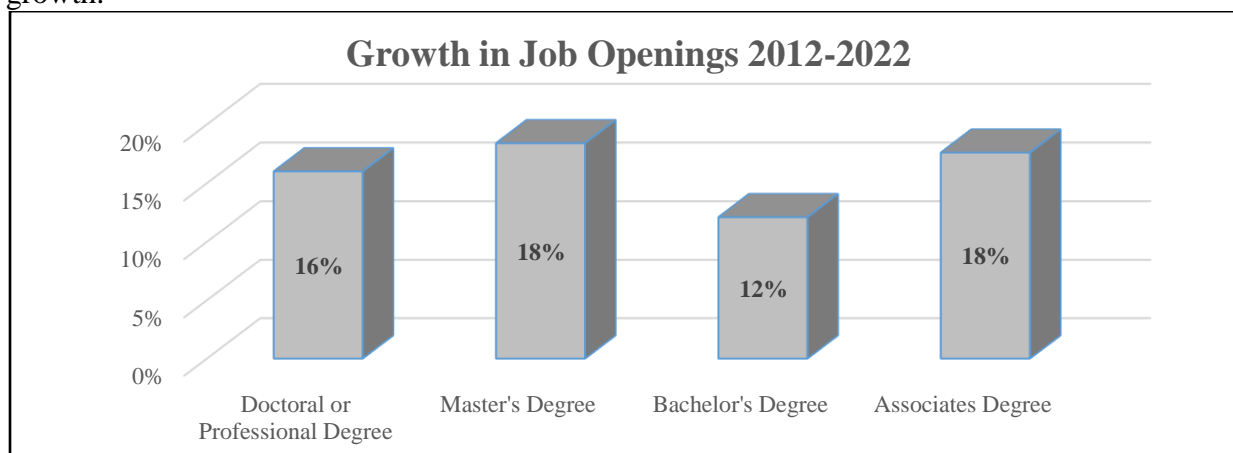


Source: National Association of State Student Grant and Aid Programs (NASSGAP)  
 (FTE data from the US Department of Education, National Center of Education Statistics, Integrated Postsecondary Data System (IPEDS) Data Center, Fall Enrollment 2014.)

### **The Future is Here**

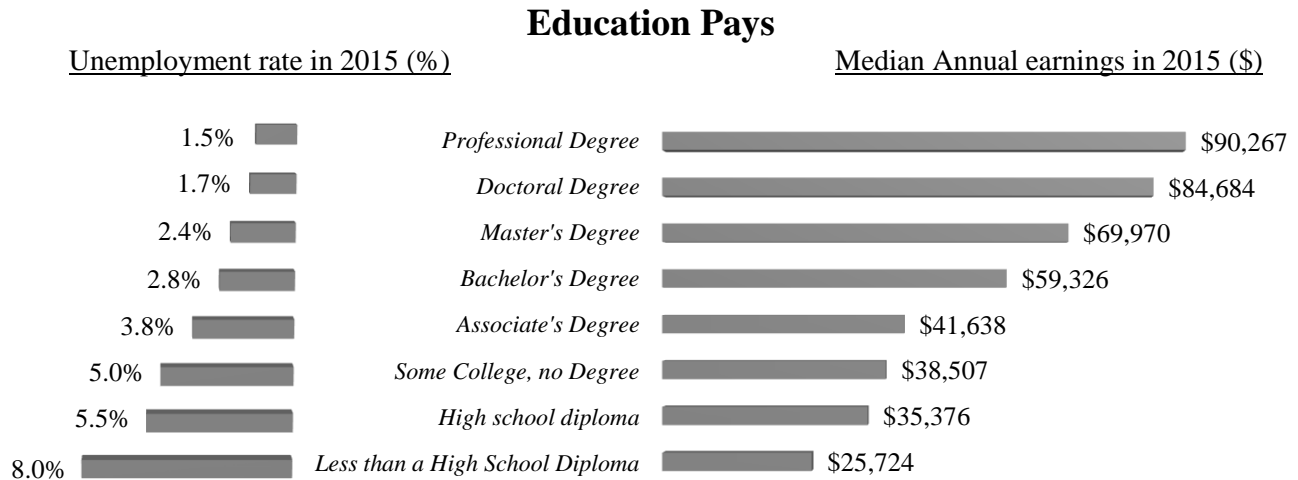
College is an investment in the future. This investment not only provides an economic return, but also provides other benefits, including employment, better health and lifestyle choices, improved family life and enhanced performance of children in schools, civic involvement, and greater opportunities 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.



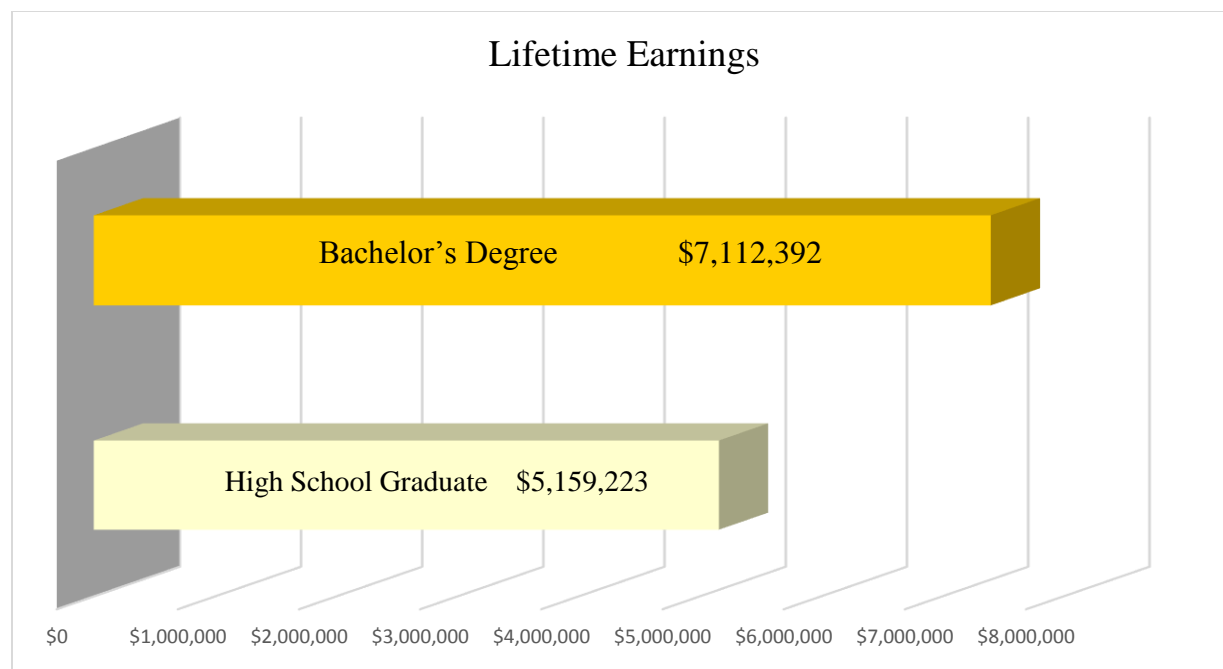
Source: U.S. Bureau of Labor Statistics

The economic benefits of education are clear when earnings and unemployment rates are examined by level of educational attainment. The following figure provides information from the U.S. Bureau of Labor Statistics.



- 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 +\$9,652
  - Associate degree +\$6,262
  - Bachelor's degree +\$17,688
  - Master's degree +\$10,644
  - Doctoral degree +\$14,714
- The unemployment rate decreases with educational attainment:
  - High school graduate -2.5%
  - Associate degree -1.7%
  - Bachelor's degree -1.0%
  - Master's degree -0.4%

When considering a bachelor's degree compared to a high school diploma and adjusting for 3% annual inflation and a 29.3% benefit package, the value of a bachelor's degree outweighs that of a high school diploma by lifetime earnings of \$1,953,169. Considering the investment for a degree of about \$38,000 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.



Calculation Definitions: Career earnings are calculated by summing the annual earnings, inflated by 3%, of employed, full-time workers through the age of 68. Career starting ages begin at 18 for a high school graduate and 23 for a bachelor's degree graduate.

Investing in a quality education provides benefits to individuals and to the state. The current global knowledge economy requires an educated workforce to compete with other countries and within the U.S. A workforce prepared for the technology information economy is critical for South Dakota and its future. Educated workers rely less on government financial support and are more likely to give back to their communities and state.

## SOUTH DAKOTA BOARD OF REGENTS

### Budget and Finance

AGENDA ITEM: 7 – O

DATE: March 28-30, 2017

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#### **SUBJECT: FY18 On-Campus Tuition and Mandatory Fees**

Tuition and mandatory fees include tuition, the General Activity Fee (GAF), and computer lease fees for DSU and SDSM&T. Program fees, housing, and food service fees are not included in the calculation of the mandatory fees since they are not assessed to all students.

The FY18 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. The impact to students within the system will range from \$48.00 to \$315.00 more per year, and will be an average cost increase of \$197.50 per year or 2.4%.

Cost Impact for an Undergraduate Resident Student				
	<b>FY17 Cost</b>	<b>FY18 Cost</b>	<b>\$ Increase</b>	<b>% Increase</b>
Black Hills State University	\$8,004.00	\$8,107.50	\$103.50	1.3%
Dakota State University	\$8,926.50	\$8,976.00	\$ 49.50	0.6%
Northern State University	\$7,887.00	\$8,109.00	\$222.00	2.8%
School of Mines & Technology	\$8,763.00	\$8,811.00	\$ 48.00	0.5%
South Dakota State University	\$8,172.00	\$8,382.00	\$210.00	2.6%
University of South Dakota	\$8,457.00	\$8,772.00	\$315.00	3.7%
<i>System Weighted Average Cost</i>	\$8,317.50	\$8,515.00	\$197.50	2.4%

#### **Cost Drivers**

Minimal cost drivers will influence our tuition and fee rates for the upcoming year. There is no state salary policy increase for FY18. The estimated increase of \$342 in health care per benefit eligible employee was recommended by the Governor, however, the Legislature funded only 25% of this need through general funds. The increased cost per benefit eligible employee will be \$83; the difference will have to be made up with health care plan changes. The \$83 increase is covered in this proposal as part of the increase to tuition of 0.5%.

(Continued)

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**DRAFT MOTION 20170328\_7-O:** I move to approve the proposed FY18 On-Campus Tuition and Mandatory Fees as presented in Attachment I.

**ALTERNATIVE DRAFT MOTION 20170328\_7-O:** I move to approve Option #2 of the proposed FY18 On-Campus Tuition and Mandatory Fees and to authorize the Executive Director to adjust all tuition rates accordingly.



The Consumer Price Index increase for the last fiscal year was .67%. This inflationary increase will be applied to the operating expense base budgets for tuition and all the fees.

BHSU, NSU, SDSU and USD all have submitted GAF increases above inflation. Justifications for these requests are presented in this item.

### **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.

In March 2012, the Board established differential tuition rates for the research universities. The differential rates allowed SDSMT, SDSU, and USD to generate income that is retained under University Managed Resources to support the broader research mission. The differences in salary levels, overhead to support research, commitment by researchers to generate research monies, space requirements, and equipment investments are just some of the real costs that are recognized differences between the institutions. These differences provide a sound rationale for the alignment of price with cost of delivery.

On-Campus Tuition				
	FY17 Rate	\$ Increase	% Increase	Proposed FY18 Rate
BHSU, DSU, NSU				
Undergraduate Resident	\$232.80	\$1.20	0.50%	\$234.00
Undergraduate Nonresident	\$330.00	\$1.70	0.50%	\$331.70
Graduate Resident	\$304.60	\$1.60	0.50%	\$306.20
Graduate Nonresident	\$576.00	\$2.90	0.50%	\$578.90
SDSM&T				
Undergraduate Resident	\$244.80	\$1.30	0.50%	\$246.10
Undergraduate Nonresident	\$383.40	\$2.00	0.50%	\$385.40
Graduate Resident	\$318.45	\$1.65	0.50%	\$320.10
Graduate Nonresident	\$639.15	\$3.25	0.50%	\$642.40
SDSU, USD				
Undergraduate Resident	\$238.50	\$1.20	0.50%	\$239.70
Undergraduate Nonresident	\$346.20	\$1.80	0.50%	\$348.00
Graduate Resident	\$313.15	\$1.65	0.50%	\$314.80
Graduate Nonresident	\$602.05	\$3.15	0.50%	\$605.20
Non-Resident Allied Health	\$817.50	\$4.10	0.50%	\$821.60

The special or reduced on-campus tuition rates are tied to the undergraduate and graduate base rates. The related rates will be adjusted accordingly.

SDSU Pharmacy Tuition

Students in the College of Pharmacy starting in 2017 and beyond pay a semester-based tuition rate, the general activity fee, and discipline fee. The per-credit structure is being phased out. The semester-based structure simplifies the tuition and fee structure while providing a balanced and consistent cost of tuition and fees per semester across the years of the Doctor of Pharmacy (PharmD) curriculum.

SDSU Pharmacy	FY17 Rate	\$ Increase	% Increase	Proposed FY18 Rate
Resident – Per Credit Hour	\$313.15	\$1.65	0.50%	\$314.80
Nonresident – Per Credit Hour	\$817.50	\$4.10	0.50%	\$821.60
Resident – Per Semester	\$4,695.00	\$21.00	0.50%	\$4,716.00
Nonresident – Per Semester	\$10,072.00	\$51.00	0.50%	\$10,123.00

USD Law School Tuition

In keeping with BOR Policy, the Law School tuition rates 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 rank is 8% 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 graduate increase at 0.5%.

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.

USD School of Law	FY17 Rate	\$ Increase	% Increase	Proposed FY18 Rate
Resident - Semester	\$5,402.00	\$28.00	0.50%	\$5,430.00
Nonresident - Semester	\$14,395.00	\$72.00	0.50%	\$14,467.00

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 behind 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 table on the following page provides the comparable tuition and fee costs:

# FY18 On-Campus Tuition and Mandatory Fees

March 28-30, 2017

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US Public Community Based Medical Schools	FY17 Tuition and Fees
Texas Tech University School of Medicine-Foster	\$17,518
Texas Tech University School of Medicine	\$17,925
University of Texas Rio Grande Valley	\$18,298
University of Texas-Austin - Dell Medical School	\$19,292
Marshall University - Edwards School of Medicine	\$21,104
Florida State University College of Medicine	\$26,370
University of Nevada School of Medicine - Reno	\$28,966
University of Central Florida College of Medicine	\$29,680
University of North Dakota School of Medicine	\$30,239
<b>Average</b>	<b>\$31,173</b>
<b>University of South Dakota - Sanford School of Medicine</b>	<b>\$31,291</b>
Florida Atlantic University-Schmidt College of Medicine	\$31,740
East Tennessee State University - Quillen	\$32,995
Eastern Virginia Medical School	\$33,368
Wright State-Boonshoft School of Medicine	\$34,438
Southern Illinois University School of Medicine	\$34,549
University of Hawaii - Burns School of Medicine	\$37,422
Florida International University - Wertheim	\$38,003
City University of New York	\$38,310
Northeastern Ohio University College of Medicine and Pharmacy	\$39,114
Central Michigan University	\$39,523
University of South Carolina School of Medicine	\$41,396
Michigan State University College of Medicine	\$44,259

The FY17 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.

USD Sanford School of Medicine	FY17 Rate	\$ Increase	% Increase	Proposed FY18 Rate
Resident & INMED Program - Annual	\$29,555.00	\$148.00	0.50%	\$29,703.00
Nonresident - Annual	\$70,823.00	\$355.00	0.50%	\$71,178.00

## Tuition Allocations

The tuition rates include components to support specific initiatives and priorities established by the Board. These components are part of the base on-campus tuition rates and will increase for FY18 commensurate with the .05% tuition increase.

- **Salary Competitiveness:** The proposed Salary Competitiveness program cost for FY18 is \$41.70 per credit hour. This component supports the Board's goal to bring the salaries of faculty and exempt staff closer to the regional market.

## FY18 On-Campus Tuition and Mandatory Fees

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- **Institutional Maintenance and Repair (M&R):** The maintenance and repair dollars are retained locally to address pressing M&R needs of academic facilities at each campus and can only be expended on Board approved projects. This component was part of the university support fee (USF) and is in addition to the HEFF component of tuition. The component for FY18 is set at \$2.19 per credit hour.
- **Critical Maintenance and Repair Bond:** The funds are committed to the retirement of the critical deferred maintenance bond approved by the Legislature during the 2007 legislative session. The component for FY18 is set at \$1.12 per credit hour.
- **Technology Component:** This component is dedicated to technology investments at the institutional and system levels. The FY18 system technology component is \$1.51 and the campus technology component is \$9.30 with an additional \$5.50 to support ERP systems like the finance and student systems.

	<u>FY18 Rate</u>
System Technology Fee	\$1.51
Campus Technology Investments	\$9.30
Central IT	<u>\$5.50</u>
Total Technology Component	\$16.30

### Minnesota Reciprocity Rates

Minnesota Reciprocity rates will not change until the fall 2017 semester when the FY18 rates will have been negotiated with the Minnesota Higher Education Service Office.

### **Option #2 – Increase On-Campus Tuition Rates for BHSU, DSU, and NSU**

In March 2012, the Board established differential tuition rates for the research universities. The differential rates allowed SDSMT, SDSU, and USD to generate income that is retained under University Managed Resources to support the broader research mission. The differences in salary levels, overhead to support research, commitment by researchers to generate research monies, space requirements, and equipment investments are just some of the real costs that are recognized differences between the institutions. These differences provide a sound rationale for the alignment of price with cost of delivery.

The Budget and Finance Committee met via conference call and discussed raising the rates for the comprehensive schools to match the research universities. This would be a \$5.70 per credit hour increase for undergraduate residents, \$16.30 for undergraduate non-residents, \$8.60 for graduate residents, and \$26.30 for graduate nonresidents. The chart below shows the cost impact to an undergraduate resident student if this option were selected.

Cost Impact for an Undergraduate Resident Student for Option #2				
	<b>FY17 Cost</b>	<b>FY18 Cost</b>	<b>\$ Increase</b>	<b>% Increase</b>
Black Hills State University	\$8,004.00	\$8,278.50	\$274.50	3.4%
Dakota State University	\$8,926.50	\$9,147.00	\$220.50	2.5%
Northern State University	\$7,887.00	\$8,280.00	\$393.00	5.0%
School of Mines & Technology	\$8,763.00	\$8,808.00	\$45.00	0.5%
South Dakota State University	\$8,172.00	\$8,382.00	\$210.00	2.6%
University of South Dakota	\$8,457.00	\$8,772.00	\$315.00	3.7%
<b><i>System Weighted Average Cost</i></b>	\$8,317.50	\$8,555.32	\$237.81	2.9%

If Option #2 is adopted, the revenue generated would be a total increase of \$791,512.

	<u>Revenue Increase Potential</u>
BHSU	\$347,399
DSU	\$212,548
NSU	\$231,565

**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 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.

General Activity Fee (GAF)				
	FY17 Rate	\$ Increase	% Increase	FY18 Rate
BHSU	\$34.00	\$2.25	7.0%	\$36.25
DSU	\$38.75	\$0.25	0.6%	\$39.00
NSU	\$30.10	\$6.20	20.6%	\$36.30
SDSM&T	\$47.30	\$0.30	0.6%	\$47.60
SDSU	\$33.90	\$5.80	17.1%	\$39.70
USD	\$43.40	\$9.30	21.4%	\$52.70

**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 FY18 proposed GAF so the numbers are comparable.

	Proposed FY18 Rate	Facility Fee Cr. Hr.	Adjusted GAF
BHSU	\$36.25	\$5.90	\$42.15
DSU	\$39.00		\$39.00
NSU	\$36.30		\$36.30
SDSM&T	\$47.60	\$1.15	\$48.75
SDSU	\$39.70	\$6.20	\$45.90
USD	\$52.70	\$2.30	\$55.00

**BHSU GAF Increase**

BHSU requests a \$2 per credit hour increase for FY18 above inflation which will generate approximately \$93,040 of new revenue. The increase will go toward retention efforts in regard to student engagement and campus activities. Included in this increase are the campus activities board, student organization programs, intra-mural recreational sports and student leadership

development. This student request reflects their desire to further engage the campus community with co-curricular programs, leadership development and student activities.

The additional funds will be given to the student leaders on the General Activity Fee Allocation Committee. The students will decide how to disperse the funds to the various groups. Preference will be given to the groups who can articulate the importance of their role and impact on retention of BHSU students as well as their past successes regarding student engagement and participation in their programs. The groups receiving consideration are: Intramural Recreational Sports, Campus Activities Board, Swarm Days – Homecoming Celebration, Ruddell Art Gallery, Leadership Development Series, Student Senate, and campus cultural events such as the Annual Lakota Omniciye Pow Wow and the Stampede Rodeo.

Lastly, the Activities Grant Committee was established two years ago by BHSU's GAF Committee. The five members of this group are trained and well versed in student programming and campus policies and procedures. The group is comprised of a student director, two student senators and two members of the Campus Activity Board. They allocate the funding for programming to all the other student organizations and work with them to ensure that the funds are spent correctly and engage as many students as possible. This fiscal year, the group will have allocated \$12,000 to 30 different student organizations for which 60+ programs were funded. The total estimated attendance at the 60 programs is 5,000+ participants.

#### NSU GAF Increase

NSU requests a \$6 per credit hour increase over the inflationary adjustment for FY18 which will generate \$216,000 of new revenue. The additional revenue will be used to provide increased operating support for general student programming, the Honors Program, athletics, fine arts and to fund expanded pool hours for open swimming and organized activities.

Student government has been discussing a fee increase for at least two years. The Student Budget and Appropriations Committee (SBAC) meets each spring to allocate GAF funding for the next fiscal year. In recent years, they have not been able to fund student organizations at the level desired by either the organization or SBAC. Campus programming has been reduced for several student groups while funding has remained steady or increased only slightly for other groups. Overall, SBAC feels that more revenue needs to be generated in order to adequately fund these student organizations who strive to provide a wealth of activities that are so important to campus life and play a critical role in recruitment and retention.

At \$30.10 per credit hour, NSU's GAF is the lowest in the system. Controlling costs and keeping fees low is important, however, students also want to be part of a campus that provides ample activities outside of the classroom. Nearly 56% of the FY17 general activity will be used to support the operating costs of the Student Union and fund debt service which severely limits the amount of funding available for programming, fine arts and athletics. Student leaders believe that the benefits to be gained by paying the additional \$6.00 per credit hour are worth the cost. While some existing organizations will receive an increase in funding, the new revenue will also make additional opportunities a reality.



Student Association held information and discussion sessions with the student body throughout the month of October. At the conclusion of these sessions, a poll of the student body indicated their continued support of this proposal.

Another element of GAF funded student services is on-campus health care. The NSU Health Services Office is staffed with a medical assistant and a physician's assistant (PA) Monday through Friday during the school year. Responding to an RFP process, Avera offered a ten-year, no-cost agreement. No additional fee increase beyond the current \$6.00 per credit hour increase will be necessary to fund student health care.

The allocation of the additional money will go to several areas as identified in the following table:

Amount	Activity	Funding Need
\$10,000- \$15,000	Intramurals	To expand intramural options for the students and to purchase necessary equipment.
\$10,000- \$15,000	MSA	To fund multicultural activities including guest speakers and to promote an appreciation of the various cultures represented on campus.
\$10,00- \$15,000	Honors	To increase available funding for the Common Read speakers. Currently the choices are limited by existing budget constraints.
\$30,000- \$35,000	BC Wellness and Expanded Pool Access	The increased funding will be used for labor costs to make available extended hours of use for the pool and fitness center and to purchase and to maintain the facilities.
\$50,000- \$55,000	Fine Arts	To support increased costs of travel for band and choir; increased costs for theater productions and travel for NSU theater students; to improve funding for the cost of art exhibits in the Northern art galleries; and to increase funding for instruments.
\$105,000- \$110,000	Athletics	To support the operating costs of non-revenue sports (e.g. baseball, swimming, softball, soccer, wrestling).

#### SDSU GAF Increase

SDSU is requesting a \$5.57 increase above the inflationary increase for FY18 that will generate new money of \$1,361,645. The funding increase applies \$4.24 to move towards the 2% M&R need and \$1.33 towards student program enhancements.

SDSU GAF Increase	
Funding Need:	
Inflation	\$0.23
Student Union M & R	\$3.37
Wellness Center M & R	\$0.87
Program Enhancement	<u>\$1.33</u>
Total Increase	\$5.80

Approval of increased GAF funding is a critical step in providing sustainable funding for the Student Union and Wellness facilities. While the current BOR policy does not require an annual 2% M&R investment for the Student Union and Wellness facilities, the facilities have significant M&R funding needs to ensure that the facilities are maintained at the appropriate service level. When the construction of these facilities was approved, the approved GAF increases were mainly for debt service and operating needs. The funding need is summarized for each facility as follows:

**Student Union:**

The Student Union has a replacement value of approximately \$50,000,000, which requires annual M&R funding of \$1,000,000 to meet a 2% M&R investment. Based on a credit hour base of 238,885 credits, this equates to a per credit hour need of \$4.19. In 2003, the BOR approved \$.75 per credit hour GAF funding increase to be dedicated to Union M&R, which is now inflated to \$.82 per credit hour. This leaves a net need of \$3.37 per credit to reach the annual 2% M&R investment. The M&R commitment is \$3.37 more per credit hour and will generate \$805,043 in FY18.

**Wellness Center:**

The Wellness Center including the new addition has a replacement value of approximately \$26,000,000, which requires annual M&R funding of \$520,000 to meet a 2% M&R investment. Based on a credit hour base of 238,885 credits, this equates to a per credit hour need of \$2.18. In 2006, the BOR approved construction of the Wellness Center including a \$2.75 per credit hour GAF fee increase, which included \$.75 per credit hour to be used for “ongoing operations and maintenance of the new facility”. The \$.75 per credit hour has been used for operating expenses and routine maintenance and not for M&R investment. In 2013, the BOR approved \$.50 per credit hour GAF increase designated for Wellness M&R. In 2016, the BOR approved the construction of an addition to the Wellness Center with a \$4.50 GAF increase, which included \$.81 per credit hour dedicated to maintenance and repair. This leaves a net need of \$.87 (\$2.18 - \$.50 - \$.81) per credit hour to reach the annual 2% M&R investment. The M&R commitment is \$0.87 more per credit hour and will generate \$207,830 in FY18.

**USD GAF Increase**

USD is requesting a \$9 increase above the \$.30 inflationary increase for FY18 that will generate new money of \$1,413,321. This request represents the second and third year of a three year request totaling \$13.50 originally submitted back in FY16. The Board of Regents only approved year one of the increase of \$4.50 in FY16. USD wanted \$4.50 in FY17, but due to the tuition freeze, the second year was not approved. USD is now requesting to fully implement the remaining \$9.00 in FY18. The revenues generated by these annual increases will continue to support the areas of need identified by USD, its Student Government Association and the GAF Committee.

The University of South Dakota GAF Committee requests the increase to address significant shortcomings in athletics and student programming funding. The USD’s GAF Committee is a student led committee and voted unanimously to request the increase. The Student

Government Association passed a resolution to forward the increase request to the Board of Regents. Finally, a ballot question, voted on by the University of South Dakota's student body, was approved for forwarding the increase request to the Board of Regents. The result was 60% in favor.

The spending plan for the increased GAF was developed and reviewed by students participating throughout the process. The spending plan was categorized into student programming and athletics funding.

#### Student Programming Funding:

- Student Government Association can currently only fund roughly half of the student organization requests
- 12 new student organizations were formed and seeking funding this past fall alone
- An engaged student is one that contributes to campus vibrancy and persists and graduates at higher levels; student organizations serve as opportunities for student engagement
- Native Student Services needs expanded funding to support the USD diversity initiatives
- Student health services contract cost continues to inflate; students want to maintain strong student health services.
- Students want programming established such as leadership programming, higher profile speakers, a large scale concert, and more support for student events.
- Student competition teams to represent the university in the areas of speech and debate and media communications have recently been formed and funded with year 1 increases. Several opportunities exist for students to compete nationally with their peers in their field of study.

#### Athletics Funding

USD Athletics remains funded at the lowest of all universities, with football, in the both the Summit League and Missouri Valley conferences. USD is 14.4% behind the average total budgets in the Summit League and is 30.5% behind the average of Missouri Valley.

#### Areas of Significant Need:

- Utilize full-time coaching staff rather than graduate assistants and part-time help
- 6 additional FTE needed for student well-being such as sports medicine, strength & conditioning, etc.
- Salary enhancements to position ourselves for replacements – goal is to get to conference average
- Travel that better accommodates student schedules
- Increase recruiting budget
- Increase meal allowance for pre-season and holiday break
- Event management staff for a better experience for all students

# FY18 On-Campus Tuition and Mandatory Fees

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The USD GAF committee and the Student Government Association have proposed to allocate the \$9.00 increase as identified in the following table. 86% of the new money will go to athletics and 14% will go to student programming.

	One-Time Increase	Permanent Increase	FY18 Budget	Budget as Percentage of GAF Revenue
Volante & Student Newspaper		\$1,871	\$59,335	0.74%
Student Health		\$39,585	\$692,085	8.64%
Native Student Services		\$0	\$85,087	1.06%
Student Government Association		\$96,499	\$378,542	4.73%
Childcare Center		\$4,500	\$60,923	0.76%
Fine Arts	\$8,000	\$15,853	\$181,472	2.27%
Media & Journalism	\$23,000	\$0	\$22,495	0.28%
CURCS		\$0	\$6,000	0.07%
Muenster U. Center		\$15,000	\$1,898,072	23.70%
AWOL		\$0	\$12,000	0.15%
Center for Diversity and Community		\$9,350	\$27,450	0.34%
Speech and Debate	\$11,425	\$12,000	\$12,000	0.15%
Wellness Center		\$0	\$1,551,614	19.37%
Dakota Dome Bond		\$0	\$171,726	2.14%
Athletics		\$1,218,663	\$2,850,019	35.59%
	\$42,425	\$1,413,321	\$8,008,819	100.00%

## Computer Lease Fees

DSU launched its mobile computing initiative at the start of the FY05 fall semester. 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.

	Computer Lease Fees (Per Semester)			Proposed FY18
	FY17 Rate	\$ Increase	% Increase	Rate
DSU	\$390.00	\$3.00	0.8%	\$393.00
SDSM&T	\$406.50	\$3.00	0.7%	\$409.50

The proposed on-campus tuition rates and mandatory fees for FY18 are provided in Attachment I.

**South Dakota Board of Regents**  
**Proposed FY18 On-Campus Tuition and Mandatory Fees**

	Current Rate	\$ Increase	% Increase	FY18 Rate
<b>Black Hills State University, Dakota State University, Northern State University</b>				
<b>Undergraduate - Per Credit Hour</b>				
Resident	\$232.80	\$1.20	0.5%	\$234.00
State Employee, ROTC, Teacher Certification	\$116.40	\$0.60	0.5%	\$117.00
Over Sixty-Five	\$128.05	\$0.65	0.5%	\$128.70
Remedial	\$333.35	\$1.65	0.5%	\$335.00
Western Undergraduate Exchange	\$330.00	\$1.65	0.5%	\$331.65
Nonresident	\$330.00	\$1.65	0.5%	\$331.65
N.D. Student Attending NSU	\$232.80	\$1.15	0.5%	\$233.95
Wyoming Student Attending BHSU	\$232.80	\$1.15	0.5%	\$233.95
Child of Alumni	\$232.80	\$1.15	0.5%	\$233.95
Iowa Students Attending DSU or NSU	\$232.80	\$1.15	0.5%	\$233.95
Minnesota Reciprocity - SU2017 - BHSU	\$268.00			\$268.00
Minnesota Reciprocity - SU2017 - DSU	\$237.25			\$237.25
Minnesota Reciprocity - SU2017 - NSU	\$271.90			\$271.90
<b>Graduate - Per Credit Hour</b>				
Resident	\$304.60	\$1.50	0.5%	\$306.10
State Employee, Teacher Certification	\$152.30	\$0.75	0.5%	\$153.05
Graduate Assistant	\$161.45	\$0.80	0.5%	\$162.25
Over Sixty-Five	\$167.55	\$0.85	0.5%	\$168.40
Nonresident	\$576.00	\$2.90	0.5%	\$578.90
Nonresident Graduate Assistant	\$191.90	\$0.95	0.5%	\$192.85
Minnesota Reciprocity - SU2017 - BHSU	\$441.05			\$441.05
Minnesota Reciprocity - SU2017 - DSU	\$436.30			\$436.30
Minnesota Reciprocity - SU2017 - NSU	\$444.95			\$444.95
Western Regional Graduate Program - BHSU, DSU	\$304.60	\$1.50	0.5%	\$306.10
	\$304.60	\$1.50	0.5%	\$306.10
<b>South Dakota School of Mines &amp; Technology</b>				
<b>Undergraduate - Per Credit Hour</b>				
Resident	\$244.80	\$1.20	0.5%	\$246.00
State Employee, ROTC, Teacher Certification	\$122.40	\$0.60	0.5%	\$123.00
Over Sixty-Five	\$134.65	\$0.65	0.5%	\$135.30
Remedial	\$333.35	\$1.65	0.5%	\$335.00
Western Undergraduate Exchange	\$367.20	\$1.85	0.5%	\$369.05
Nonresident	\$383.40	\$1.90	0.5%	\$385.30
Child of Alumni	\$244.80	\$1.20	0.5%	\$246.00
Minnesota Reciprocity - SU2017 - SDSM&T	\$244.80			\$244.80
<b>Graduate - Per Credit Hour</b>				
Resident	\$318.45	\$1.60	0.5%	\$320.05
State Employee, Teacher Certification	\$159.25	\$0.80	0.5%	\$160.05
Graduate Assistant	\$168.80	\$0.85	0.5%	\$169.65
Over Sixty-Five	\$175.15	\$0.90	0.5%	\$176.04
Nonresident	\$639.15	\$3.20	0.5%	\$642.35
Nonresident Graduate Assistant	\$200.60	\$1.00	0.5%	\$201.60
Minnesota Reciprocity - SU2017 - SDSM&T	\$427.75			
Western Regional Graduate Program - SDSM&T	\$318.45	\$1.60	0.5%	\$320.05

**South Dakota Board of Regents**  
**Proposed FY18 On-Campus Tuition and Mandatory Fees**

	Current Rate	\$ Increase	% Increase	FY18 Rate
<b>South Dakota State University, University of South Dakota</b>				
<b>Undergraduate - Per Credit Hour</b>				
Resident	\$238.50	\$1.20	0.5%	\$239.70
State Employee, ROTC, Teacher Certification	\$119.25	\$0.60	0.5%	\$119.85
Over Sixty-Five	\$131.20	\$0.65	0.5%	\$131.84
Remedial	\$333.35	\$1.65	0.5%	\$335.00
Western Undergraduate Exchange	\$346.20	\$1.75	0.5%	\$347.95
Nonresident	\$346.20	\$1.75	0.5%	\$347.95
Child of Alumni	\$238.50	\$1.20	0.5%	\$239.70
Iowa Students Attending SDUS, USD	\$238.50	\$1.20	0.5%	\$239.70
Minnesota Reciprocity - SU2017 - SDSU	\$268.10			\$268.10
Minnesota Reciprocity - SU2017 - USD	\$258.60			\$258.60
<b>Graduate - Per Credit Hour</b>				
Resident	\$313.15	\$1.55	0.5%	\$314.70
State Employee, Teacher Certification	\$156.60	\$0.80	0.5%	\$157.40
Graduate Assistant	\$165.95	\$0.85	0.5%	\$166.80
Over Sixty-Five	\$172.25	\$0.85	0.5%	\$173.10
Nonresident	\$602.05	\$3.00	0.5%	\$605.05
Nonresident Graduate Assistant	\$197.30	\$1.09	0.5%	\$198.39
Minnesota Reciprocity - SU2017 - SDSU	\$441.15			\$441.15
Minnesota Reciprocity - SU2017 - USD	\$431.65			\$431.65
Western Regional Graduate Program SDSU	\$313.15	\$1.55	0.5%	\$314.70
<b>Pharmacy &amp; Allied Health Programs</b>				
Resident - Per Semester	\$4,695.00	\$21.00	0.5%	\$4,716.00
Nonresident - Per Semester	\$10,072.00	\$15.00	0.5%	\$10,087.00
Nonresident - Per Credit Hour	\$817.50	\$4.10	0.5%	\$821.60
Minnesota Reciprocity - SU2017 - Semester	\$7,335.00			
Minnesota Reciprocity - SU2017 - Credit Hour	\$585.50			
<b>Law School</b>				
Resident - Semester	\$5,402.00	\$27.00	0.5%	\$5,429.00
Graduate Assistant - Credit Hour	\$190.85	\$0.95	0.5%	\$191.80
Nonresident - Per Semester	\$14,395.00	\$72.00	0.5%	\$14,467.00
Nonresident Graduate Assistant	\$226.90	\$1.15	0.5%	\$228.05
Minnesota Reciprocity - SU2017 - Semester	\$9,006.00			\$9,006.00
Minnesota Reciprocity - SU2017 - Credit Hour	\$600.40			\$600.40
<b>Medical School</b>				
Resident & INMED Program - Annual	\$29,555.00	\$148.00	0.5%	\$29,703.00
Nonresident - Annual	\$70,823.00	\$355.00	0.5%	\$71,178.00
Minnesota Reciprocity - Annual	\$34,594.00	\$173.00	0.5%	\$34,767.00

**South Dakota Board of Regents**  
**Proposed FY18 On-Campus Tuition and Mandatory Fees**

		Current Rate	\$ Increase	% Increase	FY18 Rate
<b>FY18 Mandatory Fees</b>					
General Activity Fee - Credit Hour	BHSU	\$34.00	\$2.25	6.6%	\$36.25
	DSU	\$38.75	\$0.25	0.6%	\$39.00
	NSU	\$30.10	\$6.20	20.6%	\$36.30
	SDSM&T	\$47.30	\$0.30	0.6%	\$47.60
	SDSU	\$33.90	\$5.80	17.1%	\$39.70
	USD	\$43.40	\$9.30	21.4%	\$52.70
Computer Lease Fee - Semester	DSU	\$390.00	\$3.00	0.8%	\$393.00
	SDSM&T	\$406.50	\$3.00	0.7%	\$409.50



# **SOUTH DAKOTA BOARD OF REGENTS**

## **Budget and Finance**

**AGENDA ITEM: 7 – P**

**DATE: March 28-30, 2017**

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**SUBJECT: FY18 System, Discipline, Delivery and Vehicle Registration Fees**

### **Fees for Service**

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.

### **Rate Increases**

The Bureau of Finance and Management calculated the annual Consumer Price Index (CPI) for the last fiscal year at .67%. This inflationary increase is sufficient to cover the \$83 increase in employee health care and an increase on 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**

	<u>FY17 Rate</u>	<u>\$ Increase</u>	<u>% Increase</u>	<u>Proposed FY18 Rate</u>
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, Proficiency,	\$18.00			\$18.00
Technology Re-test				
SDSU Nursing Assessment - New				\$214.00
USD Nursing Assessment (ASN)	\$240.00	-\$12.00	-5.00%	\$228.00
USD Nursing Assessment (BSN)	\$214.50	-\$29.00	-13.52%	\$185.50
NSU Exchange Program Fee - Per Credit	\$110.25	\$0.75	0.68%	\$111.00
Hour				

(Continued)

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**DRAFT MOTION 20170328\_7-P:** I move to approve the proposed FY18 System, Discipline, Delivery, and Vehicle Registration Fees as presented in Attachment I.

### 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 FY18. It was last increased in FY02.

### 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.

### 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, Proficiency and 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, Proficiency, or 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. Based on student satisfaction surveys and faculty input, it was realized that certain items within the original testing package were not being utilized or were not producing the intended results. Therefore, USD negotiated with the vendor a new package which reduced the price per student for the new package. The testing fees for FY18 for an ASN or BSN are \$228 and \$185.50, respectively.

SDSU requests approval to assess a nursing assessment test fee to the undergraduate pre-licensure nursing students. This test will allow the College of Nursing to evaluate how the student is progressing and to identify gaps in the curriculum. SDSU will be collecting the fee. The College of Nursing will register the entire cohort for each assessment. Since these are electronic assessments, SDSU purchases the student codes insuring the students receive the correct

assessment each time. The company under contract is Assessments Technology Institute. SDSU will charge \$53.50 per semester for a total of \$214.

### NSU Exchange Program Fee

NSU's foreign exchange program agreements provide that the students pay mandatory fees and not tuition. With the USF being rolled into the tuition rate, NSU does have an avenue to recover the cost of instruction of those students. The solution is to charge students an exchange program fee of \$111 per credit hour for FY18 in place of the university support fee (USF). Students will still pay the general activity fee (GAF).

### 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.

### NSU, SDSU, and USD Counseling Discipline Fee - New

	NSU	SDSU	USD
Requested Rate for FY18	\$25.00	\$25.00	\$25.00
Recommended Rate for FY18	\$25.00	\$25.00	\$25.00
Revenue Increase	\$16,875.00	\$47,200.00	\$38,075.00
Approved Course Prefix	CGPS	CHRD	COUN, SPSY

NSU, SDSU, and USD are requesting to add a \$25 discipline fee on counseling courses. Significant cost increases have occurred in the areas of accreditation, technology, and personnel needs to ensure that accreditation standards continue to be attained in the graduate program.

Yearly accreditation fees to the Council for Accreditation of Counseling and Related Educational Programs (CACREP) is \$3,514 and to the Council on Rehabilitation Education (CORE) is \$2,800. Institutions are also required to pay a self-study application fee every five to seven years at a cost of \$2,500 to \$3,000. In addition, site visits take place as part of the self-study and cost anywhere from \$500 to \$10,000 depending on the number of reviewers who come to campus as part of the review process. The National Association of School Psychology (NASP) accreditation also requires a maximum ratio of full-time equivalent students to faculty of 12:1.

The data and activities required for accreditation have sharply increased over the past 5 – 10 years to a point that current departmental budgets can no longer bare the high costs of program accreditation. CACREP accreditation is important to prospective students as it provides information about an institution's counseling program. Accreditation is a means of holding an institution accountable for the quality of its program.

The program also has a number of clinical course requirements:

- Required technology to record clinical skills
- Maintaining HIPAA compliant electronic records
- Required group experience directed by private practice facilitators

- Reduced course sizes (i.e. the maximum student enrollment is 6 students in the practicum courses) requiring additional adjunct instructors

#### SDSM&T, SDSU, and USD Computer Science Discipline Fee

	SDSM&T	SDSU	USD
Current Rate	\$45.00	\$45.00	\$45.00
Requested Rate for FY18	\$80.00	\$80.00	\$80.00
Recommended Rate for FY18	\$67.00	\$67.00	\$67.00
Revenue Increase	\$87,494.00	\$99,528.00	\$34,650.00
Approved Course Prefix	CSC	CSC, CSS, INFO	CSC

SDSM&T, SDSU and USD are requesting an increase above inflation to the Computer Science Discipline Fee. The universities are seeking approval to reinstate the discipline fee for the computer science courses to the level of the engineering discipline fee. SDSM&T and SDSU first proposed a discipline fee for courses in engineering and computer science in 2011 because of the higher costs of maintaining accreditation of these programs by the Accreditation Board for Engineering and Technology (ABET). ABET requires computer science programs to meet the same accreditation criteria as engineering programs.

The cost of educating students in ABET-accredited programs in computer science and engineering is inherently higher than most other majors due to the extraordinary requirements to maintain state-of-the-art classroom and laboratory facilities and equipment, staffing required to oversee students in the design and laboratory environment, support of the required senior professional capstone experiences, and to maintain the embedded course and program outcomes assessment programs required. The current discipline fee assessed on computer science programs does not sufficiently fund the operation of these high-cost programs. Additional funds are needed to operate these programs at the same level as the ABET-accredited engineering programs.

Computer science has been identified as a field with critical workforce need, with industry demand for computer scientists vastly exceeding the available number of students in the pipeline to fill these jobs. In fact, the U.S. Department of Labor has predicted a critical shortage of computer scientists within the next five years. As workforce demands for computer scientists increase, particularly in the areas of software development, data analysis, computer networks and security, the institutions need to invest in order to graduate students able to meet these workforce needs.

The actions of the BOR in April 2015 lowered the discipline fee for computer science to \$45 per credit hour and set the fee for engineering courses to \$80 per credit hour. This was done as part of the fee standardization process. The campuses were directed to realign resources to make sure disciplines did not lose money. SDSM&T gained \$362,241, SDSU gained \$866,819 and USD gained \$458,627 in the standardization process. The campuses argue that the resources were not aligned and the computer science departments still need additional resources. The recommendation is to increase the discipline fee to \$67 per credit hour.

SDSU and USD Fine Arts Discipline Fee

	SDSU	USD
Current Rate	\$15.00	\$15.00
Requested Rate for FY18	\$20.25	\$20.25
Recommended Rate for FY18	\$20.25	\$20.25
Revenue Increase	\$50,956.00	\$55,340.00
Approved Course Prefix	ART, ARTE, MUAP, MUEN, MUS THEA DSGN, GDES	ART, ARTD, ARTE MUAP, MUEN, MUS THEA
Not Approved	ARTH, DANC	ARTH

SDSU and USD both are requesting an increase above inflation to the Fine Arts Discipline Fee. The recommendation is to set the rate at \$20.25 per credit hour, a 35% increase.

SDSU's request is to fund the needs of the professional degrees in graphic design and studio art within the School of Design and to meet the demands of a nationally-accredited music program, music and theatre. SDSU is in need of resources to upgrade labs, teaching spaces, maintain state-of-the-art equipment and technologies that are integral to professional curricula, to attract and retain high-performing students, and to engage with state, regional, and national art, music, theatre, and design communities in collaborative projects.

USD's request is to address equipment upgrade and replacement. All three departments (music, art and theatre) accreditation reports cite a need to make commitments for improvement to instructional equipment. Over a twenty-year period, the National Association of Schools of Theatre (NAST), the National Association of Schools of Art Design (NASAD), and the National Association of Schools of Music (NASM), the arts accrediting bodies, have listed specific items that need to be addressed such as ventilation equipment, noise pollution equipment, replacement of theatre seats, and instrument repair.

SDSU Aviation Education Discipline Fee - New

	SDSU
Requested Rate for FY18	\$40.00
Recommended Rate for FY18	\$40.00
Revenue Increase	\$31,520.00
Approved Course Prefix	AVIA

SDSU has submitted a request to approve the new Aviation Education Discipline Fee. The Aviation Education Program is a nationally accredited program that decreases the number of hours graduates are required to have prior to obtaining their commercial pilots license.

SDSU is the only degree-granting aviation program in the state and is finding that they are at risk of continuing the program without the additional fee. Significant cost increases in personnel needs to ensure accreditation standards and FAA regulation are met, and VA requirements are

followed. SDSU is proposing a \$40 per credit fee per student. This fee will be used to support the following ongoing annual needs in the program:

Categories of Expense/Year	Amount
Accreditation (average/yearly)	\$2,254
Accreditation Coordinator Stipend	\$3,000
Maintenance fees for simulators and technology upgrades	\$2,036
Competitive salaries for aviation trainers	\$2160
Part-time Summer salary for faculty to support compliance issues (FAA, VA, TSA) and manage student communication and program coordination	\$14,520
Training for aviation trainers and support staff	\$2,000
Fore Flight Software	\$150
My Flight Train Software	\$5,400
Yearly Total	\$ 31,520

#### USD STEM Discipline Fee - New

	USD
Requested Rate for FY18	\$40.25
Recommended Rate for FY18	\$40.25
Revenue Increase	\$93,823.00
Approved Course Prefix	BIO, BME, PHGY, SUST

The University of South Dakota is proposing additional STEM subjects be added to the STEM Fee structure at a rate of \$40.25 per credit hour. The four STEM field subjects are Physiology (PHGY), Biochemistry (BIOC), Biomedical Engineering (BME), and Sustainability (SUST).

#### Physiology and Biochemistry:

With the growth of the undergraduate Medical Biology, MD class expansion, and Sanford School of Medicine's current move from a traditional block to a fully integrated curriculum, USD will utilize the additional resources to integrate new technological innovations into the anatomies, modernize the teaching specimen collection by plastinating them and by increasing instructional support in an effort to offer advanced senior medical biology and physiology course work and labs.

#### Sustainability:

The sustainability program is housed in the Department of Biology and is coordinated by a faculty member holding a degree in biology. Students pursuing degrees in sustainability are interested in environmental sciences (taught out of the biology department) and also pursue courses in earth sciences and chemistry to round out the degree. Adding the STEM fee to the sustainability prefix provides uniformity for the students in these majors. In addition, the sustainability courses have a heavy field component in which students practice the theories regarding sustainable practices that they learn in the classroom. These field activities require supplies and other expendables that will be supported through this STEM fee.

**Biomedical Engineering:**

USD Biomedical Engineering has been very successful at securing grants for the acquisition of state-of-the-art research instrumentation such as a scanning electron microscope, confocal laser scanning microscope, and a soon-to-be-acquired atomic force microscope. Typically a short-term service contract is included with the purchase, but once the contract expires, the service and maintenance responsibility comes back to the department. The proceeds from the STEM fee will be used to partially defray the costs of ongoing service contracts for these research instruments and to support skilled staff to oversee and maintain the instruments.

The recommendation is to set the rate for FY18 at \$40.25 per credit hour and to allow the discipline fee to be assessed against physiology biochemistry, biomedical engineering, and sustainability courses.

**USD Health and Wellness Discipline Fee - New**

	<u>USD</u>
Requested Rate for FY18	\$20.25
Recommended Rate for FY18	\$20.25
Revenue Increase	\$64,962.00
Approved Course Prefix	HLTH, KSS (KSM)
Not Approved	PE

USD requests to begin assessing the Health and Wellness Discipline Fee on health, physical education, and kinesiology and sport management courses. The new funding source will offset equipment and personnel costs associated with academic programs that include these courses. Funds generated by this fee would be applied toward the costs associated with purchasing and maintaining specialized equipment used by most students in the programs. For example, the extended service plan and warranty to maintain the BodPod utilized by kinesiology students and faculty costs more than \$4,700 per year. Equipment associated with the biomechanics laboratory also represents expensive purchase and maintenance costs for which the requested fee could be applied. Requested Health and Wellness fees also could offset the costs associated with facilities such as a strength and conditioning laboratory that are planned for the future.

The recommendation is to set the rate for FY18 at \$20.25 per credit hour and to allow the discipline fee to be assessed against only the health, kinesiology and sport management courses.

**Professional Education Majors**

The five public universities that house teacher education programs have transitioned to a full year residency with embedded course work. The purpose is to better prepare the candidates for successful careers in the PK – 12 schools of their choice. As recommended, the rates will not increase for FY18.

	<u>Proposed FY18 Rate</u>
Sophomore/Junior Field Experience - Semester	\$171.00



Senior Field Experience - Semester	\$342.00
Master's Level Internship - One Time	\$171.00
Specialist Level Intern - One Time	\$347.00
Doctoral Level Intern - One Time	\$520.00

**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.

	FY17 Rate	\$ Increase	% Increase	Proposed FY18 Rate
Nursing - Credit Hour	\$43.40	\$0.30	0.67%	\$43.70
Allied Health Off-Campus - Credit Hour	\$43.40	\$0.30	0.67%	\$43.70
School of Medicine Off-Campus - Credit Hour	\$43.40	\$0.30	0.67%	\$43.70
Medical Laboratory Science - Semester	\$1,051.95	\$7.05	0.67%	\$1,059.00
Masters of Social Work - Credit Hour	\$43.40	\$0.30	0.67%	\$43.70
Masters of Public Health - Credit Hour	\$137.20	\$0.90	0.67%	\$138.10
pMBA (Sioux Falls) - Credit Hour	\$364.25	\$2.45	0.67%	\$366.70
Non-Resident Online Computer Science, Cyber Operations, & Network and Security Administration	\$124.75	\$0.85	0.67%	\$125.60
Non-Resident Online Masters in Engineering	\$168.75	\$1.15	0.67%	\$169.90

**Nursing, Allied Health and School of Medicine Delivery Fee****Masters of Social Work Delivery Fee****Master of Public Health****Medical Laboratory Science Delivery Fee**

Currently 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 the equivalent of the GAF charged to students taking courses delivered on campus. This is also true for Allied Health, School of Medicine, Medical Laboratory Science, Masters of Social Work, and Masters of Public Health delivery fees.

SDSU and USD have GAF increase requests for FY18 that affect student life on campus and have nothing to do with the delivery of courses off campus, the delivery fees will take a departure from being the same costs for those students enrolled in the same on-campus courses. Delivery fees for Nursing, Allied Health, School of Medicine, Masters of Social Work, and Medical Laboratory Science will increase by inflation only.

**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.

Non-Resident Online Computer Science, Cyber Operations & Network and Security Administration Delivery Fee

DSU delivers high quality online computing programs including Compute Science, Cyber Operations, and Network Security Administration. Students enrolled in these programs are degree seeking and able to complete the program 100% online.

Non-Resident 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. Several parking lots are reaching their expected useful life and continue to deteriorate. Absent the fee increase, parking lot conditions will continue to deteriorate faster than existing resources will allow them to be replaced and adequately maintained.

The vehicle registration fees have been inflated by CPI and rounded to the nearest dollar. SDSM&T, SDSU, and USD's requests above inflation are recommended.

The table on the next page illustrates the increase to the current rates and the proposed FY18 rates.

FY18 System, Discipline, Delivery and Vehicle Registration Fees

March 28-30, 2017

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FY18 Vehicle Registration Fees

All rates are annual unless otherwise indicated

	FY17 Rate	\$ Increase	% Increase	Proposed FY18 Rate
BHSU				
Automobile	\$89.00	\$1.00	1.12%	\$90.00
Automobile - University Center	\$31.00	\$1.00	3.23%	\$32.00
Motorcycle - New				\$10.00
DSU				
Automobile	\$61.00	\$1.00	1.64%	\$62.00
NSU				
Automobile	\$70.00	\$1.00	1.43%	\$71.00
SDSM&T				
Automobile - Primary Vehicle	\$114.00	\$5.00	4.39%	\$119.00
Automobile -Secondary Vehicle	\$15.00	\$1.00	6.67%	\$16.00
Motorcycle - Primary Vehicle	\$35.00	\$1.00	2.86%	\$36.00
Motorcycle - Secondary Vehicle	\$15.00	\$1.00	6.67%	\$16.00
Commuter	\$114.00	\$5.00	4.39%	\$119.00
Rocker & Place Lots	\$172.00	\$2.00	1.16%	\$174.00
SDSU				
Automobile	\$148.00	\$5.00	3.38%	\$153.00
Reserved	\$276.00	\$9.00	3.26%	\$285.00
Commuter	\$148.00	\$5.00	3.38%	\$153.00
Commuter - Summer	\$33.00	\$1.00	3.03%	\$34.00
Remote - Paved - Academic Year	\$67.00	\$2.00	2.99%	\$69.00
Remote - Gravel - Academic Year	\$5.00	\$0.00	0.00%	\$5.00
<i>Remote and Gravel May 15-August 14 Free</i>				
Motorcycle	\$33.00	\$1.00	3.03%	\$34.00
Gated - Per Hour	\$2.00	\$0.00	0.00%	\$2.00
USD				
Automobile	\$138.00	\$21.00	15.22%	\$159.00
Automobile - University Center	\$30.00	\$1.00	3.33%	\$31.00
Motorcycle	\$43.00	\$1.00	2.33%	\$44.00
Reserved	\$266.00	\$2.00	0.75%	\$268.00
Remote	\$74.00	\$1.00	1.35%	\$75.00

**Attachments**

Attachment I is the FY18 System, Discipline, Delivery and Vehicle Registration Fees Schedule.

**South Dakota Board of Regents**  
**Proposed FY18 System, Discipline, Delivery and Vehicle Registration Fees**

	Current Rate	\$ Increase	% Increase	FY18 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, Proficiency, Technology Re-test	\$18.00			\$18.00
SDSU Nursing Assessment - New				\$214.00
USD Nursing Assessment (ASN)	\$240.00	-\$12.00	-5.00%	\$228.00
USD Nursing Assessment (BSN)	\$214.50	-\$29.00	-13.52%	\$185.50
NSU Exchange Program Fee - Per Credit Hour	\$110.25	\$0.75	0.68%	\$111.00
<b>Discipline Fees - Credit Hour</b> <i>(Unless Stated Otherwise)</i>				
<b>Black Hills State University</b>				
Science/Technology/Engineering/Math				
Biology/Microbiology/Anatomy	\$20.00	\$0.15	0.77%	\$20.15
Chemistry	\$20.00	\$0.15	0.77%	\$20.15
Geology/Nanoscience/Paleontology	\$20.00	\$0.15	0.77%	\$20.15
Physics	\$20.00	\$0.15	0.77%	\$20.15
Computer Science	\$45.00	\$0.30	0.67%	\$45.30
Mathematics/Statistics	\$15.00	\$0.10	0.67%	\$15.10
Health and Wellness	\$15.00	\$0.10	0.67%	\$15.10
Fine Arts	\$15.00	\$0.10	0.67%	\$15.10
Business				
Undergraduate	\$28.65	\$0.20	0.70%	\$28.85
Graduate	\$51.40	\$0.35	0.69%	\$51.75
<b>Dakota State University</b>				
Science/Technology/Engineering/Math				
Biology/Microbiology/Anatomy	\$20.00	\$0.15	0.77%	\$20.15
Chemistry	\$20.00	\$0.15	0.77%	\$20.15
Physics	\$20.00	\$0.15	0.77%	\$20.15
Computer Science	\$45.00	\$0.30	0.67%	\$45.30
Mathematics/Statistics	\$15.00	\$0.10	0.67%	\$15.10
Fine Arts	\$15.00	\$0.10	0.67%	\$15.10
Business				
Undergraduate	\$28.65	\$0.20	0.70%	\$28.85
Graduate	\$51.40	\$0.35	0.69%	\$51.75
Respiratory Care	\$50.00	\$0.35	0.69%	\$50.35
<b>Northern State University</b>				
Science/Technology/Engineering/Math				
Biology/Microbiology/Anatomy	\$20.00	\$0.15	0.77%	\$20.15
Chemistry	\$20.00	\$0.15	0.77%	\$20.15
Physics	\$20.00	\$0.15	0.77%	\$20.15
Computer Science	\$45.00	\$0.30	0.67%	\$45.30
Mathematics/Statistics	\$15.00	\$0.10	0.67%	\$15.10
Counselor Education/ Counselor HR Development - New				\$25.00
Fine Arts	\$15.00	\$0.10	0.67%	\$15.10
Business				
Undergraduate	\$28.65	\$0.20	0.70%	\$28.85
Graduate	\$51.40	\$0.35	0.69%	\$51.75
E-Learning	\$20.00	\$0.15	0.77%	\$20.15

**South Dakota Board of Regents**  
**Proposed FY18 System, Discipline, Delivery and Vehicle Registration Fees**

	Current Rate	\$ Increase	% Increase	FY18 Rate
<b>South Dakota School of Mines &amp; Technology</b>				
Science/Technology/Engineering/Math				
Atmospheric & Environmental Science	\$80.00	\$0.55	0.68%	\$80.55
Biology/Microbiology/Anatomy	\$40.00	\$0.25	0.62%	\$40.25
Chemistry	\$80.00	\$0.55	0.68%	\$80.55
Geology/Nanoscience/Paleontology	\$80.00	\$0.55	0.68%	\$80.55
Physics	\$80.00	\$0.55	0.68%	\$80.55
Other Sciences	\$20.00	\$0.15	0.77%	\$20.15
Computer Science	\$45.00	\$22.00	48.89%	\$67.00
Engineering	\$80.00	\$0.55	0.68%	\$80.55
Mathematics/Statistics	\$40.00	\$0.25	0.62%	\$40.25
Fine Arts	\$15.00	\$0.10	0.67%	\$15.10
<b>South Dakota State University</b>				
Science/Technology/Engineering/Math				
Biology/Microbiology/Anatomy	\$40.00	\$0.25	0.62%	\$40.25
Chemistry	\$80.00	\$0.55	0.68%	\$80.55
Physics	\$80.00	\$0.55	0.68%	\$80.55
Other Sciences	\$20.00	\$0.15	0.77%	\$20.15
Computer Science	\$45.00	\$22.00	48.89%	\$67.00
Engineering	\$80.00	\$0.55	0.68%	\$80.55
Mathematics/Statistics	\$40.00	\$0.25	0.62%	\$40.25
Allied Health				
Undergraduate	\$97.70	\$0.55	0.57%	\$98.25
Graduate	\$214.70	\$1.45	0.67%	\$216.15
Counselor Education/ Counselor HR Development - New				\$25.00
Health and Wellness	\$20.00	\$0.15	0.77%	\$20.15
Fine Arts	\$15.00	\$5.25	35.00%	\$20.25
Business				
Undergraduate	\$28.65	\$0.20	0.70%	\$28.85
Graduate	\$51.40	\$0.35	0.69%	\$51.75
Architecture	\$440.90	\$2.95	0.67%	\$443.85
Animal Science	\$60.95	\$0.40	0.65%	\$61.35
Aviation Education - New				\$40.00
Dairy Science/Food Science	\$77.85	\$0.50	0.64%	\$78.35
Dietetics Internship - Per Semester	\$4,500.00	\$30.15	0.67%	\$4,530.15
Medical Laboratory Science - Per Semester	\$1,686.70	\$11.30	0.67%	\$1,698.00
Neonatal Care - Annual	\$7,526.00	\$50.40	0.67%	\$7,576.40
Nutrition	\$28.00	\$0.20	0.71%	\$28.20
Interior Design /Landscape Design	\$28.00	\$0.20	0.71%	\$28.20
Pharmacy	\$197.65	\$1.30	0.66%	\$198.95
Pharmacy - Semester	\$3,330.00	\$22.00	0.66%	\$3,352.00
Range Science	\$44.35	\$0.30	0.67%	\$44.65
Veterinary Science	\$60.95	\$0.40	0.65%	\$61.35

**South Dakota Board of Regents**  
**Proposed FY18 System, Discipline, Delivery and Vehicle Registration Fees**

	Current Rate	\$ Increase	% Increase	FY18 Rate
<b>University of South Dakota</b>				
Science/Technology/Engineering/Math				
Biology/Microbiology/Anatomy	\$40.00	\$0.25	0.62%	\$40.25
Biochemistry/Biomedical Engineering/Physiology/Sustainability - New				\$40.25
Chemistry	\$80.00	\$0.55	0.68%	\$80.55
Physics	\$80.00	\$0.55	0.68%	\$80.55
Other Sciences	\$20.00	\$0.15	0.77%	\$20.15
Computer Science	\$45.00	\$22.00	48.89%	\$67.00
Mathematics/Statistics	\$40.00	\$0.25	0.62%	\$40.25
Allied Health				
Undergraduate	\$97.70	\$0.55	0.57%	\$98.25
Graduate	\$97.70	\$0.65	0.67%	\$98.35
Counselor Education/ Counselor HR Development - New				\$25.00
Health and Wellness - New				\$20.25
Fine Arts	\$15.00	\$5.25	35.00%	\$20.25
Business				
Undergraduate	\$28.65	\$0.20	0.70%	\$28.85
Graduate	\$51.40	\$0.35	0.69%	\$51.75
Medical Laboratory Science - Per Semester	\$1,527.25	\$10.25	0.67%	\$1,537.50
Communication Disorders	\$102.15	\$0.70	0.69%	\$102.85
Law - Per Semester	\$1,154.25	\$7.75	0.67%	\$1,162.00
<b>Delivery Fees</b>				
<b>South Dakota State University, University of South Dakota</b>				
Nursing - Credit Hour	\$43.40	\$0.30	0.69%	\$43.70
Allied Health Off-Campus - Credit Hour	\$43.40	\$0.30	0.69%	\$43.70
School of Medicine Off-Campus - Credit Hour	\$43.40	\$0.30	0.69%	\$43.70
Medical Laboratory Science - Semester	\$1,051.95	\$7.05	0.67%	\$1,059.00
Masters of Social Work - Credit Hour	\$43.40	\$0.30	0.69%	\$43.70
Masters of Public Health - Credit Hour	\$137.20	\$0.90	0.66%	\$138.10
pMBA (Sioux Falls) - Credit Hour	\$364.25	\$2.45	0.67%	\$366.70
<b>Dakota State University</b>				
Non-Resident Online Computer Science, Cyber Operations, & Network and Security Administration	\$124.75	\$0.85	0.68%	\$125.60
<b>South Dakota School of Mines &amp; Technology</b>				
Non-Resident Online Masters in Engineering	\$168.75	\$1.15	0.68%	\$169.90
<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			\$170.00
Senior Field Experience - Semester	\$340.00			\$340.00
Master's Level Internship - One Time	\$170.00			\$170.00
<b>University of South Dakota</b>				
Specialist Level Intern - One Time	\$345.00			\$345.00
Doctoral Level Intern - One Time	\$517.00			\$517.00

**South Dakota Board of Regents**  
**Proposed FY18 System, Discipline, Delivery and Vehicle Registration Fees**

	Current Rate	\$ Increase	% Increase	FY18 Rate
<b>Vehicle Registration Fees</b>				
<b>Black Hills State University</b>				
Automobile - Annual	\$89.00	\$1.00	1.12%	\$90.00
Automobile - Annual - University Center	\$31.00	\$1.00	3.23%	\$32.00
Motorcycle - Annual - New				\$10.00
<b>Dakota State University</b>				
Automobile - Annual	\$61.00	\$1.00	1.64%	\$62.00
<b>Northern State University</b>				
Automobile - Annual	\$70.00	\$1.00	1.43%	\$71.00
<b>South Dakota School of Mines and Technology</b>				
Automobile - Annual Primary Vehicle	\$114.00	\$5.00	4.39%	\$119.00
Automobile - Annual Secondary Vehicle	\$15.00	\$1.00	6.67%	\$16.00
Motorcycle - Annual Primary Vehicle	\$35.00	\$1.00	2.86%	\$36.00
Motorcycle - Annual Secondary Vehicle	\$15.00	\$1.00	6.67%	\$16.00
Commuter - Annual	\$114.00	\$5.00	4.39%	\$119.00
Rocker & Place Lots - Annual	\$172.00	\$2.00	1.16%	\$174.00
<b>South Dakota State University</b>				
Resident - Academic Year	\$148.00	\$5.00	3.38%	\$153.00
Reserved - Academic Year	\$276.00	\$9.00	3.26%	\$285.00
Commuter - Academic Year	\$148.00	\$5.00	3.38%	\$153.00
Commuter - Summer	\$33.00	\$1.00	3.03%	\$34.00
Remote - Paved - Academic Year	\$67.00	\$2.00	2.99%	\$69.00
Remote - Gravel - Academic Year	\$5.00	\$0.00	0.00%	\$5.00
Motorcycle - Annual	\$33.00	\$1.00	3.03%	\$34.00
Gated - Per Hour	\$2.00			\$2.00
<b>University of South Dakota</b>				
Automobile - Annual	\$138.00	\$21.00	15.22%	\$159.00
Automobile - Annual - University Center	\$30.00	\$1.00	3.33%	\$31.00
Motorcycle - Annual	\$43.00	\$1.00	2.33%	\$44.00
Reserved - Annual	\$266.00	\$2.00	0.75%	\$268.00
Remote - Annual	\$74.00	\$1.00	1.35%	\$75.00



# **SOUTH DAKOTA BOARD OF REGENTS**

## **Budget and Finance**

**AGENDA ITEM: 7 – Q**

**DATE: March 28-30, 2017**

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### **SUBJECT: FY18 Off-Campus Tuition Rates**

All courses offered off campus, including those at the University Centers and electronically delivered courses, are charged an 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.

The proposed rate increase for off-campus tuition is commensurate with the system weighted cost increase for on-campus tuition. The increase is .5%

#### **Undergraduate and Graduate Off-Campus Tuition Rates**

	<b>FY17 Rate</b>	<b>\$ Increase</b>	<b>% Increase</b>	<b>Proposed FY18 Rate</b>
Undergraduate				
Undergraduate	\$333.35	\$1.65	0.5%	\$335.00
Undergraduate State Employee at Centers	\$216.95	\$1.10	0.5%	\$218.05
Undergraduate Teacher Certification at Centers & Internet	\$216.95	\$1.10	0.5%	\$218.05
UC-SF Associates Degree Program (Lower Division)	\$270.00	\$1.35	0.5%	\$271.35
National Guard and Active Duty Military Personnel at Centers	\$250.00	\$0.00	0.0%	\$250.00
Graduate				
Graduate	\$442.05	\$2.20	0.5%	\$444.25
Graduate State Employee at Centers	\$289.75	\$1.45	0.5%	\$291.20
Graduate Teacher Certification at Centers & Internet	\$289.75	\$1.45	0.5%	\$291.20
Graduate Assistant at Centers & Internet	\$298.90	\$1.50	0.5%	\$300.40

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**DRAFT MOTION 20170328\_7-Q:** I move to approve the proposed FY18 Off-Campus Tuition and Mandatory Fees as presented 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.

Off-Campus Tuition at the Technical Institutes				
	FY17 Rate	\$ Increase	% Increase	Proposed FY18 Rate
Technical Institute - Resident Undergraduate	\$266.80	\$6.20	2.3%	\$273.00
Technical Institute - Nonresident Undergraduate	\$346.50	\$24.20	7.0%	\$370.70

### Great Plains Interactive Distance Education Alliance (IDEA)

The Great Plains Interactive Distance Education Alliance (IDEA) is a consortium of eleven (mostly) 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.

Great Plains Interactive Distance Education Alliance (IDEA)				
	FY17 Rate	\$ Increase	% Increase	Proposed FY18 Rate
Great Plains IDEA Undergraduate	\$390.00	\$15.00	3.8%	\$405.00
Great Plains IDEA Graduate	\$545.00	\$20.00	3.7%	\$565.00

### 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 FY18 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 FY18 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.

Attachment I provides the proposed FY18 off-campus tuition rates.

**South Dakota Board of Regents**  
**Proposed FY18 Off-Campus Tuition**

	Current Rate	\$ Increase	% Increase	FY18 Rate
Undergraduate	\$333.35	\$1.65	0.5%	\$335.00
Undergraduate State Employee at Centers	\$216.95	\$1.10	0.5%	\$218.05
Undergraduate Teacher Certification at Centers & Internet	\$216.95	\$1.10	0.5%	\$218.05
UC-SF Associates Degree Program (Lower Division)	\$270.00	\$1.35	0.5%	\$271.35
National Guard and Active Duty Military Personnel at Centers	\$250.00	\$0.00	0.0%	\$250.00
Graduate	\$442.05	\$2.20	0.5%	\$444.25
Graduate State Employee at Centers	\$289.75	\$1.45	0.5%	\$291.20
Graduate Teacher Certification at Centers & Internet	\$289.75	\$1.45	0.5%	\$291.20
Graduate Assistant at Centers & Internet	\$298.90	\$1.50	0.5%	\$300.40
Technical Institute - Resident Undergraduate	\$266.80	\$6.20	2.3%	\$273.00
Technical Institute - Nonresident Undergraduate	\$346.50	\$24.20	7.0%	\$370.70
Great Plains IDEA (Undergraduate)	\$390.00	\$15.00	3.8%	\$405.00
Great Plains IDEA (Graduate)	\$545.00	\$20.00	3.7%	\$565.00
Externally-Supported	\$40.00	\$0.00	0.0%	\$40.00
Dual Credit Courses <sup>(1)</sup>	\$145.00	\$0.00	0.0%	\$145.00

(1) 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 – R**

**DATE: March 28-30, 2017**

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**SUBJECT: FY18 Housing and Food Service Rates**

### **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 FY18 is the Consumer Price Index (CPI) of .67% which will provide the necessary funds needed to cover the health care increase and inflation on operating expenses (OE). Attachment I provides the recommended rates for FY18. New rates and increases above inflation are highlighted below.

### **Dakota State University**

At the December 2015 Board meeting, the Board approved DSU's Facility Program Plan to renovate the Community Hospital into a residence hall and student services. The approval included a 4% increase above inflation for the residence hall rates for FY17 and FY18 to support maintenance and repair needs. DSU rates for FY18 will increase a total of 4.67%.

DSU is requesting a new rate for single occupancy at the existing leased apartments. The proposed new apartment single occupancy rate of \$2,500 will allow DSU the flexibility to assess an appropriate fee in the event a student chooses to have a bedroom within the apartments assigned as a single occupancy. It is the intent of the university to fill these as double occupancy unless circumstances allow for single occupancy bedrooms within the apartments.

DSU is also requesting approval of the FY18 rates for the new Courtyard Residence Hall.

Courtyard		
Courtyard Single Occupancy - New rate	\$2,389.80	/ Semester
Courtyard Double Occupancy - New rate	\$1,928.75	/ Semester
Courtyard Single Suite - New rate	\$2,425.00	/ Semester
Courtyard Double Suite - New rate	\$2,150.00	/ Semester

The single and double occupancy rates for the Courtyard would be set at an amount \$100.00 higher than the existing DSU residence halls. This rate is intended to support the bonding and annual expenditure costs associated with operating this new facility. The new hall also includes amenities not found in the other halls which support a higher rate.

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**DRAFT MOTION 20170328\_7-R:** I move approval of the FY18 Housing and Food Service Plan rates as presented in Attachments I & II.

The Courtyard single suite rate gives DSU the flexibility to assess an appropriate fee in the event the two bedroom suites are assigned as single occupancy units. It is the intent of the university to fill these as double occupancy unless circumstances allow for single occupancy bedrooms within the suites. This room rate is intentionally \$75.00 less than the apartment single room rate because the suites do not contain a kitchen component found in the apartment style housing option.

The Courtyard suite double rate is intended to support the bonding and annual expenditure costs associated with operating this hall. The new hall also includes amenities not found in the other halls which support a higher rate. This rate is intentionally \$62.55 less than an apartment double because the suites do not contain a kitchen component found in the apartment style housing option.

#### Northern State University

At the December 2015 Board meeting, the Board approved NSU's Facility Program Plan for the Wolves Memorial Suites. The approval included a 5% increase above inflation on all rent revenues for FY17 and FY18. NSU rates on existing residence halls for FY18 will increase a total of 5.67%.

NSU brings forward the FY18 rates for the new Wolves Memorial Suites.

Wolves Memorial Suites	
Wolves Memorial 2 Person Suite	\$2,950.00 / Semester
Wolves Memorial 4 Person Suite	\$2,850.00 / Semester
Wolves Memorial 4 Person Semi-Suite	\$2,550.00 / Semester

#### South Dakota School of Mines and Technology

SDSM&T requests an increase above inflation to all the residence hall rates except for the upperclassmen and graduate single rate. The increases range from 2.72% to 9.77%. Over the past three years, freshmen housing has had substantial improvements that now justify a slightly higher rate. Improvements include: electronic door access to all rooms, all new flooring, all new lounge furniture, an ongoing upgraded LED lighting project, and an ongoing shower upgrade project.

Rate	FY17 Rate	% Increase	Proposed Rate	Increase for Student /Semester
Single Occupancy	\$1,950.50	9.77%	\$2,141.00	\$190.50
Double or Triple Occupancy	\$1,742.82	5.17%	\$1,833.00	\$90.15
Quad Occupancy	\$1,982.50	3.40%	\$2,050.00	\$67.50
Deluxe/Study Quad	\$2,141.80	2.72%	\$2,200.00	\$58.20

This small increase will also lower the gap between freshmen and sophomore housing options. As an example: a student can start in a traditional double at \$1,833.00 per semester, then enter into a Placer double suite at a rate of \$2,365.70 per semester, and then finally move to a single-bedroom apartment at a rate of \$2,833.90 per semester. Each year, a student does not have

more than a \$550 increase in housing per semester while receiving improved housing and housing options.

In addition, these proposed rates align well with other BOR universities. With the proposed increases, SDSM&T's rates still fall near or below other Regental housing rates. The proposed increase will more closely align the rates at SDSM&T with housing at other South Dakota universities. The cost to a student is \$156.95 more a year for a double occupancy room than it would have been with inflation only.

	Single	Double (Freshmen)	Single Suite	Double Suite	Single Apt
SDSM&T W/O AdjustmentFY18	\$1,963.55	\$1,754.53	\$2,718.10	\$2,365.70	\$2,833.90
SDSM&T Proposed FY18	\$2,141.00	\$1,833.00	\$2,718.10	\$2,365.70	\$2,833.90
BHSU Proposed FY18	\$2,264.40	\$1,733.85	\$3,508.30	\$2,476.50	\$2,940.95
SDSU Proposed FY18	\$2,474.85	\$1,854.65	\$3,239.05	\$2,742.00	--
USD Proposed FY18	\$2,504.05	\$2,056.75	\$2,982.85	--	\$3,042.25

### **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 3.15% 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.

	FY17 Required Plans		FY18 Required Plans	
BHSU	Yellow Jacket	\$1,625.15	Yellow Jacket	\$1,676.35
DSU	Dakota 125	\$1,458.45	Dakota 145	\$1,531.00
NSU	Wolf 150	\$1,769.60	Wolf 150	\$1,825.35
SDSM&T	Hardrock 125	\$1,624.00	Hardrock 125	\$1,672.80
SDSU	150 Block	\$1,627.10	100 Block	\$1,678.35
USD	Yote Pack 70	\$1,724.70	Yote Pack 70	\$1,779.00

Attachment II provides the recommended food service plan rates for FY18. New rates and increases above inflation are highlighted below.

### **Dakota State University**

DSU and Sodexo have evaluated the current meal plan structure and are proposing four new plans while deleting five existing plans. Dakota 150, Dakota 125, Trojan Advance, Trojan

Flex, and University Apt will all be terminated. With the new Trojan Center kitchen and serving area being completed this spring, which includes new equipment and increased serving space, Sodexo will be able to provide additional options and more variety. This will offer a better value for students on the DSU campus. Below is a summary of each proposed new plan:

Dakota 225 Plan is a new plan to the structure as there was no comparable plan previously. This plan provides an average of 14 meals per week and fills a gap between the Big Blue and the next largest plan which is the Dakota 145. There is flex dollars of \$150 available with this plan.

Dakota 145 Plan would replace the former Dakota 125. The average meals per week increases slightly from eight to nine meals per week. With the new kitchen and serving area, the additional block meals provide a better value to students. Flex dollars of \$250 is also included in this plan and this will be the minimum required plan for all freshmen living in the residence halls.

The Trojan Upper-class Plan is a new proposed plan that is an option for 3<sup>rd</sup> year students and older, which provides an average of three meals per week and \$500 in flex.

The Little Blue Plan replaces the former Trojan Apartment Plan. This plan increases from \$161 (all flex) to \$350 (all flex). This is a required minimum plan for apartment residents. Many of the current apartment residents are upper classmen and have opted into a larger plan.

#### South Dakota School of Mines and Technology

In order to keep costs for meal plans as affordable as possible, SDSM&T requests no increase in the Rocker Square Flex rates for FY18. The food service plan is available to only the Rocker Square apartment residents.

#### South Dakota State University

SDSU is dropping three meal plan options and adding a new plan, the 100 Block. The feedback from families selecting meal plans is that there were too many choices to make efficient decisions regarding their students' meal plans. Students and families asked for simplified meal plan configurations to permit more streamlined selections. In response, choices will be consolidated and have the increments between meal plans be more uniform (e.g. 50 and 100 instead of 50, 75, and 150). The gold flex plan was dropped for this same rationale and also for low usage with fewer than 40 students on this plan.

#### Total Cost Increase

The overall cost increase to a student will range from 1.6% to 3.6% if this proposal and the recommended approval for tuition and fees are approved. Housing rates were increased by .67% the CPI for inflation, and room rates were increased by 3.2% the CPI for Meals Away from Home. SDSM&T requested increases above inflation for housing that ranged from 2.72 to 9.77%. NSU and DSU both had increases approved last year as part of their housing improvement plans. Finally, DSU is changing meals plans which will cost a student about \$53.00 more per year above inflation.



FY18 Housing and Food Service Rates

March 28-30, 2017

Page 5 of 5

<b>Campus</b>	<b>FY17 Total Cost</b>	<b>FY18 Total Cost</b>	<b>\$ Increase</b>	<b>% Increase</b>
Black Hills State University	\$14,699.00	\$14,927.83	\$228.83	1.6%
Dakota State University	\$15,337.70	\$15,695.50	\$357.80	2.3%
Northern State University	\$14,871.00	\$15,399.90	\$528.90	3.6%
South Dakota School of Mines & Technology	\$15,496.70	\$15,819.60	\$322.90	2.1%
South Dakota State University	\$15,110.90	\$15,448.00	\$337.10	2.2%
University of South Dakota	\$15,992.50	\$16,443.50	\$451.00	2.8%

**FY18 Proposed Housing Rates**

	FY17 Rate	\$ Incr.	% Incr.	FY18 Rate
<b><u>BHSU</u></b>				
Traditional Halls				
Single	\$2,249.30	\$15.10	0.67%	\$2,264.40
Double Occupancy	\$1,722.35	\$11.50	0.67%	\$1,733.85
Double Room - Single Occupancy	\$2,517.95	\$16.90	0.67%	\$2,534.85
University Apartments				
Apartment - Single Occupancy	\$2,921.35	\$19.60	0.67%	\$2,940.95
Apartment - Double Occupancy	\$2,230.80	\$14.90	0.67%	\$2,245.70
Apartment- Suite Double - Single Occupancy	\$3,274.90	\$21.90	0.67%	\$3,296.80
Family 2BD/Month	\$743.40	\$5.00	0.67%	\$748.40
Crow Peak Hall				
Single	\$3,485.00	\$23.30	0.67%	\$3,508.30
Double Occupancy	\$2,460.00	\$16.50	0.67%	\$2,476.50
Summer				
Summer Double Occupancy- Week	\$111.55	\$0.70	0.63%	\$112.25
Summer Single Occupancy - Week	\$166.55	\$1.10	0.66%	\$167.65
<b><u>DSU</u></b>				
Traditional Halls				
Single	\$2,187.60	\$102.20	4.67%	\$2,289.80
Double Occupancy	\$1,747.15	\$81.60	4.67%	\$1,828.75
Triple Occupancy	\$1,450.70	\$67.70	4.67%	\$1,518.40
University Apartments				
University Apartments Single Occupancy - New rate				\$2,500.00
University Apartments Double Occupancy	\$2,113.85	\$98.70	4.67%	\$2,212.55
Summer				
Summer Double Occupancy- Week	\$77.00	\$3.60	4.68%	\$80.60
Summer Single Occupancy - Week	\$94.60	\$4.40	4.65%	\$99.00
Courtyard Single Occupancy - New rate				\$2,389.80
Courtyard Double Occupancy - New rate				\$1,928.75
Courtyard Single Suite Occupancy - New rate				\$2,425.00
Courtyard Double Suite Occupancy - New rate				\$2,150.00
<b><u>NSU</u></b>				
Traditional Halls				
Single	\$2,191.05	\$124.20	5.67%	\$2,315.25
Double Occupancy	\$1,722.40	\$97.70	5.67%	\$1,820.10
Suites				
Single	\$2,928.95	\$166.10	5.67%	\$3,095.05
Double Occupancy	\$2,314.45	\$131.20	5.67%	\$2,445.65
Semi Suite - Double Occupancy	\$2,203.80	\$125.00	5.67%	\$2,328.80
Summer				
Summer Double Occupancy- Week	\$97.80	\$5.50	5.62%	\$103.30
Summer Single Occupancy - Week	\$108.95	\$6.20	5.69%	\$115.15
Summer Double Occupancy - Suite - Week	\$131.40	\$7.50	5.71%	\$138.90
Summer Single Occupancy - Suite - Week	\$149.60	\$8.50	5.68%	\$158.10
Suites - Wolves Memorial Suites - New				
Wolves Memorial 2 Person Suite				\$2,950.00
Wolves Memorial 4 Person Suite				\$2,850.00
Wolves Memorial 4 Person Semi-Suite				\$2,550.00

**FY18 Proposed Housing Rates**

	FY17 Rate	\$ Incr.	% Incr.	FY18 Rate
<b><u>SDSM&amp;T</u></b>				
Traditional Halls				
Single	\$1,950.50	\$190.50	9.77%	\$2,141.00
Double Occupancy	\$1,742.85	\$90.15	5.17%	\$1,833.00
Triple Occupancy	\$1,742.85	\$90.15	5.17%	\$1,833.00
Quad	\$1,982.50	\$67.50	3.40%	\$2,050.00
Deluxe/Study Quad	\$2,141.80	\$58.20	2.72%	\$2,200.00
Connolly Upperclassmen & Graduate Single	\$2,422.85	\$16.20	0.67%	\$2,439.05
Rocker Square Apartments				
Rocker Square II Apartment Single - Semester	\$2,815.00	\$18.90	0.67%	\$2,833.90
Rocker Square I Apartment - Semester	\$2,919.00	\$19.60	0.67%	\$2,938.60
Placer Hall				
Placer Hall Single	\$2,700.00	\$18.10	0.67%	\$2,718.10
Placer Hall Double	\$2,350.00	\$15.70	0.67%	\$2,365.70
Summer				
Summer Double Occupancy- Week-New Location	\$123.55	\$14.45	11.70%	\$138.00
Summer Single Occupancy - Week-New Location	\$169.10	(\$9.10)	-5.38%	\$160.00
<b><u>SDSU</u></b>				
Traditional Halls				
Single - Tier One (Hansen, Waneta)	\$2,406.55	\$16.10	0.67%	\$2,422.65
Single - Tier One (Brown)	\$2,767.60	\$18.50	0.67%	\$2,786.10
Single - Tier Two (Binnewies, Pierson, Young)	\$2,458.35	\$16.50	0.67%	\$2,474.85
Single - Tier Three (Mathews)	\$2,628.55	\$17.60	0.67%	\$2,646.15
Single - Tier Four (Caldwell, Jackrabbit Village [Spencer, Thorne, Abbott])	\$3,248.00	\$21.80	0.67%	\$3,269.80
Single - Tier Five (Jackrabbit Grove [Ben Reifel, Hyde, Honors, Schultz])	\$3,217.45	\$21.60	0.67%	\$3,239.05
Designed Single - Tier Four (Jackrabbit Village)	\$2,797.40	\$18.70	0.67%	\$2,816.10
Double (Hansen, Waneta)	\$1,672.90	\$11.20	0.67%	\$1,684.10
Double (Brown)	\$2,200.00	\$14.70	0.67%	\$2,214.70
Double (Binnewies, Pierson, Young)	\$1,842.35	\$12.30	0.67%	\$1,854.65
Double (Mathews)	\$1,969.90	\$13.20	0.67%	\$1,983.10
Double (Caldwell, Jackrabbit Village [Spencer, Thorne, Abbott])	\$2,598.60	\$17.40	0.67%	\$2,616.00
Double (Jackrabbit Grove [Ben Reifel, Hyde, Honors, Schultz])	\$2,723.80	\$18.20	0.67%	\$2,742.00
University Apartments				
Meadows North & Meadows South	\$2,598.60	\$17.40	0.67%	\$2,616.00
State Village - Month (One Bedroom)	\$463.35	\$3.10	0.67%	\$466.45
State Village - Month (Two Bedroom)	\$552.00	\$3.70	0.67%	\$555.70
State Court - Month	\$349.70	\$2.30	0.66%	\$352.00
Family 1BD/Month	\$463.35	\$3.10	0.67%	\$466.45
Family 2BD/Month	\$552.00	\$3.70	0.67%	\$555.70
Summer				
Summer Double Occupancy- Week	\$69.00	\$0.50	0.72%	\$69.50
Summer Single Occupancy - Week	\$92.55	\$0.60	0.65%	\$93.15
Summer Apartment - Week	\$137.05	\$0.90	0.66%	\$137.95

**FY18 Proposed Housing Rates**

	FY17 Rate	\$ Incr.	% Incr.	FY18 Rate
<b><u>USD</u></b>				
Traditional Halls				
Single Occupancy - (Norton, Burgess, Beede, Mickelson, Richardson, Olson)	\$2,487.35	\$16.70	0.67%	\$2,504.05
Double Occupancy - (Norton, Burgess, Beede, Mickelson, Richardson, Olson)	\$2,043.05	\$13.70	0.67%	\$2,056.75
Triple Occupancy - (Norton, Burgess, Beede, Mickelson, Richardson, Olson)	\$1,752.85	\$11.70	0.67%	\$1,764.55
Double Room - Single Occupancy (Brookman)	\$2,523.20	\$16.90	0.67%	\$2,540.10
Double Room - Single Occupancy (Norton, Burgess, Beede, Mickelson, Richardson, Olson)	\$2,656.15	\$17.80	0.67%	\$2,673.95
Triple Room - Double Occupancy (Norton, Burgess, Beede, Mickelson, Richardson, Olson)	\$2,278.65	\$15.30	0.67%	\$2,293.95
University Apartments				
Single (McFadden)	\$3,022.05	\$20.20	0.67%	\$3,042.25
Coyote Village Apartment 2BD	\$3,785.55	\$25.40	0.67%	\$3,810.95
Coyote Village Apartment 4BD	\$3,135.45	\$21.00	0.67%	\$3,156.45
Suites				
Single Suite 2BD - (Coyote Village Super Suite)	\$3,555.35	\$23.80	0.67%	\$3,579.15
Single Suite 4BD (Coyote Village Super Suite)	\$2,962.95	\$19.90	0.67%	\$2,982.85
Summer				
Summer Double Occupancy- Week	\$107.55	\$0.70	0.65%	\$108.25
Summer Single Occupancy - Week	\$130.55	\$0.90	0.69%	\$131.45
Summer - Single (Norton, Burgess, Brookman, Beede, Mickelson, Richardson, Olson)	\$1,254.15	\$8.40	0.67%	\$1,262.55
Summer - Coyote Village Super Suite 2BD	\$711.05	\$4.80	0.68%	\$715.85
Summer - Coyote Village Super Suite 4BD	\$592.60	\$4.00	0.67%	\$596.60
Summer - Coyote Village Apartment 2BD	\$757.20	\$5.10	0.67%	\$762.30
Summer - Coyote Village Apartment 4BD	\$627.05	\$4.20	0.67%	\$631.25

**FY18 Proposed Food Service Rates**

	FY17 Rate	FY17 Facility Fee	FY17 Total	\$ Increase	% Increase	FY18 Rate
<b>BHSU</b>						
Yellow Jacket	\$1,418.70	\$206.45	\$1,625.15	\$51.20	3.15%	\$1,676.35
Swarm 180	\$1,611.15	\$206.45	\$1,817.60	\$57.25	3.15%	\$1,874.85
Suite Deal	\$772.50	\$106.55	\$879.05	\$27.70	3.15%	\$906.75
20 Block	\$167.65	\$0.00	\$167.65	\$5.30	3.16%	\$172.95
40 Block	\$293.00	\$0.00	\$293.00	\$9.25	3.16%	\$302.25
<b>DSU</b>						
Big Blue	\$1,823.95	\$0.00	\$1,823.95	\$57.45	3.15%	\$1,881.40
Trojan Basic	\$1,287.95	\$0.00	\$1,287.95	\$40.55	3.15%	\$1,328.50
Dakota 225 - New						\$1,800.00
Dakota 145 - New						\$1,531.00
Trojan Upper Class - New						\$975.00
Little Blue - Apartment - New						\$350.00
<b>NSU</b>						
Wolf 200	\$2,037.65	\$0.00	\$2,037.65	\$64.20	3.15%	\$2,101.85
Wolf 150	\$1,769.60	\$0.00	\$1,769.60	\$55.75	3.15%	\$1,825.35
Wolf 110	\$1,499.15	\$0.00	\$1,499.15	\$47.20	3.15%	\$1,546.35
Wolf 75	\$1,376.65	\$0.00	\$1,376.65	\$43.35	3.15%	\$1,420.00
Commuter Maroon	\$374.30	\$0.00	\$374.30	\$11.80	3.15%	\$386.10
Commuter Gold	\$374.30	\$0.00	\$374.30	\$11.80	3.15%	\$386.10
Wolf All Flex	\$1,376.65	\$0.00	\$1,376.65	\$43.35	3.15%	\$1,420.00
<b>SDSM&amp;T</b>						
Gold Rush	\$1,781.20	\$50.90	\$1,832.10	\$57.70	3.15%	\$1,889.80
Hardrocker 160	\$1,576.70	\$45.05	\$1,621.75	\$51.05	3.15%	\$1,672.80
Hardrocker 125	\$1,576.70	\$45.05	\$1,621.75	\$51.05	3.15%	\$1,672.80
Hardrocker 75	\$910.50	\$26.05	\$936.55	\$29.50	3.15%	\$966.05
Hardrocker Flex	\$1,025.50	\$30.75	\$1,056.25	\$33.25	3.15%	\$1,089.50
Rocker Square Flex	\$512.75	\$15.40	\$528.15	\$0.00	0.00%	\$528.15
50/50	\$419.75	\$12.00	\$431.75	\$13.60	3.15%	\$445.35
25/25	\$215.25	\$6.15	\$221.40	\$7.00	3.16%	\$228.40
<b>SDSU</b>						
Premier	\$1,831.15	\$198.15	\$2,029.30	\$63.95	3.15%	\$2,093.25
100 Block - New						\$1,678.35
50 Block	\$1,428.95	\$198.15	\$1,627.10	\$51.25	3.15%	\$1,678.35
Silver Flex	\$1,428.95	\$198.15	\$1,627.10	\$51.25	3.15%	\$1,678.35
Bronze Flex	\$1,228.75	\$198.15	\$1,426.90	\$44.95	3.15%	\$1,471.85
West Flex	\$714.55	\$198.15	\$912.70	\$28.75	3.15%	\$941.45

**FY18 Proposed Food Service Rates**

	FY17 Rate	FY17 Facility Fee	FY17 Total	\$ Increase	% Increase	FY18 Rate
USD						
Yote Pack 55	\$1,437.90	\$90.85	\$1,528.75	\$48.15	3.15%	\$1,576.90
Yote Pack 70	\$1,633.85	\$90.85	\$1,724.70	\$54.30	3.15%	\$1,779.00
Yote Pack 120	\$1,554.75	\$90.85	\$1,645.60	\$51.80	3.15%	\$1,697.40
Coyote 10	\$1,437.85	\$90.85	\$1,528.70	\$48.15	3.15%	\$1,576.85
Coyote 17	\$1,807.85	\$90.85	\$1,898.70	\$59.80	3.15%	\$1,958.50
Paw Pleaser (Flex A)	\$1,437.95	\$90.85	\$1,528.80	\$48.15	3.15%	\$1,576.95
Paw Pride (Flex B)	\$796.00	\$50.20	\$846.20	\$26.65	3.15%	\$872.85
Paw Print (Flex C)	\$397.35	\$25.40	\$422.75	\$13.30	3.15%	\$436.05

**SOUTH DAKOTA BOARD OF REGENTS**

**Budget and Finance**

**AGENDA ITEM: 7 – S**

**DATE: March 28-30, 2017**

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**SUBJECT: Special Schools 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 non-resident 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. South Dakota School for the Blind and Visually Impaired has two nonresident students this academic year.

The South Dakota School for the Deaf (SDSD) has only day students participating in the Harrisburg School District program.

The current tuition rate at SDSB&VI is \$35,611 for instructional costs and \$14,394 for residential care. This rate is reflective of the current costs for these areas. It is recommended that the rate be increased by inflation only.

**Special Schools Nonresident Tuition**

	<u>FY17 Rate</u>	<u>\$ Increase</u>	<u>% Increase</u>	<u>Proposed FY18 Rate</u>
Instructional	\$35,611.00	\$178.00	0.50%	\$35,789.00
Residence	<u>\$14,394.00</u>	<u>\$72.00</u>	0.50%	<u>\$14,466.00</u>
Total	\$50,005.00	\$250.00		\$50,255.00

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**DRAFT MOTION 20170328\_7-S:** I move to approve the FY18 nonresident instructional tuition rate to be \$35,789.00 and the residence cost to be set at \$14,466.00 for the School for the Blind and Visually Impaired as presented in the item.



**SOUTH DAKOTA BOARD OF REGENTS**

**Budget and Finance**

**AGENDA ITEM: 7 – T**

**DATE: March 28-30, 2017**

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**SUBJECT: FY18 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.

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	FY17 Rate	\$ Increase	% Increase	Proposed FY18 Rate
Per Semester	\$3,594.00	\$18.00	0.50%	\$3,612.00
Per 4 Week Session	\$898.00	\$5.00	0.50%	\$903.00

South Dakota School of Mines & Technology

Graduate Assistant Stipends	FY17 Rate	\$ Increase	% Increase	Proposed FY18 Rate
Per Semester	\$3,830.00	\$19.00	0.50%	\$3,849.00
Per 4 Week Session	\$957.00	\$5.00	0.50%	\$962.00

(Continued)

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**DRAFT MOTION 20170328\_7-T:** I move approval of BHSU, DSU, and NSU FY18 minimum graduate assistant stipends in the amount of \$3,612 per semester and \$903 per four-week session; SDSM&T FY18 minimum graduate assistant stipends in the amount of \$3,849 per semester and \$962 per four-week session; and USD FY18 minimum graduate assistant stipends in the amount of \$3,763 per semester and \$940 per four-week session.

FY18 Graduate Assistant Stipends

March 28-30, 2018

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University of South Dakota

<u>Graduate Assistant Stipends</u>	<u>FY17 Rate</u>	<u>\$ Increase</u>	<u>% Increase</u>	<u>Proposed FY18 Rate</u>
Per Semester	\$3,744.00	\$19.00	0.50%	\$3,763.00
Per 4 Week Session	\$935.00	\$5.00	0.50%	\$940.00

There is no rate identified for SDSU for tuition and delivery fees are waived. This approach is possible under BOR Policy 5:22.

# **SOUTH DAKOTA BOARD OF REGENTS**

## **Budget and Finance**

**AGENDA ITEM: 7 – U**

**DATE: March 28-30, 2017**

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### **SUBJECT: SDSU Replacement of Bond and Utility Fee with General Activity Fee**

Currently, student meal plan costs at four of the universities (BHSU, SDSMT, SDSU and USD) include a facility fee, also known as bond and utility fee (BUF), in the total semester meal plan cost paid by the student. This fee is used to pay utility costs and bond payments on the student food service facilities. The semester fee may vary slightly on different priced meal plans, but the FY18 proposed fee charge is approximately:

BHSU	\$212.95
SDSM&T	\$46.45
SDSU	\$204.40
USD	\$93.70

This assessment methodology has been in place since the 1970's when food service was structured around traditional "board plans" (a specified number of meals provided per semester) and before the current food service flexibility to choose from a wide variety of meal options in the student union. Historically, this fee has been paid by the students residing in the university residence halls (residential students). With recent renovations and relocations of food service facilities to student unions and other locations, university food service facilities now serve non-residential students in addition to the traditional residential students. Over time, this assessment methodology has become outdated and increasingly unfair to residential students. Many on-campus students use the current student union food service venues, but only the residential students are currently paying the bond and support costs for those services.

SDSU proposes to assess the facility fee as a component of the general activity fee (GAF) rather than as an addition to residential meal plan costs. By assessing the fee through the general activity fee, the cost would be recovered from all students rather than just from residential students. This change would replace the current outdated assessment method with a fairer assessment method that fits contemporary food service operations that provide service to both residential and non-residential students. Students taking on-campus courses would pay the fee as they are likely the ones using the food service venues.

(Continued)

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**DRAFT MOTION 20170328\_7-U:** I move to approve the plan to replace the bond and utility fee at SDSU with a GAF increase over the next four years and to reduce the food service rates.

# SDSU Replacement of Bond and Utility Fee With General Activity Fee

March 28-30, 2017

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## Rationale

The following table shows that 15% of the students taking at least one credit hour class on campus for fall 2016 have never had a meal plan and have never paid any BUF. Of the undergraduate student population, approximately 9% have never paid any BUF fees, and of the graduate student population over 69% have never paid any BUF.

2016FA SDSU students enrolled in Courses On Campus			
<u>Class</u>	<u>Students - Never had Meal Plan</u>	<u>All Students</u>	<u>% Never Had Meal Plan</u>
Freshmen	232	3004	7.72%
Sophomores	134	1941	6.90%
Juniors	182	1800	10.11%
Seniors	238	2075	11.47%
Graduate	696	1005	69.25%
Total	1482	9825	15.08%

The Business Affairs Council has discussed this on two different occasions, but only SDSU has shown a strong interest in making this change. While the other schools agree that this may be a better way to recover costs to pay for improvements used by more and more students, they do not want to increase the GAF on all students at this time. This proposal was first introduced to the Board in October of 2015, with a proposal brought forward in December of 2015 for action. No action was taken at that time because it was a mid-year change and it was decided that the transition plan needed more work.

The proposed change would be revenue neutral – the facility fee on the meal plans would be phased out and the general activity fee (GAF) would be increased to recover the revenue currently received from the facility fee. The FY18 facility fee for SDSU meal plans is \$204.40 and will generate approximately \$1,559,753. To fully replace the bond and utility fee (BUF) would require a \$6.55 per credit hour fee.

Instead of entirely replacing the BUF with a GAF in FY18, a four-year transition plan is proposed for FY18 to FY21. The proportion of revenue generated from the BUF will transition to GAF over the four-year period, phasing out the bond and utility fee entirely in FY21. This is the fairest approach to students that have already paid the full bond and utility fee as sophomores and juniors.

The proposal is to lower the bond and utility fee rate over a four-year period and implement a general activity fee that will be increased over that same time period. The bond and utility rate and the GAF rate would phase out/in as follows:

	<u>Bond and Utility Fee Rate</u>	<u>General Activity Fee Rate</u>
FY18	\$143.30	\$1.95
FY19	\$102.65	\$3.25
FY20	\$61.95	\$4.55

# SDSU Replacement of Bond and Utility Fee With General Activity Fee

March 28-30, 2017

Page 3 of 3

FY21	\$0.00	\$6.55
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The following table provides the revenue stream summary as well as the impact to students as the GAF is phased in. As the proposal is implemented the bond and utility fee burden is distributed to more and more students through the GAF. The burden of the transition is shared evenly during the transition.

Revenue Analysis and Impact to Students for Bond and Utility Fee Swap with GAF										
		<u>FY16</u>	<u>FY17</u>	<u>FY18</u>	<u>FY19</u>	<u>FY20</u>	<u>FY21</u>	<u>FY22</u>	<u>FY23</u>	<u>Total Paid</u>
<b>Current</b>										
Bond and Utility Fee Rate*		\$204.40	\$204.40	\$204.40						
Revenue		\$1,559,776	\$1,559,776	\$1,559,776						
<b>Proposed</b>										
Bond and Utility Fee Rate				\$143.30	\$102.65	\$61.95	\$0.00	\$0.00	\$0.00	
Revenue				\$1,093,522	\$783,322	\$472,740	\$0	\$0	\$0	
GAF Rate				\$1.95	\$3.25	\$4.55	\$6.55	\$6.55	\$6.55	
Revenue				\$465,826	\$776,376	\$1,086,927	\$1,564,697	\$1,564,697	\$1,564,697	
Total Revenue				\$1,559,348	\$1,559,698	\$1,559,667	\$1,564,697	\$1,564,697	\$1,564,697	
<b>Impact to Students with Meal Plan through Transition</b>										
FY16 Start		\$409	\$409	\$59	\$98					\$974
FY17 Start			\$409	\$345	\$98	\$137				\$988
FY18 Start				\$345	\$303	\$137	\$197			\$981
FY19 Start					\$303	\$260	\$197	\$197		\$956
FY20 Start						\$260	\$197	\$197	\$197	\$850
* The bond and utility rate used for the analysis is the FY18 proposed rate.										

If this proposal is approved, the food service rates will be reduced by \$61.10 and the GAF rate will be increased by \$1.95 for FY18.

	<u>From</u>	<u>To</u>
FY18 GAF Rate	\$39.70	\$41.65
Food Service:		
Premier	\$2,093.25	\$2,032.15
100 Block	\$1,678.35	\$1,617.25
50 Block	\$1,678.35	\$1,617.25
Silver Flex	\$1,678.35	\$1,617.25
Bronze Flex	\$1,471.85	\$1,410.75
West Flex	\$941.45	\$880.35

# **SOUTH DAKOTA BOARD OF REGENTS**

## **Budget and Finance**

**AGENDA ITEM: 7 – V**

**DATE: March 28-30, 2017**

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### **SUBJECT: Black Hills State University Tuition Proposal**

BHSU first presented a proposal to the Board of Regents for a new tuition structure in December 2015. The new one-rate structure was requested to be effective for the summer 2016 session as a three-year pilot program; however, when the tuition freeze was approved, the proposal was put on hold due to concerns that some students would experience a rate increase. BHSU then submitted an informational item as a reminder in December 2016. This proposal is the same one-rate concept updated to reflect FY18 tuition changes.

#### **The Proposed Rates**

BHSU is proposing to charge an estimated rate of \$281 per credit hour for undergraduate residents taking on-campus courses and \$381 per credit hour for undergraduate nonresidents taking on-campus courses. No additional fees will be assessed on these rates with the exception of the professional education major's fees. All other special discipline fees will be eliminated, becoming part of the one-rate tuition structure for BHSU courses. In the future, increases to the one-rate tuition relative to special disciplines will be reviewed through the Academic Affairs Council fee request process before increases to the overall rate would be approved. A summary of rates for undergraduate students including the GAF, excluding special reduced rates is as follows:

On-Campus Resident (BHSU Spearfish)	\$281.00
On-Campus Nonresident (BHSU Spearfish)	\$381.00
BHRC, Internet, Remedial	\$335.10
Military at BHSU-RC	\$250.00

The general activity fee rate will still be listed as a separate fee on the Board approved tuition and fees schedule. For billing purposes, the GAF will be rolled into the tuition to accomplish the single rates for on-campus students.

#### **On-Campus Tuition**

Board of Regents Policy 5:5:1 states "All courses taught on campus will be at the Board approved on-campus tuition rate except for remedial courses." The assessment of on-campus

(Continued)

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**DRAFT MOTION 20170328\_7-V:** I move to approve BHSU's tuition proposal for an all-inclusive tuition structure as presented.

tuition and program fees varies by the course taken, making it difficult for a student to predict what they will pay. This issue was compounded by the new program fee structure, approved in FY16, as more courses now have program fees. As shown below, the cost per credit hour for FY18 at BHSU will vary from \$270.20 to \$298.90 for an undergraduate resident student. The cost for a nonresident ranges from \$367.90 to \$396.55.

FY18 Proposed Tuition & Fee Rates – BHSU Old Structure

	<u>English</u>	<u>Math</u>	<u>Sciences</u>	<u>Business</u>
On-Campus Tuition	\$234.00	\$234.00	\$234.00	\$234.00
General Activity Fee	\$ 36.25	\$ 36.25	\$ 36.25	\$ 36.25
Program Fee	<u>\$ 0.00</u>	<u>\$ 15.00</u>	<u>\$ 20.00</u>	<u>\$ 28.65</u>
Total per Credit Hour	\$270.25	\$285.25	\$290.25	\$298.90
Nonresident Per Cr Hr	\$367.90	\$382.90	\$387.90	\$396.55

The comparison of what an on-campus resident student taking courses in different disciplines would pay under the current model and the proposed model is represented in the following table.

Comparison of Old Structure to Proposed One-Rate Structure

	<u>English</u>	<u>Math</u>	<u>Sciences</u>	<u>Business</u>
Current Cost per Cr Hr	\$270.25	\$285.25	\$290.25	\$298.90
New Proposed Rate	\$281.00	\$281.00	\$281.00	\$281.00
Change in Rate	\$10.75	(\$4.25)	(\$9.25)	(\$17.90)

The new tuition and fee structure would replace the current tuition and fee model for on-campus classes. The new model will assess a single rate per credit hour similar to the off-campus tuition structure. With only the exception for the teacher field experience fee, no additional fees will be added. With a single rate, more stability and transparency is provided. While some students will experience an increase, others will experience a decrease, but overall students will pay about the same for their degree. This all-inclusive rate structure works well for a campus like BHSU that does not have a lot of high cost programs with significant program fees.

The proposed tuition structure is designed to be revenue neutral, based on FY17 credit hours and proposed FY18 tuition and fees, the difference in revenue generated is \$5,867.

	<u>One-rate Tuition Proposal</u>	<u>Current Tuition &amp; Fees Structure</u>	<u>Difference</u>
Revenue Projected	\$12,052,862	\$12,058,730	\$5,867

Attachment I shows how the FY18 tuition rates would be changed under this proposal. All program fees except for the Professional Education Majors Fees will be eliminated.



**Black Hills State University**  
**Proposed FY18 One-Rate On-Campus Tuition**

Black Hills State University	Current Structure			Proposed
	FY18 Rate	FY18 GAF	Total FY18	One-rate
<b>Undergraduate - Per Credit Hour</b>				
Resident	\$234.00	\$36.25	\$270.25	\$281.00
State Employee, ROTC, Teacher Certification	\$117.00	\$36.25	\$153.25	\$158.65
Over Sixty-Five	\$128.70	\$36.25	\$164.95	\$170.85
Remedial	\$335.00	\$36.25	\$371.25	\$335.00
Western Undergraduate Exchange	\$331.65	\$36.25	\$367.90	\$381.00
Nonresident	\$331.65	\$36.25	\$367.90	\$381.00
Wyoming Student Attending BHSU	\$233.95	\$36.25	\$270.20	\$281.00
Child of Alumni	\$233.95	\$36.25	\$270.20	\$281.00
Minnesota Reciprocity - SU2017 - BHSU	\$268.00	\$36.25	\$304.25	\$304.05
<b>Graduate - Per Credit Hour</b>				
Resident	\$306.10	\$36.25	\$342.35	\$351.00
State Employee, Teacher Certification	\$153.05	\$36.25	\$189.30	\$193.65
Graduate Assistant	\$162.25	\$36.25	\$198.50	\$203.05
Over Sixty-Five	\$168.40	\$36.25	\$204.65	\$209.35
Nonresident	\$578.90	\$36.25	\$615.15	\$631.00
Nonresident Graduate Assistant	\$192.85	\$36.25	\$229.10	\$234.55
Minnesota Reciprocity - SU2017 - BHSU	\$441.05	\$36.25	\$477.30	\$441.05
Western Regional Graduate Program - BHSU, DSU	\$306.10	\$36.25	\$342.35	\$351.00
	\$306.10	\$36.25	\$342.35	\$351.00

The South Dakota Board of Regents adjourned its regular business meeting on March 30, 2017 and will meet again in regular session on May 9-11, 2017 in Brookings, 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 28-30, 2017.

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